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*Appendix A*

**2021-2022 Leadership Premium Report Supplemental Information**

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Appendix A-1 Description for use of reason code “(h) Other leadership duties as designated by the board of trustees,”

Appendix A-2 Idaho Code 33-1004J as was in effect for 2021-2022

Appendix A-3 Supplemental notes to report from SDE

Leadership Premium Report 2021-2022 (I.C. 33-1004J)			
Appendix A-1 (h) Other leadership duties designated by the board of trustees			
District/ Charter Number	District/Charter Name	(h)	Description of (h)
001	Boise Independent	564	Staff members were assigned to and performing one or more of the following leadership duties: Instructional Lead, Department Chair, Site Coordinator, Building Equity Lead, Admin Designee, Teacher Mentor, Literacy Coach, Building Tech Coordinator, Student Council Advisor
002	West Ada Joint	736	Building leadership positions as approved by the board include: Assessment Leads, Data Leads, Digital Technology Leads, PLC Leads K-12, Intervention Lead Leadership Team, and Curriculum Committees
003	Kuna Joint	130	School Leadership Teams, DCC Committee, MTSS Committee, Team Leads, PBIS Teams, Summer Leadership Work , Mentors
011	Meadows Valley	0	N/A
013	Council	16	Tutoring students before and after school hours.
021	Marsh Valley Joint		[School District did not submit report in time for inclusion]
025	Pocatello	283	Unit Development, Building Leadership Team, Test Coordinator, Department Chair, Wellness Ambassador
033	Bear Lake County	39	Yearbook advisor, Academic Leaders, Class Leadership, Safety Plan, Senior Project Coord., SBAC Support, Spirit Group Lead, Senior Interviews, Honors Program Coord., PTE Lead, Community Relations, PTO, Technology, Friday Help, ELA Lead, Lead Teacher, Science Kits, Math SOP, Reading Mastery, Dibels Trainer, Leader in Me, Mastery Connect, Hooked on Kindergarten, Safety/Crisis, Department Head, PLC Meetings, Summit Platform, Resources, PBIS
041	St. Marie's Joint	34	Eligible service is for work completed in addition to regular contract hours through actively participating in Board approved school improvement committees. School improvement/Building Improvement/Building Leadership Team/Building RTI Coordinator/Professional Development Committee/After School Academy/Data Collection Coordinator/Technology/Safety Committee
044	Plummer/Worley Joint	8	After school tutoring (prep/plan/teach); Social Media Facebook Building Leads, Post Secondary Coordinator, Federal Programs Lead Teacher, Building Technology Lead, Special Education Lead Teacher, CTE Admin Lead, Additional work on Federal Programs
052	Snake River		H - Duties include PLC, MTSS, STAR, Student-at-risk identification, Curriculum group, Tech group, Team leaders, Summer programs, and Mentorship.
055	Blackfoot		Secondary Department Heads, Elementary Leadership Teams, RTI Teams, Class supervisors, Supervision teams
058	Aberdeen	8	[No description provided]
059	Firth	25	[No description provided]
060	Shelley Joint	26	Column H includes serving on committees and coordination of student activities outside of the regular school day.
061	Blaine County	190	Points and stipends given under (h) are as follows: Lead Teacher - \$1800.00, Building Committee 1 point, Building Leadership Team 2 points, Caseload Demand 1 point, District Committee 1 point, Elementary Music 1 point, Milepost Coordinator 1 point, Project Based Learning Committee 1 point, Professional Development Leadership 1 point, RTI Building Lead 1 point and Social Media Outreach 1 point. All of these are per the direction of the School Board. 1 point is = to \$71.33
071	Garden Valley	0	N/A
072	Basin	9	PBIS leadership, curriculum mapping and development, PBL and STEM focus curriculum development, curriculum enrichment, summer school leadership ES and MS/HS, character education development, STEM
073	Horseshoe Bend	6	Lead teacher, leadership team, testing coordinator, program department head
083	West Bonner County		Mentor Program Coordinators, Mentor Teachers, Second Year Mentors, Lead Teacher PLE, DILT, Building Leadership Team, DRtl, Math Instructional Leaders, Math Cadre, Intervention Team Leaders, Building Intervention Teams, District Assessment Coordinator, State Assessment, Literacy Cadre, Literacy Co-leader, PRE PBIS, and Science Cadre.
084	Lake Pend Oreille	69	Writing and Technology Coaches, Extra Days, Curriculum Work, Principal Designees, Department Chairs, Program Leadership

District/ Charter Number	District/Charter Name	(h)	Description of (h)
091	Idaho Falls	327	Highs School Scheduling Lead, first year teacher stipend, special programs, digital integration, mentors, lead for activities for elementary, school culture, science project leads, PE and Art lead, HRS duties, senior project, student mentoring, building based content coaches, building leadership, tutoring program leads, peer to peer tutoring leads, behavior leads, advanced opportunities
092	Swan Valley Elementary		Stem Coordinator, Communications Coordinator, Community Involvement Coordinator, Reading Specialist
093	Bonneville Joint	304	RTI Team, School Leadership Team, Crisis Team, Special Ed Leadership, Testing Coordinator, 504 Coordinator, Senior Project Coordinator
101	Boundary County	38	Other leadership duties that were compensated are for grade level and content lead position, MTSS leads, Mentors, and gifted and talented case managers.
111	Butte County	5	Student Government Advisor, Junior Class Advisor, Freshman class Advisor, Sophomore Class Advisor, Senior Class Advisor
121	Camas County	0	N/A
131	Nampa	324	School Climate Committee, Data Manager, Dept Head, Leadership Team, MTSS, Counseling Coordinator, GLT Leader, PBI, RTI Team, Risk and Threat, Curriculum Alignment, Nursing Coordinator, Music Coordinator, PE Coordinator, RTI Coordinator, Title I Coordinator, PLC Leader, Duty Schedule Coordinator, PAWS Coordinator, Mastery Coach, Student Leadership, Instructional Coach, Refocus Intervention Specialist, Building Advisory Team, Testing Coordinator, Psych Coordinator, SLP Coordinator, Parent Involvement Liaison, ISAT Coordinator, Webmaster, Nurse Coordinator, LEP Coordinator, Social Worker Coordinator, IPAD Manager, OT Coordinator, National Honor Society Coordinator, School Focus Specialist, School Culture Leader, Student Activities and Parent Involvement
132	Caldwell	175	District defined leadership duties include Assessment Leaders, Digital Content Integration Leaders, RTI/PBIS Leaders, Building Leaders, STEM Coordinators, ALP Coordinators
133	Wilder*		Other duties assigned included, but was not limited to: (1) providing classroom coverage for fellow teachers when no subs were available; (2) providing student supervision during lunch hour and/or prep time in order to enable continued social distancing, especially during times of peak illness.
134	Middleton	91	K-5 Curriculum Team, 6-12 Curriculum Team, Rati Team Leads, Teacher Mentors, Strategic Planning Committee, EL Coordinator, Wellness Committee
135	Notus*	9	Served on Supplemental Leadership Team as designated by the board of trustees as agreed upon in the master agreement

District/ Charter Number	District/Charter Name	(h)	Description of (h)
136	Melba Joint	29	The responsibilities of this committee are to increase the achievement and engagement of every student through continuous improvement of curriculum, instruction, assessment, school culture. The team will meet at least monthly after school. The responsibilities of this committee are to increase family and community involvement as well as student engagement through development of various activities and events. This committee meets monthly. The responsibilities of this committee are to review core curriculum, Tier I, II and III interventions for the core areas, establish a school-wide positive behavior plan, review school-wide data, complete and review the School-wide Title I plan. The team will meet weekly, or at the discretion of the administration, and work with students in need of interventions. The responsibilities of this committee are to increase the achievement and engagement of every student through continuous improvement of curriculum, instruction, assessment, school culture. The team will meet at least monthly after school. This teacher leads the elementary school choir. The choir is an after school activity that meets every week. The responsibilities of this committee are to increase wellness within the district. This committee develops different events to increase knowledge of healthy decisions and lifestyles as well as provide various activities for staff to increase comradery and wellness. This teacher will seek additional financial resources through grants for the school as a whole as well as provide support and guidance to other staff members seeking outside grants. This stipend is for extra days and hours after school. Will be in charge of monitoring students in Athletic Training while they perform their practicum. Involves after school events throughout the year. Will also coordinate students in CNA, EMT, and other Health Occs related practicums. This stipend is for extra days working on IEP and other Special Education paperwork. This stipend is for administrative duties as assigned as an attendance dean. This teacher works with the leadership class. The position requires extensive time out of school for events and planning of events. This teacher works in an administrative position building the Master Schedule and helping with Powerschool. Work with students who are given extra, out of class assignments to help push them to the next level. Advisor will meet with them frequently, help them to write essays, direct a field trip, help them prepare a College and Career Readiness project and presentation that aligns to the school Pathways. Also work with Jr. High Student Council. This teacher is in charge of building wellness and morale events. This stipend is for directing and overseeing the National Honor Society as well as service projects outside of the school day.
137	Parma*	52	Building/District Level Team Work; Serving On District Committees; Building Leadership Team; Mentoring New Teachers; Providing Professional Development At The Building Or District Level; New Program Implementation; Serving On Advisory Teams; Active Participation On Professional Learning Committee; Working On Student Mentoring Network; Providing Training To Parents.
139	Vallivue	274	Response to Intervention team, CARE team, AVID site Team, Leadership Team, Accreditation Team, Department Chair/Team Lead, Test Setting Coordinators
148	Grace Joint		District-wide curriculum coordinator and elementary head teachers (one for grades K-3 & the other for grade 4-6) as designated by the board of trustees.
149	North Gem	6	[No description provided]
150	Soda Springs Joint		Lighthouse Leadership Team, Professional Learning Community (PLC) Leaders, Curriculum Building Leader, Digital Portfolio Leader, SEL Leader, Parent Advisory Leader, STEM Leader, Assessment Leader, NICE Peer Mentoring Leader.
151	Cassia County Joint		Other leadership stipends paid include: building leadership team, district leadership team, school website coordinators, EL case manager, Title I/parent involvement coordinator, migrant/LEP coordinator, PLC Leader, parent involvement coordinator, gifted & talented, grade level lead, data coach, PBIS coach, building tech team, RTI lead, after school program, dual credit coordinator, testing coordinator, after school tutoring, SPED Coordinator, math lab tutoring, after school literacy, curriculum coordinator, student council, yearbook, and grade level specialist.
161	Clark County Joint	10	Organize student learning opportunities within the community, Lead PBIS/Rati groups, advise academic clubs, after school tutoring
171	Orofino Joint	25	Morning School, Senior Project, Lighthouse Coordinator, RTI Team Lead, EPIC/SOM Leader, Staff Activity Leader, Friday School, Lead ARTI, Sources of Strength Leader, Leadership Team
181	Challis Joint	19	1. Working towards master or PH. D (proof of enrollment and earned credits for 2020-2021 school year) 2. Administrative Ancillary 3. Professional Development Committee/Teaching Professional Development to staff 4. Attendance Committee 5. PBIS committee (Positive Behavior Interventions and Supports)

District/ Charter Number	District/Charter Name	(h)	Description of (h)
182	Mackay Joint	4	After School Tutoring, Head Teacher Duties after school, Enrichment Activities after school.
191	Prairie Elementary		[School District did not submit report in time for inclusion]
192	Glenn's Ferry Joint	12	Leadership Premiums, Curriculum Development, RTI Leader, PD Ladder, Tech implementation Leadership, Portfolio Leader, Family Night Coordinator, Continuous Improvement/Strategic Planning Leader.
193	Mountain Home	0	N/A
201	Preston Joint	83	Premiums were paid for additional duties and time required as outlined by the board in the following areas: building leadership teams, mentoring new faculty members, building technology leaders, building social media managers, district professional development lead, district PBIS committee members, building safety and emergency preparedness leaders, district safety and emergency preparedness leader, building student assistance teams, building 504 managers, testing and data collection leads, faculty activity directors, strategic planning team members, elementary curriculum development, and education foundation representatives.
202	West Side Joint		[School District did not submit report in time for inclusion]
215	Fremont County Joint	72	Building Leadership Team Member, Spanish Liaison, Building Canvas Trainer, Building IStation Trainer, Building iReady Trainer, PBIS Team Member, RTI Team Member
221	Emmett Independent		Headteacher in rural school w/limited admin presence; Lunch duty &/or dept chair; tech specialist;
231	Gooding Joint	47	Building leadership teams, RTI Committee, MTSS, Threat Assessment Team, Student Council, Honor Society, PBIS Team, Senior Project Coordinator, Website Coordinator, Literacy Team, GT Team.
232	Wendell	0	N/A
233	Hagerman Joint	0	N/A
234	Bliss Joint	0	N/A
242	Cottonwood Joint	2	After hours and Summer Technology Duties
243	Salmon River Joint	12	Other duties include leadership team members, mentoring, lead teacher, curriculum coordinator, staff moral coordinator, and working in both schools
244	Mountain View	37	Senior Advisors, CVHS Building Leadership/RTI Team, help the principal at CVHS when she was out of the building, GHS Leadership Team, CVE PLC Lead Team, CVE MTSS Team, CVE PBIS Team, CVE Lead Teacher, GEMS MTSS Team, GEMS PLC Leader, GEMS STEM Leader, GEMS District Leadership Team Member, GEMS Student Council Leader.
251	Jefferson County Joint	154	Filling a school specific building project lead or other leadership positions at the building level. Serving on a district level or building level committee. Acting as a building level trouble shooter. Acting as a building level Assessment Coordinator, PBIS, RTI. Serving as a first year teacher new to the field with no prior teaching experience.
252	Ririe Joint	24	RTI Team Leaders - \$1000 stipend - Creating agendas for meeting, leading monthly meetings, tracking students, and reporting to the administration. Department Head - \$1062 stipend - Creating agendas, leading monthly meetings, attending department head meetings, and reporting to the administration. Curriculum Team Leader - \$1000 stipend - Lead curriculum adoption team meetings, create meeting agendas, report to the administration, and present to the school board. Elementary School Leadership Team - \$1000 stipend - Attend monthly meetings after school.
253	West Jefferson	20	To earn a leadership unit of \$900, WJSD certified staff will need to complete 25 hours of leadership work outside of contract time. No work for which someone is receiving a salary, stipend, benefits, or other compensation can be counted towards these hours, unless designated through administrative assignment. The activity, committee, or work that is completed must be part of the list of approved leadership activities developed by the leadership committee. All hours will need to be supported by official meeting notes/minutes or a tangible product and the committee and/or building administration can request this evidence at any time.
261	Jerome Joint	34	21st Century Coordinator, 504/Care Plan, Core Project, EL Taskforce, Graphics, Master Scheduler, Robotics, STEAM Committee, Sunshine Club, Teacher Advisory Committee, Technology, Website
262	Valley	25	Student Advisors, Teacher Mentors, Student Council, Summer Dropout Prevention, Summer Library Literacy, Leadership Role in Absence of Administration, Student Tutoring and Additional Curriculum Development.

District/ Charter Number	District/Charter Name	(h)	Description of (h)
271	Coeur d' Alene		Building Leadership, MTSS, Sources of Strength, Instructional Facilitator for PD, ASB Advisor, Department Heads, Curriculum, Technology
272	Lakeland	88	Advanced Learning, Oversight and Implementation - ELL, Teaching on a Prep. period, Instruction related to Learning Loss - Summer Program, Oversight of Student Led Conferences, Blended Learning, After School Support (Homework), PBIS
273	Post Falls	98	Building leadership committee and/or department head.
274	Kootenai Joint	6	Leadership Team, Preschool Committee, Special Education Audit Support and Redevelopment of Procedures
281	Moscow	91	Assessment Coordinator Elementary, Assessment Coordinator Secondary, Assessment/504 Coordinator Combined, 504 Building Coordinator, Secondary Department Chairs, Leadership Committee - Building & District Levels, Paraprofessional Trainer Elementary, RTI Coordinator Elementary & Secondary, Social Emotional Learning (SEL) Elementary, SAT Instructor, Elementary PowerSchool Reporting Pilot, Ed Tech/Ed Online Leader, Administrative Designee, School Lead Choice,
282	Genesee Joint	19	K-12 Safety/Crisis Coordinator, MTSS Committee Leader, COVID Committee, Administrative Substitute, Elementary Afterschool Program Lead Teacher, Secondary Afterschool Program Lead Teacher
283	Kendrick Joint	8	Staff received a leadership premium under this section (other leadership duties) for committee work, specifically our District Leadership Team and our Leader in Me Leadership Team. Staff also received leadership premiums under this category for organizing and facilitating specific events. This included our Veteran's Day Event and our school-wide spelling bee event.
285	Potlatch	26	Potlatch Jr/Sr High School Leadership Team; Potlatch Elementary Leadership Team; Idaho Tiered Behavior Supports (ITBS)/Positive Behavior Interventions and Supports (PBIS) committee - at both elementary and secondary level; Crisis Committee; Curriculum Adoption Committee; Special Ed Caseload; RTI Committee; STEM Advisor
287	Troy	15	Membership on either a district or building leadership team in which building level team members will be required to meet monthly, establish building goals based on need, communicate goals and identify indicators of growth. Membership on either a district or building committee and members are required to attend all meetings. New teacher mentor. Teach a Dual Credit/Tech Prep Course for the school year. Community Service projects that support school and community improvement and Projects require a minimum of 20 hours; Other as approved by the administration.
288	Whitepine Joint	11	iStation Coordinator, Crisis Team, Math Coordinator, Leadership Team, Teaching Mentor, Admin Team, EL Coordinator, STAR Coordinator, Senior Project Advisor, IDFY Coordinator
291	Salmon		Stipend for cleaning athletic facility after hours.
292	South Lemhi	2	Technology Coordinator and Scheduling, Title IX and Student Body Advisor
302	Nezperce Joint	8	Elementary Organization Support Leader, Secondary Organization Support Leader, Technology Coach/Support, ELA/SS/Humanities Curriculum Director, Stem Curriculum Director, IRI/SAT Assessment Director, Year 1 & 2 Teacher Mentor, Milepost/Teacher Vitae Intervention & Behavior Support, Restorative Discipline Consultant/Trainer, Secondary Core Project Implementation, Financial Literacy Enrichment Coach, COVID Planning Assistant, CTE Coordinator
304	Kamiah Joint	20	Student Academic Support
305	Highland Joint	6	Leadership Team
312	Shoshone Joint	15	The district has an optional after school program for elementary and middle school students with a focus on use of data to prepare students for assessment. Participation is optional for teachers and the district supplements the state funding with local option funding to ensure the program is well staffed. Staff is divided into teams. The teams are each in charge of a group of students and meets to use data to set goals, monitor progress and determine lessons.
314	Dietrich	5	Senior project advisor, team lead, half time At- Risk Help, and special education premium
316	Richfield	0	N/A
321	Madison	124	Content Area Masters Degree, Grade Level Leader, Department Chair, Cat Teams
322	Sugar-Salem Joint	78	Additional time for teachers to tutor students, to provide additional help and support above and beyond the scope of the traditional school day.
331	Minidoka County Joint	121	In addition to the above categories, we also provide leadership premiums for after hours work in the areas of technology support; instructional coaching; RTI, ESL, GT, testing coordination, committee/team

District/ Charter Number	District/Charter Name	(h)	Description of (h)
340	Lewiston Independent	16	Working extra days beyond contract.
341	Lapwai		Leadership Team.
342	Culdesac Joint	0	N/A
351	Oneida County	48	Board approved leadership or other outside contract responsibilities which have a direct positive impact on student learning experiences. These duties are not related to athletics or activities. These include but are not limited to professional development prepared and given to peers or across district teachers and staff, after school learning opportunities for students and online safety and academic strategy development to meet the unique learning needs for students.
363	Marsing Joint*	45	Elementary - Building Leadership Teams, Planning & attending student/parent nighttime events and after school tutoring. Middle School After School and Friday Tutoring. High School - Class Advisory Committees. Approved by School Board.
364	Pleasant Valley Elementary	0	N/A
365	Bruneau-Grand View Joint	8	Communication Coordinator, Assist School Principal regarding goals accountability and school involvement, attend after school meetings, assist principal with PD, assist with scheduling, budget committee, Calendar Committee, Hiring Committee, and or Technology, Curriculum, Policy Committee's. Head Teacher and Leadership. Hard to fill for Special Ed Director. PD presenters.
370	Homedale Joint*	48	District Leadership, PBIS Leadership, Four Evening Academic Events, Curriculum Development, Building Discretion, Additional Duties as approved by the Board.
371	Payette Joint	34	Other duties included district data team, building public relations coordinator, grade level leaders, grade book (SIS) building coordinator, curriculum committee and after school homework coordinator
372	New Plymouth	35	DESCRIPTION OF DUTIES Schoolwide Leadership Team - provides direction of the school in academics and collaboration. Math Improvement Team - Math teachers to discuss student math progress and implement strategies to improve SBAC scores. Review Data. English Improvement Team - English teachers to discuss student math progress and implement strategies to improve SBA scores. Review Data.
373	Fruitland	40	Other Leadership duties included: Serving on Leadership Team, RTI Team, Extra Time after School tutoring.
381	American Falls Joint	55	Testing coordinators, curriculum coordinators, school leadership, building technology coordinators, staff wellness, intervention specialists.
382	Rockland		N/A
383	Arbon Elementary	0	N/A
391	Kellogg Joint	20	This leadership responsibility includes RTI team member, Building tech specialist, Building Management team member, and Instructional Coach
392	Mullan	6	Extended Years, Head Teachers, After School Event Coordinator
393	Wallace	5	Admin Support, Lunch Detention/Study Hall, Ad Stipend, Data Input Assistance
394	Avery		[School District did not submit report in time for inclusion]
401	Teton County	108	For the staff that was in field "H," these TSD staff performance duties that were aligned with the intent of the leadership premium funds. School Leadership Committees: required additional evening meetings, leadership role at their respective school, and other duties as assigned. Afterschool Tutoring: required staying afterschool to support students at high academic risk in literacy and math. Student athletic activities: required staying evening hours to provide leadership and student oversight duties.
411	Twin Falls	60	Other leadership duties included: various educational and instructional improvement committees, before and after school homework assistance or additional help programs, student after school mentoring, citizenship or life skills groups, assistance in integration of blended learning throughout subjects, organization and facilitation of scholastic competitive opportunities for students and website/media management to increase communication between school, students, parents, and the community.

District/ Charter Number	District/Charter Name	(h)	Description of (h)
412	Buhl Joint	43	Mentor, Member of MTSS Team/Comm. Building Leadership Comm., Instructional Coach, Grade level Team Leaders, Fundraising Team, Character Education, Senior Project Coordinator, Special Education-Managing Paras, Administrative Support, Active Member of District Leadership Comm., Provide professional development to schools/district, Provide Innovative Ideas for instructional improvement
413	Filer	51	Afterschool Program Co-Lead, RTI Team, Grade Level Team Lead, PBIS Team lead, Staff Retention Committee, Ed Hub Lead, See Saw Lead, Publicity Lead, Department Lead, Advisory Lead, Moby Max/Credit Recovery Lead, Credit Recovery Coordinator, ROAR, Social Media, Class Head Advisor, 504 Coordinator, Summer Scheduling, Leadership Team Lead
414	Kimberly	14	Other Leadership duties including after school enrichment programs designed to develop academic, emotional, and social skills in students to achieve our mission of students becoming life long learners.
415	Hansen	16	School Leadership groups, backpack program, food pantry program, art, yoga & weightlifting programs before and after school, PBIS program
416	Three Creek Joint Elementary		[School District did not submit report in time for inclusion]
417	Castleford Joint		Sub training committee, student leadership & winter wishes, Advisory committee, teacher mentors, safety committee, senior project coordinator, social media webmaster, truancy board (local), Problem solving team, Calendar committee
418	Murtaugh Joint		N/A
421	McCall-Donnelly Joint	67	Billing Services; Caseload Demand; Community Outreach; Department Chair; District Committee/Chair; Leadership team; Teaching in Masters; NBCT; attendance Appeals Committee; PST Chair;
422	Cascade	6	All are a member of the school instructional leadership team and work after hours doing various duties.
431	Weiser		[School District did not submit report in time for inclusion]
432	Cambridge Joint	6	Agenda, Note Taking for all MS/HS Staff Meetings, leading for all elementary Staff Meetings, Intermediate grade representative for Title I, SWIP meetings, Leading all MS/HS Staff Meetings and organizing our enrichment and intervention list and plans for HS Students, Organizing and placing all middle students in appropriate enrichment and intervention classes, Lead Teacher to facilitate discipline and admin needs when admin is out of the district, Primary grade representative for Title I and SWIP meetings
433	Midvale		[School District did not submit report in time for inclusion]
451	Victory Charter School	14	Teacher collaborating on student learning interventions
452	Idaho Virtual Academy	50	Full load Math and ELA teachers who are remediating non-proficient students through additional teaching time, Teaching a course to middle school students in which the student earns both middle and high school credit, Providing leadership as Math and English/Language Arts or Special Education department heads, Leading a special school project as designated by IDVA administration.
453	Richard McKenna Charter School	15	Creating new online courses and serving on committees.
454	Rolling Hills Charter School		Assessment Coordinator, Alternative Assessment Coordinator, 504 Coordinator, Assist Principal, ESY Coordinator, remote learning Coordinator, Maintenance Coordinator
455	Compass Charter School	15	Department/Grade Level Chairs, Committee Leadership, Event Coordination/Oversight, and Testing Coordinator/Proctor
456	Falcon Ridge Charter School		After school STEM club
457	Inspire Virtual Charter School	8	Staff members spend additional hours collecting and analyzing data to target areas for improvement. In addition, as part of the career ladder stipends the three master teachers, four lead teachers, and coordinator teacher are required to work 10-15 additional hours per week supporting Professional Learning Community collaboration directly aligned to Inspire's Continuous and School Improvement Plans.
458	Liberty Charter School	0	N/A
460	Academy at the Roosevelt Center		[School District did not submit report in time for inclusion]

District/ Charter Number	District/Charter Name	(h)	Description of (h)
461	Taylor's Crossing Charter School	8	Steering Leadership Committee, Curriculum Coordinators
462	Xavier Charter School	2	Lead teacher supplemental pay
463	Vision Charter School		N/A
464	White Pine Charter School	12	Curriculum Coordinators, Building Leadership Teams, PBIS Teams, RTI Coordinator, GT Coordinator, Powerschool Coordinator
465	North Valley Academy	7	Staff performed duties in additional to their assigned duties that benefitted student academics. Staff worked on additional curriculum duties and scope and sequence for materials. Staff worked on alignment of materials and standards and breaking down standards.
466	iSucceed Virtual Charter School	0	N/A
468	Idaho Science & Technology Charter School	1	Summer Reading Program
469	Kaplan Academy of Idaho		(i) Mentor/Peer Assistance duties as approved by the Board of Trustees that extended beyond Section 33-512(17) of the Idaho Code in that these mentoring/peer assistance services were provided to teachers outside of their first two years of experience in the profession, a value deemed inherently necessary in the adaptive virtual school environment in which ICON operates; (ii) Instructional service position deemed by Board of Trustees as necessary, immediate, and hard to fill in response to student learning loss related to pandemic (requiring employee to work additional time).
470	Kootenai Bridge Academy	0	N/A
472	Palouse Prairie School	2	504 Coordinator, Data and Assessment Coordinator
473	The Village Charter School	8	[No description provided]
474	Monticello Montessori School	3	Parent liaison, Title IX coordinator, testing coordinator
475	Sage International School of Boise	23	Other duties include before/after school supervision, managing distance learning plans, IRI/ISATS team leads, SIS Teacher Management, 504 Case Management, IB Coordinators and Covid Schoolwide Health plan management
476	Another Choice Virtual Charter School	N/A	[Location Closed At End Of FY22, No Report Provided]
477	Blackfoot Charter Community Learning Center	0	N/A
478	Legacy Charter School	7	Teachers collaborated on student learning interventions.
479	Heritage Academy	0	N/A
480	North Idaho Stem Charter School	13	Leadership for RTI, curriculum, writing, projects, etc.
481	Heritage Community Charter	8	RTI: Teachers served on the Response to Intervention (RTI) committee outside of their regular contract hours. Other Leadership Duties: Student Support, recess supervision, bus duty supervisor, admin for IEP meetings (outside of regularly assigned responsibilities)
482	American Heritage Charter School	9	Lead Teacher 6-12, Music Director, Admin Intern, Curriculum, Pbis Trainer, Lead Teacher K-5, Strong: Curriculum/Stem Lead, Science Curriculum Coordinantor
483	Chief Tahgee Elementary Academy		[School District did not submit report in time for inclusion]
485	Bingham Academy Charter	0	N/A
486	Upper Carmen Charter School		After school--and year doing multiple ++ state reports.

District/ Charter Number	District/Charter Name	(h)	Description of (h)
487	Forest M. Bird Charter School	0	N/A
488	Syringa Mountain School	0	N/A
489	Idaho College & Career Readiness	1	Work with BPA students in leadership organization, and to provide other student leadership opportunities.
491	Coeur d' Alene Charter Academy	7	School safety leadership and academic department leadership
492	ANSER of Idaho	6	[No description provided]
493	North Star Charter School	22	This includes leadership premiums associated with department head work, ISAT, Tech assistance, yearbook and curriculum design.
494	Pocatello Community Charter School	11	Member of the ILT (Instructional Leadership Team), Teacher Representative on the PCCS School Board, Member of the PBIS team.
495	Alturas International Academy	0	N/A
496	Gem Prep: Pocatello	3	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator
497	Pathways in Education - Nampa	1	Leading Team PLCs
498	Gem Prep Meridian	4	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator
499	Future Public Charter	0	N/A
508	Hayden Canyon Charter School		Grade band leadership roles
511	Peace Valley Charter		[School District did not submit report in time for inclusion]
513	Project Impact STEM	12	RTI, coordinating the school calendar/schedule, team leads
523	Elevate Academy		School leadership teams, curriculum lead, special education coordinator, ELL Coordinator, CTE lead
528	Forge International	12	Other duties include IB Coordinators, Outdoor and Extracurricular activities coordination, PD Lead, PTO liaison, Math lead, RTI data coordinator, schoolwide Covid management lead, Hiring committee
531	Fern-Waters Public Charter School	0	N/A
532	Treasure Valley Classical Academy	0	N/A
534	Gem Prep: Online	2	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator
540	Island Park Charter School	1	Pay was given for her role as the Curriculum Development Coordinator.
544	Mosaics Public School	0	N/A
549	Gem Prep: Meridian North	2	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator
550	Doral Academy of Idaho		[School District did not submit report in time for inclusion]
553	Pinecrest Academy of Idaho		[School District did not submit report in time for inclusion]
559	Thomas Jefferson Charter School	22	All Stipends are for additional time worked due to COVID
560	Alturas Preparatory Academy	0	N/A
562	Rise Charter School	0	N/A
566	Cardinal Academy	0	N/A
751	SEI Tec	N/A	[Location Closed At End Of FY22, No Report Provided]

District/ Charter Number	District/Charter Name	(h)	Description of (h)
768	Meridian Charter High School	8	Classroom Lead on our Citizenship and Professionalism Grade (CPG) program. These are extra duties of communicating and tracking all events and compliance rubrics of each student's monthly participation in Professional Dress Days and our 9 hours of required community service. The other four staff in Category h premiums reflect the time and value that staff brings to our students as leadership mentors and our before and after school study program coordinators.
785	Meridian Medical Arts Charter School	8	Key Club Advisor, HOSA Advisors, Student Council Advisor, Yearbook/Journalism Advisor,
794	Payette River Technical Academy		Social Media Manager, Technical Liaison, 8th Period prep work with Sports Medicine students.
795	Idaho Arts Charter School	33	Attendance Committee Heads, Club Advisor, Department Head, Evening Events, Leadership, Senior Projects, Testing Coordinator
796	Gem Prep: Nampa	4	Serves as response to intervention "RTI" team leader, Lead Teacher, English language learner coordinator
813	Moscow Charter School	12	Qualify for a minimum of 2: Taking non school sponsored college course/credits to continue education, Be a member of the PBIS Leadership Team, Running IDLA courses, Lead 2 or more professional development meetings, Facilitate 2 or more professional speakers to the school to present in your class or for the whole school, peer mentoring, running outside of classroom programs during the school day.
555	COSSA Academy*		[School District did not submit report in time for inclusion]

## Appendix A-2

TITLE 33  
EDUCATION  
CHAPTER 10

FOUNDATION PROGRAM -- STATE AID -- APPORTIONMENT

33-1004J. LEADERSHIP PREMIUMS. (1) Of the moneys available to the educational support program, eight hundred fifty dollars (\$850) shall be distributed per full-time equivalent instructional and pupil service staff position employed by each school district. Such moneys shall be paid to instructional and pupil service staff employees for leadership activities as provided in paragraphs (a) through (h) of this subsection. Such premiums shall be valid only for the fiscal year for which the premiums are made and shall be made for one (1) or more of the following reasons identified as leadership priorities by a committee consisting of teachers, administrators and other school district stakeholders and shall be approved by the board of trustees:

- (a) Teaching a course in which students earn both high school and college credit;**
- (b) Teaching a course to middle school students in which the students earn both middle school and high school credit;**
- (c) Holding and providing service in multiple nonadministrative certificate or subject endorsement areas;**
- (d) Serving or being hired to serve in an instructional or pupil service position designated as hard to fill by the board of trustees;**
- (e) Serving or being hired to serve in a hard to fill instructional position in a career technical education program;**
- (f) Providing mentoring, peer assistance or professional development pursuant to section [33-512\(17\)](#), Idaho Code;**
- (g) Having received professional development in career and academic counseling, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional or pupil service duties;**
- (h) Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time as a condition of the receipt of a leadership premium.**

(2) Local school district boards of trustees shall provide leadership premiums to instructional or pupil service staff employees consistent with the provisions of this section and may not distribute moneys provided pursuant to this section unless employees meet one (1) of the criteria specified in subsection (1) of this section. The decision as to whom and how many receive leadership premiums, and in what amounts, shall not be subject to collective bargaining, any other provision of law notwithstanding. A board may provide multiple leadership premiums to an instructional or pupil service staff employee. However, no such employee shall receive cumulative leadership premiums in excess of twenty-five percent (25%) of the minimum salary as designated on the career ladder pursuant to section [33-1004B](#), Idaho Code, nor less than nine hundred dollars (\$900), regardless of such employees full- or part-time status.

(3) The state department of education may require reports of information as needed to implement the provisions of this section. At a minimum, school districts shall report the information necessary for the department to fulfill the provisions of this section. The department shall report, on or before January 15 each year, to the governor, the senate education committee and the house of representatives education committee relevant information regarding leadership premiums, including the following:

- (a) The number of instructional and pupil service staff employees in the district;
- (b) The number of instructional and pupil service staff employees that received a leadership premium;
- (c) The number of leadership premiums issued, by district;

- (d) The average dollar amount of leadership premiums issued, by district;
  - (e) The highest and lowest leadership premium issued, by district;
  - (f) The percent of instructional and pupil service staff positions receiving leadership premiums and the cumulative amount of such premiums, by district; and
  - (g) The reasons identified as leadership priorities approved by the board of trustees as listed in subsection (1) of this section, including a description of the other leadership duties designated by the board of trustees as provided in subsection (1)(h) of this section and the number of the premiums awarded per leadership activity as identified in subsection (1)(a) through (h) of this section.
- (4) For the purposes of this section, the term "school district" also means "public charter school," and the term "board of trustees" also means "board of directors."
- (5) The state board of education is hereby authorized to promulgate rules to implement the provisions of this section.

History:

[33-1004J, added 2014, ch. 83, sec. 5, p. 232; am. 2015, ch. 229, sec. 11, p. 717; am. 2016, ch. 350, sec. 1, p. 1027.]

## Appendix A-3

Note 1: While Idaho Code 33-1004J was repealed, it was in effect until 7/1/2022 and funds were distributed in that year. While there is currently no legal requirement to submit a report, our offices feel that in the interest of being good stewards of state funds we should create and submit a report to reflect the final year of funding.

Note 2: Districts and charters that were out of compliance with Idaho Code 33-1004J were notified by SDE staff regarding areas of non-compliance.

Note 3: The districts that make up the COSSA consortium as well as COSSA itself each paid portions of their shared instructional staff. For those individuals, the total amount received from all COSSA members was used when determining the lowest premium issued per person.