

POLICY TITLE: LEADERSHIP PREMIUMS

Leadership Premiums

The Board shall have in place a plan and criteria for providing leadership premium compensation to reward teachers for serving in a leadership capacity, above and beyond their normal duties in their schools. This plan shall be reviewed and reauthorized annually before September.

The decision as to whom and how many instructional employees receive leadership premiums shall not be subject to collective bargaining and shall not become a part of the negotiated agreement.

Leadership Criteria

The Board has elected to provide leadership premiums of a minimum of \$900 to certificated instructional employees in recognition of the additional time they will spend fulfilling the following leadership roles:

1. COSSA Academy Certified Teachers. Criteria as determined by the COSSA Academy School Improvement Team. Apply for and fulfill “above and beyond” service as defined in Appendix A.
2. CRTEC CTE Certified Teachers. Criteria as determined by the COSSA Academy School Improvement Team. Apply for and fulfill “above and beyond” service as defined in Appendix A.
3. COSSA Special Education Teachers. Criteria as determined by the school district in which the teacher works
4. COSSA Specialists (psychologists, speech-language pathologists, physical therapists, occupational therapists, etc.). Criteria as determined by the COSSA Itinerant Special Programs Team and the Special Education Director. Apply for and fulfill “above and beyond” service as defined in Appendix B.

The Board may grant multiple leadership premiums to those performing multiple duties, but no employee shall receive leadership premiums that exceed twenty-five percent (25%) of the employee’s base salary amount.

These premiums shall be valid only for the fiscal year for which the awards are made. Duties related to student activities and athletics shall not be eligible for leadership premiums.

LEGAL REFERENCE:

I.C. § 33-1004F Obligations to Retirement and Social Security Benefits
I.C. § 33-1004J Leadership Premiums

POLICY HISTORY:

Adopted: 11-17-14
Revised and adopted 12-15-14
Revised and adopted 8-17-15
Revised and adopted 10-17-16
Revised and adopted 8-20-18
Revised Policy 322 and reissued as Policy 5480 7-15-19
Annual Review 10-19-20
Reauthorized: April 19, 2021
Revised: November 15, 2021

Appendix A

Canyon-Owyhee School Service Agency
CRTEC Certified Employees – Leadership Premium Plan

Directive: The plan shall delineate how the funds available from the educational support program will be paid to instructional staff employees for leadership activities as provided in paragraphs (a) through (h) of Idaho Code 33-1004J. Eligible instructional staff positions are determined by using ISEE staffing codes that fall within the ISEE definition of “instructional” certified staff. This premium is intended for staff who contribute “above and beyond” their normal job duties.

Goal: To improve student performance and increase academic achievement in order to ensure that students are adequately prepared to be successful after graduation.

Employee Name:		Position:	
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I am effective in assisting the Canyon-Owyhee School Service Agency (COSSA) in reaching this goal by doing the following: (list up to three specific behaviors, skills or methods that you demonstrate).

- 1.
- 2.
- 3.

I am aware that I qualify as being eligible for a Leadership Premium based upon my contracted full-time assignment falling with the definition of “instructional” staff in the ISEE manual. I desire to be considered for a Premium allocation and I have identified the areas on the following pages in which I will contribute to the improvement efforts at the COSSA Academy. I will document my efforts and contributions and provide evidence as determined by the COSSA Academy Principal.

Signature

Date

Administrator Signature

Date

The amount awarded will be determined by the district allocation based on instructional employees meeting the Leadership Premium criteria established at the school district. Indicate and provide documentation to support your completion of a minimum of 3 items from the lists below. Each item has a weighted value from 1 to 5 points. Points will be totaled and instructional staff will be ranked from most points to least points to determine which employee(s) gets Leadership Premium funds.

Committee/Team Work:

1. _____ (5 pts) Matching students to mentors such as through the Mentoring Network.
2. _____ (4 pts) District/COSSA Committees, i.e. Curriculum, Interview, Compliance monitoring, SET, Rtl, etc.
3. _____ (3 pts) Professional Learning Community Work including Teacher observations, conferences, and participation in PLCs.
4. _____ (2 pts) Continuous Improvement Team with 90% attendance at meetings.
5. _____ (1 pt) School Improvement Team with 90% attendance at meetings.

Individual Work:

1. _____ (5 pts) Participate in and provide professional development
 - Attend a training and then coach staff.
2. _____ (5 pts) Providing mentoring, peer assistance or professional development
 - Pre-approved by Administrator.
3. _____ (5 pts) Provide Training for Parents supporting student achievement
 - Provide training opportunities for parents
 - Develop activities to involve parents.
 - Develop training for parents to support student achievement.
4. _____ (5 pts) Working towards or earn a Master's Degree or National Board Certification in the current school year.
5. _____ (5 pts) Providing technical college credit/dual credit opportunities for students by teaching a post-secondary articulated class in which students may earn college credits.
6. _____ (5 pts) Earn an additional endorsement in core subjects through credits and/or Praxis assessment.
7. _____ (5 pts) Extra Duty Responsibilities beyond the contract not paid from another source
 - Prom, Sources of Strength, Student Court, After-School Programs, Enrichment, etc.
8. _____ Subject specific student group work that is pre-approved/arranged (3 pts)
 - Character Ed, Extra-curricular activities, etc. (COSSA clubs only)
9. _____ (4 pts) Grant Writing
 - Write and receive a grant of over \$5,000 (not individual funding).
10. _____ (3 pts) Earn a Commercial Driver's License (CDL) and provide transportation to COSSA students.
11. _____ (5 pts.) Working towards and/or earn a Bachelor's degree in the current school year.
12. _____ (5 pts.) Working towards and/or earn an Associate's degree in the current school year. (Occupational Specialists only)

Appendix B
Canyon-Owyhee School Service Agency
Special Education Itinerant Certified Employees – Leadership Premium Plan

Directive: The plan shall delineate how the funds available from the educational support program will be paid to instructional staff employees for leadership activities as provided in paragraphs (a) through (h) of Idaho Code 33-1004J. Eligible instructional staff positions are determined by using ISEE staffing codes that fall within the ISEE definition of “instructional” certified staff. This premium is intended for staff who contribute “above and beyond” their normal job duties.

Goal: To improve student performance and increase academic achievement in order to ensure that students are adequately prepared to be successful after graduation.

Employee Name:		Position:	
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I am effective in assisting the Canyon-Owyhee School Service Agency (COSSA) and the COSSA district to which I am assigned in reaching this goal by doing the following: (list up to three specific behaviors, skills or methods that you demonstrate).

- 1.

- 2.

- 3.

I am aware that I qualify as being eligible for a Leadership Premium based upon my contracted full-time assignment falling with the definition of “instructional” staff in the ISEE manual. I desire to be considered for a Premium allocation and I have identified the areas on the following pages in which I will contribute to the improvement efforts at my assigned school/district. I will document my efforts and contributions and provide evidence as determined by the COSSA Administrator assigned to my program (Special Education Director/Gifted-Talented Director). I am aware that the COSSA member school districts have designated that itinerant certified instructional employees will be evaluated for eligibility and meeting the criteria as determined by the Special Education Director.

Signature

Date

Administrator Signature

Date

The amount awarded will be determined by the district allocation based on instructional employees meeting the Leadership Premium criteria established at the school district. Indicate and provide documentation to support your completion of a minimum of 3 items from the list below. Each item has a weighted value from 1 to 5 points. Points will be totaled and instructional staff will be ranked from most points to least points to determine which employee(s) gets Leadership Premium funds.

Committee/Team Work:

1. _____ Leadership Team (2 pts with 90% Attendance)
2. _____ RTI Team Work (2 pts with 90% Attendance)
3. _____ Professional Learning Community, i.e. Writer's Workshop, CCSS (2 pts)
4. _____ COSSA Committees:
 - a. Mentoring others on team in various ways, i.e. teachers new to the district/school, program mentoring like Progress monitoring, Itracks, CCSS, etc. (5 pts)
 - b. Sharing responsibilities of the team's functioning, i.e. carrying out tasks, facilitating meeting, organizing and using data to make decisions about intervention and placement of students (2 pts)
 - c. Curriculum Development (2 pts)
 - d. Kinder Screening (2 pts)
5. _____ District/COSSA Committees, i.e. Curriculum, Interview, Compliance Monitoring, etc. (2 pts)

Individual Work:

6. _____ Participate in and provide professional development (5 pts)
 - Attend a training and then coach staff
7. _____ Provide mentoring, peer assistance or professional development (5 pts)
 - Pre-approved by Administrator
8. _____ Program Mentor (district or COSSA) (5 pts)
 - AIMSWeb, School Moves, IAA, AT, Enrichment
9. _____ Provide Training for Parents supporting student achievement (5 pts)
 - Provide training opportunities for parents
 - Develop training packets for parents to support IEP goals
 - Develop activities to involve parents
13. _____ Working towards and/or earn a Master's Degree or National Board Certification in the current school year. (5 pts)
14. _____ (5 pts.) Working towards and/or earn a Bachelor's degree in the current school year.
15. _____ Earn additional endorsement in core subjects through credits or Praxis assessment. (5 Pts)
16. _____ Extra Duty Responsibilities beyond the contract day, not paid from another source. (5 pts)

17. _____ Develop academic or behavioral intervention/enrichment plan for general education students (4 pts)
18. _____ Grant Writing (4 pts)
 - Write and receive a grant of over \$5,000 (not individual funding)
19. _____ Subject specific student group work that is pre-approved/arranged (3 pts)
 - Character Ed, Positive Peers, Extra-curricular activities, etc. (COSSA clubs only)