

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
001	Boise Independent	1,716.38	1,772	512	512	\$ 2,511	\$ 8,000	\$ 8,000	\$ 300	\$ 300	29%	\$ 1,285,864	\$ 1,458,923	\$ 173,059	0	0	0	0	0	0	512
002	Meridian Joint	2,003.81	2,099	997	1185	\$ 1,200	\$ 4,687	\$ 5,537	\$ 850	\$ 850	47%	\$ 1,422,529	\$ 1,703,239	\$ 280,710	0	0	0	232	216	2	735
003	Kuna Joint	301.21	313	131	145	\$ 1,766	\$ 8,000	\$ 8,000	\$ 850	\$ 850	42%	\$ 256,029	\$ 256,029	\$ -	0	0	0	28	33	0	84
011	Meadows Valley	16.56	18	13	16	\$ 872	\$ 1,700	\$ 1,700	\$ 850	\$ 850	72%	\$ 13,950	\$ 14,076	\$ 126	0	0	0	0	5	0	11
013	Council	18.50	19	8	11	\$ 1,430	\$ 2,597	\$ 3,447	\$ 850	\$ 1,231	42%	\$ 15,725	\$ 15,725	\$ -	1	0	1	0	5	0	4
021	Marsh Valley Joint	70.95	72	71	71	\$ 837	\$ 850	850	\$ 426	\$ 426	99%	\$ 59,458	\$ 60,308	\$ 850	2	0	0	0	12	1	56
025	Pocatello	670.78	688	371	437	\$ 1,245	\$ 4,600	\$ 5,600	\$ 850	\$ 850	54%	\$ 543,925	\$ 570,163	\$ 26,238	0	0	0	63	278	0	96
033	Bear Lake County	62.32	64	42	44	\$ 1,149	\$ 2,850	\$ 2,850	\$ 850	\$ 850	66%	\$ 50,550	\$ 52,972	\$ 2,422	0	0	0	1	10	2	31
041	St. Maries Joint	63.08	67	53	62	\$ 891	\$ 1,700	\$ 1,700	\$ 850	\$ 850	79%	\$ 55,250	\$ 53,618	\$ (1,632)	0	0	0	0	8	22	32
044	Plummer/Worley Joint	36.83	38	10	11	\$ 2,958	\$ 5,838	\$ 5,838	\$ 1,603	\$ 1,603	26%	\$ 32,540	\$ 31,306	\$ (1,234)	0	0	0	0	5	0	6
052	Snake River	97.15	100	41	44	\$ 1,918	\$ 3,850	\$ 4,000	\$ 850	\$ 850	41%	\$ 84,400	\$ 82,578	\$ (1,822)	0	0	0	9	0	0	35
055	Blackfoot	224.20	225	140	149	\$ 1,292	\$ 3,759	\$ 3,759	\$ 850	\$ 850	62%	\$ 192,434	\$ 190,570	\$ (1,864)	0	0	0	19	30	0	100
058	Aberdeen	48.49	50	17	18	\$ 1,802	\$ 5,887	\$ 5,887	\$ 1,000	\$ 1,000	34%	\$ 32,436	\$ 41,217	\$ 8,781	0	1	0	8	3	0	6
059	Firth	42.08	43	42	42	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	98%	\$ 35,700	\$ 35,768	\$ 68	8	2	0	0	5	0	27
060	Shelley Joint	114.87	117	73	95	\$ 1,177	\$ 2,338	\$ 3,613	\$ 850	\$ 850	62%	\$ 111,786	\$ 97,640	\$ (14,146)	5	0	0	19	30	0	41
061	Blaine County	289.44	295	97	107	\$ 2,314	\$ 9,846	\$ 9,846	\$ 667	\$ 667	33%	\$ 247,545	\$ 246,024	\$ (1,521)	1	0	0	0	10	44	52
071	Garden Valley	20.02	21	12	12	\$ 1,665	\$ 2,975	\$ 2,975	\$ 850	\$ 850	57%	\$ 19,975	\$ 17,017	\$ (2,958)	0	0	0	0	0	0	12
072	Basin	25.81	28	16	19	\$ 1,158	\$ 2,880	\$ 2,880	\$ 850	\$ 850	57%	\$ 22,004	\$ 21,939	\$ (65)	0	0	0	0	6	0	13
073	Horseshoe Bend	20.00	20	7	9	\$ 2,244	\$ 3,850	\$ 4,500	\$ 850	\$ 850	35%	\$ 20,200	\$ 17,000	\$ (3,200)	0	0	0	3	0	6	0
083	West Bonner County	78.64	81	56	72	\$ 1,277	\$ 4,000	\$ 5,300	\$ 850	\$ 850	69%	\$ 91,950	\$ 66,844	\$ (25,106)	0	0	0	0	18	0	54
084	Lake Pend Oreille	224.49	233	78	87	\$ 2,198	\$ 6,000	\$ 7,287	\$ 850	\$ 850	33%	\$ 191,253	\$ 190,817	\$ (436)	0	0	0	2	61	12	12
091	Idaho Falls	547.46	561	317	361	\$ 1,229	\$ 4,000	\$ 4,850	\$ 850	\$ 850	57%	\$ 443,762	\$ 465,341	\$ 21,579	0	0	0	9	110	0	242
092	Swan Valley Elementary	4.00	4	-	0	\$ -						\$ -	\$ 3,400	\$ 3,400	0	0	0	0	0	0	0
093	Bonneville Joint	595.08	610	305	351	\$ 1,509	\$ 5,470	\$ 5,915	\$ 850	\$ 850	50%	\$ 529,528	\$ 505,818	\$ (23,710)	0	0	0	10	63	0	278
101	Boundary County	84.57	86	73	74	\$ 985	\$ 1,700	\$ 1,850	\$ 850	\$ 850	85%	\$ 72,881	\$ 71,885	\$ (996)	2	1	0	14	9	2	46
111	Butte County	27.45	28	18	20	\$ 1,460	\$ 2,500	\$ 2,500	\$ 1,000	\$ 1,000	64%	\$ 29,200	\$ 23,333	\$ (5,867)	0	0	6	1	8	0	5
121	Camas County	16.54	18	10	10	\$ 1,405	\$ 3,000	\$ 3,000	\$ 850	\$ 850	56%	\$ 14,050	\$ 14,059	\$ 9	0	0	0	1	3	0	6
131	Nampa	840.32	855	418	512	\$ 1,485	\$ 6,100	\$ 6,100	\$ 850	\$ 850	49%	\$ 760,410	\$ 714,272	\$ (46,138)	0	0	0	70	110	0	332
132	Caldwell	333.31	355	234	284	\$ 986	\$ 3,400	\$ 4,050	\$ 850	\$ 850	66%	\$ 280,109	\$ 283,314	\$ 3,205	0	0	0	104	68	1	111
133	Wilder	29.63	41	16	16	\$ 1,494	\$ 3,423	\$ 3,423	\$ 170	\$ 850	39%	\$ 23,906	\$ 25,186	\$ 1,280	0	0	0	0	1	0	15
134	Middleton	205.97	212	106	137	\$ 1,307	\$ 8,175	\$ 8,175	\$ 425	\$ 425	50%	\$ 179,020	\$ 175,075	\$ (3,945)	0	0	0	25	31	0	81
135	Notus	30.37	40	18	18	\$ 1,158	\$ 2,550	\$ 2,550	\$ 136	\$ 850	45%	\$ 20,844	\$ 25,815	\$ 4,971	0	0	0	0	0	0	18
136	Melba Joint	44.53	45	21	29	\$ 1,311	\$ 3,250	\$ 3,940	\$ 850	\$ 850	47%	\$ 38,030	\$ 37,851	\$ (179)	0	0	0	1	14	0	14

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
137	Parma	60.51	72	59	59	\$ 853	\$ 894	\$ 894	\$ 170	\$ 850	82%	\$ 50,310	\$ 51,434	\$ 1,124	11	2	1	3	4	0	38
139	Vallivue	420.99	424	280	323	\$ 1,117	\$ 5,250	\$ 6,900	\$ 850	\$ 850	66%	\$ 360,850	\$ 357,842	\$ (3,008)	15	0	0	0	46	7	255
148	Grace Joint	32.95	35	6	6	\$ 4,668	\$ 5,700	\$ 5,700	\$ 2,604	\$ 2,604	17%	\$ 28,008	\$ 28,008	\$ -	1	0	0	2	1	0	2
149	North Gem	16.57	18	2	3	\$ 4,123	\$ 5,000	\$ 10,000	\$ 2,369	\$ 2,369	11%	\$ 12,369	\$ 14,085	\$ 1,716	0	0	0	0	2	1	0
150	Soda Springs Joint	49.00	49	25	31	\$ 1,344	\$ 2,514	\$ 3,257	\$ 571	\$ 971	51%	\$ 41,650	\$ 41,650	\$ -	2	3	0	0	5	0	21
151	Cassia County Joint	303.36	313	192	222	\$ 1,063	\$ 3,700	\$ 4,550	\$ 500	\$ 500	61%	\$ 235,971	\$ 257,856	\$ 21,885	0	0	0	48	31	0	143
161	Clark County Joint	15.87	18	9	10	\$ 1,275	\$ 2,550	\$ 2,550	\$ 850	\$ 850	50%	\$ 12,750	\$ 13,490	\$ 740	0	0	0	0	2	0	8
171	Orofino Joint	74.85	77	47	57	\$ 1,117	\$ 3,400	\$ 4,250	\$ 850	\$ 850	61%	\$ 63,650	\$ 63,623	\$ (27)	13	0	0	0	8	0	36
181	Challis Joint	28.47	30	15	19	\$ 1,253	\$ 2,550	\$ 2,550	\$ 850	\$ 850	50%	\$ 23,800	\$ 24,200	\$ 400	1	1	0	0	5	0	12
182	Mackay Joint	16.07	17	9	10	\$ 1,357	\$ 1,780	\$ 2,893	\$ 890	\$ 890	53%	\$ 13,573	\$ 13,660	\$ 87	1	0	1	1	3	0	4
191	Prairie Elementary	0.88	1	1	1	\$ 748	\$ 748	\$ 748	\$ 748	\$ 748	100%	\$ 748	\$ 748	\$ -	0	0	0	1	0	0	0
192	Glenns Ferry Joint	28.96	30	11	13	\$ 1,869	\$ 2,420	\$ 3,420	\$ 1,000	\$ 1,823	37%	\$ 24,303	\$ 24,616	\$ 313	0	0	0	0	2	0	11
193	Mountain Home	200.47	200	104	113	\$ 1,508	\$ 5,000	\$ 5,000	\$ 850	\$ 850	52%	\$ 170,400	\$ 170,400	\$ -	0	0	0	0	55	1	57
201	Preston Joint	121.23	122	82	94	\$ 1,033	\$ 1,850	\$ 1,850	\$ 850	\$ 850	67%	\$ 97,075	\$ 103,046	\$ 5,971	0	0	0	0	15	0	79
202	West Side Joint	36.01	42	25	25	\$ 1,344	\$ 2,850	\$ 2,850	\$ 850	\$ 850	60%	\$ 33,600	\$ 30,609	\$ (2,991)	1	0	0	0	24	0	0
215	Fremont County Joint	132.12	135	134	134	\$ 840	\$ 850	\$ 850	\$ 425	\$ 425	99%	\$ 112,625	\$ 112,302	\$ (323)	9	1	4	33	19	0	68
221	Emmett Independent	139.66	143	77	85	\$ 1,415	\$ 5,200	\$ 5,200	\$ 850	\$ 850	54%	\$ 120,300	\$ 118,711	\$ (1,589)	0	0	0	14	0	0	71
231	Gooding Joint	74.93	77	44	49	\$ 1,440	\$ 3,250	\$ 3,250	\$ 850	\$ 850	57%	\$ 70,550	\$ 63,691	\$ (6,859)	0	0	0	0	8	0	41
232	Wendell	67.80	69	34	43	\$ 1,249	\$ 2,412	\$ 5,000	\$ 850	\$ 850	49%	\$ 53,699	\$ 57,630	\$ 3,931	0	0	1	5	19	3	15
233	Hagerman Joint	24.70	25	11	13	\$ 1,235	\$ 2,550	\$ 2,700	\$ 850	\$ 850	44%	\$ 16,050	\$ 20,995	\$ 4,945	0	0	0	0	8	0	5
234	Bliss Joint	14.22	16	5	5	\$ 2,360	\$ 6,250	\$ 6,250	\$ 850	\$ 850	31%	\$ 11,800	\$ 12,087	\$ 287	0	0	1	0	0	0	4
242	Cottonwood Joint	28.66	32	14	14	\$ 1,879	\$ 5,454	\$ 5,454	\$ 850	\$ 850	44%	\$ 26,309	\$ 24,361	\$ (1,948)	0	0	4	0	10	0	0
243	Salmon River Joint	14.00	14	6	10	\$ 1,190	\$ 1,550	\$ 3,500	\$ 850	\$ 850	43%	\$ 11,900	\$ 11,900	\$ -	1	0	1	2	2	0	4
244	Mountain View	81.70	84	76	76	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	90%	\$ 64,600	\$ 69,445	\$ 4,845	6	0	2	0	31	1	36
251	Jefferson County Joint	271.66	279	171	196	\$ 1,187	\$ 3,350	\$ 5,000	\$ 850	\$ 850	61%	\$ 232,596	\$ 230,911	\$ (1,685)	0	0	0	49	19	0	128
252	Ririe Joint	42.72	44	26	26	\$ 1,397	\$ 3,632	\$ 3,632	\$ 850	\$ 850	59%	\$ 36,312	\$ 36,312	\$ -	0	0	0	0	7	0	19
253	West Jefferson	40.00	40	37	37	\$ 943	\$ 1,000	\$ 1,000	\$ 850	\$ 850	93%	\$ 34,900	\$ 34,000	\$ (900)	5	0	0	0	3	0	29
261	Jerome Joint	208.32	211	116	156	\$ 1,147	\$ 3,400	\$ 4,250	\$ 425	\$ 850	55%	\$ 178,922	\$ 177,072	\$ (1,850)	0	0	0	31	38	0	87
262	Valley	40.49	43	43	52	\$ 568	\$ 1,150	\$ 1,150	\$ 325	\$ 325	100%	\$ 29,550	\$ 34,417	\$ 4,867	4	0	25	8	0	1	14
271	Coeur d' Alene	578.60	597	276	320	\$ 1,472	\$ 5,000	\$ 5,840	\$ 850	\$ 850	46%	\$ 471,130	\$ 491,810	\$ 20,680	0	0	0	89	10	0	221
272	Lakeland	248.94	258	116	135	\$ 1,513	\$ 5,850	\$ 5,850	\$ 850	\$ 850	45%	\$ 204,300	\$ 211,599	\$ 7,299	0	0	51	0	4	0	80
273	Post Falls	308.63	317	176	204	\$ 1,256	\$ 3,400	\$ 4,000	\$ 500	\$ 500	56%	\$ 256,300	\$ 262,336	\$ 6,036	0	0	26	85	13	0	80

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
274	Kootenai Joint	13.66	15	6	6	\$ 1,915	\$ 1,915	\$ 1,915	\$ 1,915	\$ 1,915	40%	\$ 11,490	\$ 11,611	\$ 121	0	0	0	0	6	0	0
281	Moscow	158.41	163	78	82	\$ 1,648	\$ 3,794	\$ 4,743	\$ 949	\$ 949	48%	\$ 135,161	\$ 134,649	\$ (512)	0	0	0	0	4	0	78
282	Genesee Joint	22.97	25	18	18	\$ 932	\$ 1,700	\$ 1,700	\$ 850	\$ 850	72%	\$ 16,775	\$ 19,525	\$ 2,750	0	0	0	0	0	0	18
283	Kendrick Joint	19.21	20	15	15	\$ 1,024	\$ 1,700	\$ 1,700	\$ 850	\$ 850	75%	\$ 15,362	\$ 16,329	\$ 967	2	0	1	1	0	2	9
285	Potlatch	32.85	33	32	32	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	97%	\$ 27,200	\$ 27,923	\$ 723	2	0	0	2	25	1	2
287	Troy	21.47	23	23	23	\$ 794	\$ 850	\$ 850	\$ 213	\$ 213	100%	\$ 18,251	\$ 18,250	\$ (1)	5	0	0	0	2	0	16
288	Whitepine Joint	18.50	19	19	19	\$ 805	\$ 850	\$ 850	\$ 425	\$ 425	100%	\$ 15,301	\$ 15,725	\$ 424	2	0	0	1	5	0	11
291	Salmon	48.40	51	30	41	\$ 1,000	\$ 1,838	\$ 2,756	\$ 425	\$ 893	59%	\$ 41,000	\$ 41,140	\$ 140	0	0	1	3	9	0	28
292	South Lemhi	12.60	14	9	10	\$ 1,105	\$ 1,700	\$ 3,400	\$ 850	\$ 850	64%	\$ 11,050	\$ 10,710	\$ (340)	0	0	0	2	0	2	6
302	Nezperce Joint	16.65	22	8	8	\$ 1,985	\$ 6,879	\$ 6,879	\$ 1,000	\$ 1,000	36%	\$ 15,879	\$ 14,153	\$ (1,726)	0	0	0	0	0	0	8
304	Kamiah Joint	29.43	32	20	22	\$ 1,137	\$ 2,901	\$ 3,700	\$ 900	\$ 900	63%	\$ 25,016	\$ 25,016	\$ -	2	0	1	0	3	0	16
305	Highland Joint	16.00	16	10	10	\$ 1,360	\$ 2,833	\$ 2,833	\$ 850	\$ 850	63%	\$ 13,600	\$ 13,600	\$ -	0	0	0	0	10	0	0
312	Shoshone Joint	37.49	38	17	17	\$ 1,875	\$ 2,229	\$ 2,229	\$ 966	\$ 966	45%	\$ 31,867	\$ 31,867	\$ -	0	0	0	0	0	0	17
314	Dietrich	16.69	18	8	10	\$ 1,460	\$ 3,500	\$ 4,500	\$ 900	\$ 900	44%	\$ 14,600	\$ 14,187	\$ (413)	0	0	0	0	3	0	7
316	Richfield	17.00	17	11	15	\$ 963	\$ 1,484	\$ 2,384	\$ 900	\$ 900	65%	\$ 14,450	\$ 14,450	\$ -	0	0	0	3	2	0	10
321	Madison	264.87	270	145	235	\$ 992	\$ 1,798	\$ 4,494	\$ 425	\$ 425	54%	\$ 233,181	\$ 225,140	\$ (8,041)	14	0	40	44	64	1	72
322	Sugar-Salem Joint	84.80	88	84	85	\$ 848	\$ 1,289	\$ 1,289	\$ 340	\$ 340	95%	\$ 72,080	\$ 72,080	\$ -	5	3	1	8	11	0	57
331	Minidoka County Joint	229.31	237	97	98	\$ 2,011	\$ 5,800	\$ 5,800	\$ 850	\$ 850	41%	\$ 197,100	\$ 194,914	\$ (2,186)	0	0	0	0	3	0	95
340	Lewiston Independent	298.54	301	145	177	\$ 1,480	\$ 5,610	\$ 5,976	\$ 850	\$ 850	48%	\$ 261,881	\$ 253,759	\$ (8,122)	0	0	0	2	62	0	113
341	Lapwai	39.14	41	9	9	\$ 3,327	\$ 3,327	\$ 3,327	\$ 3,327	\$ 3,327	22%	\$ 29,942	\$ 33,269	\$ 3,327	0	0	0	0	0	0	9
342	Culdesac Joint	13.26	14	13	13	\$ 867	\$ 1,071	\$ 1,071	\$ 850	\$ 850	93%	\$ 11,271	\$ 11,271	\$ -	0	0	7	0	5	0	1
351	Oneida County	49.10	53	38	38	\$ 945	\$ 1,211	\$ 1,211	\$ 850	\$ 850	72%	\$ 35,911	\$ 41,735	\$ 5,824	0	0	11	0	0	2	25
363	Marsing Joint	51.88	61	18	18	\$ 2,410	\$ 8,575	\$ 8,575	\$ 170	\$ 850	30%	\$ 43,385	\$ 44,098	\$ 713	0	0	0	0	0	0	18
364	Pleasant Valley Elementary	1.00	1	1	1	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	100%	\$ 850	\$ 850	\$ -	0	0	0	1	0	0	0
365	Bruneau-Grand View Joint	23.00	23	9	9	\$ 1,420	\$ 3,320	\$ 3,320	\$ 850	\$ 850	39%	\$ 12,779	\$ 19,550	\$ 6,771	0	0	0	2	6	0	1
370	Homedale Joint	66.55	77	36	54	\$ 868	\$ 2,975	\$ 3,400	\$ 170	\$ 850	47%	\$ 46,835	\$ 56,568	\$ 9,733	3	0	0	4	16	0	31
371	Payette Joint	85.73	87	42	45	\$ 1,619	\$ 8,449	\$ 8,449	\$ 528	\$ 1,056	48%	\$ 72,866	\$ 72,871	\$ 5	4	0	0	2	23	1	15
372	New Plymouth	55.39	58	37	37	\$ 1,270	\$ 1,800	\$ 1,800	\$ 850	\$ 850	64%	\$ 47,000	\$ 47,082	\$ 82	0	0	0	0	0	0	37
373	Fruitland	91.79	93	79	79	\$ 988	\$ 988	\$ 988	\$ 988	\$ 988	85%	\$ 78,015	\$ 78,022	\$ 7	0	0	0	0	0	0	79
381	American Falls Joint	88.68	89	44	51	\$ 1,500	\$ 3,150	\$ 4,500	\$ 225	\$ 900	49%	\$ 76,500	\$ 75,378	\$ (1,122)	0	0	0	0	13	0	38
382	Rockland	16.18	17	15	15	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	88%	\$ 13,500	\$ 13,753	\$ 253	0	1	3	8	3	0	0
383	Arbon Elementary	1.80	2	2	2	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	100%	\$ 1,700	\$ 1,530	\$ (170)	0	0	0	2	0	0	0

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
391	Kellogg Joint	66.46	68	31	36	\$ 1,140	\$ 2,600	\$ 3,750	\$ 850	\$ 850	46%	\$ 41,050	\$ 56,491	\$ 15,441	1	0	5	1	6	0	23
392	Mullan	14.00	15	7	7	\$ 1,700	\$ 2,350	\$ 2,350	\$ 850	\$ 850	47%	\$ 11,900	\$ 11,900	\$ -	0	0	0	0	1	0	6
393	Wallace	41.20	43	17	27	\$ 1,187	\$ 3,100	\$ 4,350	\$ 850	\$ 1,000	40%	\$ 32,050	\$ 35,020	\$ 2,970	1	1	0	0	4	0	21
394	Avery	2.00	2	2	2	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	100%	\$ 1,700	\$ 1,700	\$ -	0	0	0	0	0	0	2
401	Teton County	103.10	106	100	100	\$ 876	\$ 1,226	\$ 1,226	\$ 850	\$ 850	94%	\$ 87,635	\$ 87,635	\$ -	0	0	0	0	0	0	100
411	Twin Falls	494.33	507	180	201	\$ 1,491	\$ 4,681	\$ 5,938	\$ 825	\$ 850	36%	\$ 299,643	\$ 420,181	\$ 120,538	0	0	0	0	83	4	114
412	Buhl Joint	75.06	75	43	47	\$ 1,293	\$ 2,975	\$ 3,825	\$ 850	\$ 850	57%	\$ 60,775	\$ 63,801	\$ 3,026	0	0	0	0	4	0	43
413	Filer	92.25	96	64	72	\$ 1,077	\$ 1,967	\$ 2,950	\$ 585	\$ 850	67%	\$ 77,563	\$ 78,413	\$ 850	0	1	0	0	19	22	30
414	Kimberly	94.91	101	43	55	\$ 1,467	\$ 3,060	\$ 4,183	\$ 850	\$ 850	43%	\$ 80,674	\$ 80,674	\$ -	0	0	0	0	28	18	9
415	Hansen	22.85	25	14	18	\$ 1,080	\$ 2,100	\$ 3,119	\$ 850	\$ 850	56%	\$ 19,438	\$ 19,423	\$ (15)	3	0	0	0	3	0	12
416	Three Creek Joint Elementary	0.90	1	1	1	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	100%	\$ 850	\$ 765	\$ (85)	0	0	0	0	0	0	1
417	Castleford Joint	21.49	22	12	12	\$ 1,522	\$ 2,122	\$ 2,122	\$ 850	\$ 850	55%	\$ 18,267	\$ 18,267	\$ -	1	0	0	3	1	0	7
418	Murtaugh Joint	18.70	20	11	12	\$ 1,283	\$ 2,000	\$ 2,000	\$ 1,000	\$ 1,000	55%	\$ 15,400	\$ 15,895	\$ 495	0	0	0	1	4	0	7
421	McCall-Donnelly Joint	80.17	83	62	72	\$ 944	\$ 1,698	\$ 1,698	\$ 295	\$ 900	75%	\$ 68,002	\$ 68,145	\$ 143	1	0	0	4	4	1	62
422	Cascade	22.10	23	11	11	\$ 1,550	\$ 2,050	\$ 2,050	\$ 850	\$ 850	48%	\$ 17,050	\$ 18,785	\$ 1,735	0	0	0	0	3	0	8
431	Weiser	86.03	91	54	76	\$ 849	\$ 2,350	\$ 2,550	\$ 150	\$ 850	59%	\$ 64,552	\$ 73,126	\$ 8,574	6	0	0	6	23	0	41
432	Cambridge Joint	13.45	14	13	13	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	93%	\$ 11,050	\$ 11,433	\$ 383	0	0	0	0	13	0	0
433	Midvale	14.05	16	14	14	\$ 853	\$ 893	\$ 593	\$ 850	\$ 850	88%	\$ 11,943	\$ 11,943	\$ -	2	0	5	3	4	0	0
451	Victory Charter School	17.49	25	11	11	\$ 1,500	\$ 1,645	\$ 1,645	\$ 850	\$ 850	44%	\$ 16,505	\$ 14,867	\$ (1,638)	0	0	0	0	0	0	11
452	Idaho Virtual Academy	67.80	68	38	46	\$ 1,344	\$ 5,400	\$ 5,500	\$ 850	\$ 850	56%	\$ 61,825	\$ 57,630	\$ (4,195)	7	2	4	2	0	0	31
453	Richard McKenna Charter School	21.40	25	4	4	\$ 3,025	\$ 5,100	\$ 5,100	\$ 1,000	\$ 1,000	16%	\$ 12,100	\$ 18,190	\$ 6,090	0	0	0	3	0	0	1
454	Rolling Hills Charter School	12.50	13	9	10	\$ 1,575	\$ 3,500	\$ 6,500	\$ 850	\$ 850	69%	\$ 15,750	\$ 10,625	\$ (5,125)	0	0	0	0	2	0	8
455	Compass Charter School	44.55	48	18	18	\$ 2,067	\$ 2,700	\$ 2,700	\$ 2,000	\$ 2,000	38%	\$ 37,200	\$ 37,868	\$ 668	0	0	0	0	18	0	0
456	Falcon Ridge Charter School	13.50	14	-	0	\$ -			\$ -		0%	\$ -	\$ 11,475	\$ 11,475	0	0	0	0	0	0	0
457	Inspire Virtual Charter School	30.97	31	7	10	2,633.00	\$ 5,054	\$ 5,947	\$ 1,444	\$ 2,662	23%	\$ 26,325	\$ 26,325	\$ -	2	0	0	0	6	0	2
458	Liberty Charter School	15.74	25	10	10	\$ 1,326	\$ 1,445	\$ 1,445	\$ 850	\$ 850	40%	\$ 13,260	\$ 13,379	\$ 119	4	0	0	0	5	0	1
460	Academy at the Roosevelt Center	22.00	23	17	17	\$ 1,100	\$ 2,700	\$ 2,700	\$ 850	\$ 850	74%	\$ 18,700	\$ 18,700	\$ -	0	0	0	3	14	0	0
461	Taylor's Crossing Charter School	16.88	19	12	17	\$ 959	\$ 2,700	\$ 3,550	\$ 850	\$ 850	63%	\$ 16,300	\$ 14,348	\$ (1,952)	1	2	0	0	2	0	12
462	Xavier Charter School	30.34	32	6	6	\$ 4,794	\$ 5,839	\$ 5,839	\$ 2,500	\$ 2,500	19%	\$ 28,766	\$ 25,789	\$ (2,977)	0	0	0	0	0	0	6
463	Vision Charter School	29.44	30	21	23	\$ 1,098	\$ 1,900	\$ 1,900	\$ 850	\$ 850	70%	\$ 25,250	\$ 25,024	\$ (226)	8	2	2	0	11	0	0
464	White Pine Charter School	21.30	23	7	7	\$ 2,286	\$ 4,500	\$ 4,500	\$ 450	\$ 450	30%	\$ 16,000	\$ 18,105	\$ 2,105	0	0	0	0	0	0	7
465	North Valley Academy	15.46	18	6	9	\$ 1,460	\$ 4,500	\$ 7,500	\$ 500	\$ 500	33%	\$ 13,141	\$ 13,141	\$ -	1	1	0	2	5	0	0

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
466	iSucceed Virtual Charter School	10.36	18	5	6	\$ 1,667	\$ 2,400	\$ 3,200	\$ 1,000	\$ 1,000	28%	\$ 10,000	\$ 8,806	\$ (1,194)	0	0	0	0	0	1	5
468	Idaho Science & Technology Charter School	21.12	23	7	9	\$ 1,995	\$ 2,000	\$ 4,000	\$ 1,952	\$ 1,952	30%	\$ 17,952	\$ 17,952	\$ -	0	2	0	4	3	0	0
469	Idaho Connects Online (ICON)	11.98	18	4	4	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	22%	\$ 10,000	\$ 10,183	\$ 183	0	0	0	0	0	0	4
470	Kootenai Bridge Academy	5.68	5	3	3	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	60%	\$ 3,000	\$ 4,828	\$ 1,828	0	0	2	1	0	0	0
472	Palouse Prairie School	11.80	13	2	2	\$ 4,515	\$ 8,030	\$ 8,030	\$ 1,000	\$ 1,000	15%	\$ 9,030	\$ 10,030	\$ 1,000	0	0	0	2	0	0	0
473	The Village Charter School	18.36	19	5	6	1,938.00	\$ 2,025	\$ 3,525	\$ 1,500	\$ 1,500	26%	\$ 11,625	\$ 15,606	\$ 3,981	0	0	0	0	4	0	2
474	Monticello Montessori School	10.00	10	7	9	\$ 944	\$ 2,000	\$ 3,530	\$ 75	\$ 75	70%	\$ 8,500	\$ 8,500	\$ -	0	0	0	0	2	0	7
475	Sage International School of Boise	59.76	61	21	21	\$ 2,417	\$ 5,400	\$ 5,400	\$ 850	\$ 850	34%	\$ 50,750	\$ 50,796	\$ 46	0	0	0	0	5	0	16
476	Another Choice Virtual Charter School	26.44	28	23	23	\$ 788	\$ 1,413	\$ 1,413	\$ 128	\$ 128	82%	\$ 18,113	\$ 22,474	\$ 4,361	0	0	7	0	14	0	2
477	Blackfoot Charter Community Learning Center	24.65	26	6	8	\$ 3,104	\$ 5,000	\$ 10,000	\$ 1,500	\$ 1,500	23%	\$ 24,832	\$ 20,953	\$ (3,879)	0	1	1	2	2	1	1
478	Legacy Charter School	10.16	14	5	6	\$ 1,417	\$ 2,000	\$ 2,000	\$ 1,000	\$ 1,500	36%	\$ 8,500	\$ 8,636	\$ 136	0	0	1	0	3	0	2
479	Heritage Academy	11.60	13	2	2	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	15%	\$ 10,000	\$ 9,860	\$ (140)	0	0	0	0	2	0	0
480	North Idaho Stem Charter School	20.11	22	11	13	\$ 1,250	\$ 3,500	\$ 3,500	\$ 850	\$ 850	50%	\$ 16,250	\$ 17,094	\$ 844	0	0	0	0	5	0	8
481	Heritage Community Charter	25.00	25	22	24	\$ 868	\$ 1,100	\$ 1,950	\$ 850	\$ 850	88%	\$ 20,825	\$ 21,250	\$ 425	0	0	0	0	22	0	2
482	American Heritage Charter School	12.74	13	7	7	\$ 1,230	\$ 2,500	\$ 2,500	\$ 500	\$ 500	54%	\$ 8,610	\$ 10,829	\$ 2,219	0	0	0	5	2	0	0
483	Chief Tahgee Elementary Academy	6.06	7	3	3	\$ 1,717	\$ 1,717	\$ 1,717	\$ 1,717	\$ 1,717	43%	\$ 5,151	\$ 5,151	\$ -	0	0	0	1	2	0	0
485	Bingham Academy Charter	7.66	10	3	3	\$ 2,167	\$ 4,000	\$ 4,000	\$ 1,000	\$ 1,000	30%	\$ 6,500	\$ 6,511	\$ 11	1	1	0	0	1	0	0
486	Upper Carmen Charter School	7.88	10	5	5	\$ 1,240	\$ 1,900	\$ 1,900	\$ 850	\$ 850	50%	\$ 6,200	\$ 6,698	\$ 498	0	0	3	1	1	0	0
487	Forest M. Bird Charter School	22.73	27	10	19	\$ 999	\$ 1,899	\$ 1,899	\$ 949	\$ 1,899	37%	\$ 18,989	\$ 19,321	\$ 332	2	0	1	0	4	5	7
488	Syringa Mountain School	8.50	9	-	0	\$ -			\$ -		0%	\$ -	\$ 7,225	\$ 7,225	0	0	0	0	0	0	0
489	Idaho College & Career Readiness	6.53	8	4	4	\$ 1,517	\$ 2,034	\$ 2,034	\$ 1,000	\$ 1,000	50%	\$ 6,067	\$ 5,551	\$ (516)	0	0	0	0	2	1	1
490	Idaho Distance Education Academy	17.61	23	5	5	\$ 2,994	\$ 3,326	\$ 3,326	\$ 1,663	\$ 1,663	22%	\$ 14,969	\$ 14,969	\$ -	0	0	0	5	0	0	0
491	Coeur d' Alene Charter Academy	35.00	35	11	12	\$ 1,750	\$ 3,000	\$ 3,000	\$ 1,500	\$ 1,500	31%	\$ 21,000	\$ 29,750	\$ 8,750	8	0	0	0	3	0	1
492	ANSER of Idaho, Inc	22.39	25	16	19	\$ 1,003	\$ 2,050	\$ 2,050	\$ 850	\$ 850	64%	\$ 19,050	\$ 19,032	\$ (18)	0	0	0	0	6	0	13
493	North Star Charter School	44.67	51	20	24	\$ 1,175	\$ 2,350	\$ 2,850	\$ 850	\$ 850	39%	\$ 28,200	\$ 37,970	\$ 9,770	0	0	0	1	8	0	15
494	Pocatello Community Charter School	16.57	17	11	12	\$ 1,174	\$ 2,201	\$ 2,201	\$ 880	\$ 880	65%	\$ 14,085	\$ 14,085	\$ -	0	0	0	0	6	0	6
559	Thomas Jefferson Charter School	21.03	22	5	5	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	\$ 1,250	23%	\$ 6,250	\$ 17,876	\$ 11,626	0	0	0	0	0	0	5

Leadership Premium Report 2015-2016. Based on Idaho Statute 33-1004J as of July 1, 2015

Part I		a	b	c	d	e	f	g	h	i	j	k	l	m	Reasons - Legend on Last Page						
District Charter Number	District/Charter Name	2015-2016 Instructional & Pupil Personnel FTE	2015-2016 Instructional & Pupil Personnel Staff (head count)	Number of Employees Issued Leadership Premiums (Head Count)	Number of Leadership Premiums Issued by District or Charter	Average Dollar Amount Issued per Premium	Highest Leadership Premium Issued	Highest Leadership Premium Issued Per Person	Lowest Leadership Premium Issued by District	Lowest Leadership Premium Issued Per Person by District	Percent of Instructional and Pupil Personnel Staff Receiving Leadership Premium (c/b)	Total Amount Awarded by District/Charter	Amount of distribution (before benefits)	Balance	(a)	(b)	(c)	(d)	(e)	(f)	(g)
751	SEI Tec	14.68	18	12	14	\$ 1,025	\$ 1,850	\$ 1,850	\$ 362	\$ 850	67%	\$ 14,349	\$ 12,478	\$ (1,871)	0	0	0	0	5	0	9
768	Meridian Charter High School	14.75	15	6	7	\$ 1,798	\$ 4,038	\$ 4,038	\$ 850	\$ 900	40%	\$ 12,589	\$ 12,538	\$ (51)	1	0	0	0	0	1	5
785	Meridian Medical Arts Charter School	14.09	15	8	8	\$ 2,150	\$ 5,000	\$ 5,000	\$ 1,000	\$ 1,000	53%	\$ 17,200	\$ 11,977	\$ (5,223)	0	0	0	1	1	0	6
790	ARTEC Charter School	16.51	23	12	12	\$ 1,687	\$ 3,390	\$ 3,390	\$ 1,040	\$ 1,040	52%	\$ 20,240	\$ 14,034	\$ (6,206)	0	0	0	0	0	0	12
794	Payette River Technical Academy	9.70	10	5	7	\$ 1,214	\$ 1,700	\$ 2,550	\$ 850	\$ 1,300	50%	\$ 8,500	\$ 8,245	\$ (255)	1	0	0	0	2	0	4
795	Idaho Arts Charter School	38.79	40	24	24	\$ 1,375	\$ 5,500	\$ 5,500	\$ 850	\$ 850	60%	\$ 33,000	\$ 32,972	\$ (28)	0	0	0	2	3	19	0
813	Moscow Charter School	10.52	15	7	7	\$ 1,265	\$ 1,334	\$ 1,334	\$ 1,092	\$ 1,092	47%	\$ 8,855	\$ 8,942	\$ 87	0	0	0	0	0	0	7
555	COSSA Academy	12.60	20	18	18	\$ 850	\$ 850	\$ 850	\$ 850	\$ 850	90%	\$ 15,300	\$ 10,710	\$ (4,590)	7	0	0	2	1	0	8
Statewide Totals		16,820.98	17,478	8,830	10,110						51%	\$ 13,645,086	\$ 14,297,868	\$ 652,782	186	28	220	1,130	2,193	188	6,165

1.84% 0.28% 2.18% 11.18% 21.69% 1.86% 60.98%

Leadership Premium Reasons

- 1.84% (a) Teaching a course in which students earn both high school and college credit;
- 0.28% (b) Teaching a course to middle school students in which the students earn both middle school and high school credit;
- 2.18% (c) Holding and providing service in multiple nonadministrative certificate or subject endorsement areas';
- 11.18% (d) Serving in an instructional or pupil service position designated as hard to fill by the board of trustees;
- 21.69% (e) Providing mentoring, peer assistance or professional development pursuant to sections 33-512(17), Idaho Code;
- 1.86% (f) Having received professional development in career and academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional or pupil services duties;
- 60.98% (g) 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 is a condition of the receipt of leadership premium.

See Appendix A1 for reason (g) description

Appendix A
2015-16 Leadership Premium Report Supplemental Information

Contents:

Appendix A-1	Descriptions for use of Reason code "(g) Other"
Appendix A-2	Idaho code 33-1004J as of July 1, 2015
Appendix A-3	Supplemental notes to report from SDE

Leadership Premium Report 2015-2016 (I.C. 33-1004J)

Appendix A-1

(g) Other leadership duties designated by the board of trustees

District/Charter Number	District/Charter Name	(g)	Description
001	Boise Independent	512	Medicaid Advisory, 504 Committee Leader, Right Response Trainer, Threat Assessment Trainer Leader, Special Ed. Assessment Coordinator, department chairmen Compliance Team Leaders, Lead Interpreter, Lead Bridge Teacher, AVID Site Coordinator, IEP Compliance Team Leaders, Principal designee, Threat Assessment Trainer, Leader, Advanced Opportunities Coordinator, Dual Extension Leader, Survival Class Leader, Honors Math 6 Teacher, EL Co-Teacher, Lead Bridge Teacher, Building Tech Coordinators. Teacher Mentors, Integrated Instructional Leads, Math Leads
002	Meridian Joint	735	Building leadership positions: After school intervention, Advanced Opportunities, Assessment, Data, Department head, Leadership council, and Rtl.
003	Kuna Joint	84	School Leadership Team
011	Meadows Valley	11	PBIS - Positive Behavioral Support Intervention, RTI - Response to Intervention Team, leadership Advisory team, after hours student tutoring
013	Council	4	providing remediation and/or enrichment to students outside of the school day/year; attend a minimum of one training/class/workshop related to common core standards; progress toward obtaining additional endorsements in areas of need; progress toward obtaining a Master's degree; proving training on SIS; KEYS facilitator; community service; finding significant cost savings for the district; use of data analysis of student growth & lesson development; writing grants; receiving significant grants; sending a class on the IEN network; community projects involving students and community members; teaching multiple grade levels; being a member of the strategic planning committee; developing & implementing a project-based learning experience; developing the annual school calendar; participating in registration of students; creating the class schedule for the next school year.
021	Marsh Valley Joint	56	Public Relations, Technology, Wellness, Testing, After School Tutor, School Safety, Team Leaders, Remediation Specialist, IDLA Coordinator, Grant writer, PTO Representative, Culture Specialist, Literacy Intervention Specialist, Data Collector, Behavior Recognition, Music Coordinator, Capacity Builder
025	Pocatello	96	g. Writing Units of Curriculum to be used by all teachers in the district - including formative and summative assessments.
033	Bear Lake County	31	Safety Plan Director, Spirit Group Lead, Senior Interviews, CTE Lead, Community Relations/Leadership Lead, Academic Leaders, Yearbook Advisor, Journalist Advisor, Lead Teachers, Reading Mastery Lead, MC Standards Lead, Danielson Leaders, Hooked on Kindergarten Lead, Leader in Me Lead, Prig. Mon Read Lead
041	St. Maries Joint	32	Building Leadership Team, Formative Assessment
044	Plummer/Worley Joint	6	Special programs lead teacher, extended day teachers, Building technology teachers

052	Snake River	35	Participation in PLC activities, participation in RTI, participation in district curriculum development, provide professional service to other teachers in data analysis and progress management of district student performance through STAR
055	Blackfoot	100	Supervising before and after school programs such as open library, computer lab access, etc. Serving on building level PLC's, .e. TI, WISE, Advanced Ed, School Safety.
058	Aberdeen	6	The faculty member provides extra duties for the school district
059	Firth	27	School and District Leadership teams, PBIS Leader, RTI Team, Department Head, Tech Integration Team, Curriculum Coordinating Team, Extended duties for Counselors, Psychologist, Librarians, Technology Integration Specialists.
060	Shelley Joint	41	leadership team, department chair, grade level chair, tech support, extended day coordinator, accelerated reader coordinator, multi-disciplinary team, RTI team, successmaker coordinator, Tier II instructor, testing coordinator, common core coach, grad point support, articulation team, committees: school improvement, assessment development, curriculum, hiring, fundraising, calendar, scheduling, Idaho Lives, career ladder, education foundation
061	Blaine County	52	Committee work including RTI which is additional time.
071	Garden Valley	12	Security Emergency Responder, School program planning, Continuous PD Workshop, Building Teacher Leader, School Academic Programs, Multigrid level school program coordination, School Logistical planning, Technology Beta-Testing, School program planning, and field trip coordinator. The Board selects the events, activities and services that the teachers do above and beyond their teaching contract for the leadership premiums.
072	Basin	13	Assessment coordinator, After School tutoring, academic after school clubs such as a science club and elementary creative learning club, student aspirations and character education coordinator, technology coordinator, google for education coordinator
073	Horseshoe Bend		Leadership Team, Testing Coordinator, Lead Teacher, Social Media Director
083	West Bonner County	54	District Instructional Leadership Team, Building Leadership Teams, Math Cadre, Intervention Teams, District Assessment Coordinator, State Assessment Coordinators and Reading Cadre. * Please note premiums do not fund all of these. Some money is from the District.
084	Lake Pend Oreille	12	Experiential Learning Stipend; Principal Designee
091	Idaho Falls	242	Advanced opportunities, building leadership, building level projects, college and career advising committee, communication lead, dept. chairs, enrichment program development, extended day program, first year teacher training stipend, grade level lead, high school student scheduling lead, LDC lead, Medicaid billing, middle school advisory curriculum, parent involvement lead, PBIS lead, student peer to peer tutoring, rendezvous, sixth grade PE planning committee, RTI lead, Sr. project coordinator, student mentoring, tech integration mentor, title I lead, tutoring program.

092	Swan Valley Elementary	0	The allocated amount of \$3400 was carried over to FY17 year. There were no leadership premiums given to the teachers.
093	Bonneville Joint	278	504 Coach, Assessment Champ, Department Head, Edify Champ, ELA Champ Focus Team Leader, Hard to Fill, Idaho Core Coach, Math Champ, Mentor Coordinator, Neo Champ, PLC Leadership Team, PLC/RTI/Champs, PLC/Teacher, ,Mentor, Resolutions, Committee, RTI, Senior Project, Special Ed Leadership, State Test Cord/Resolutions, Teacher Mentors, Team Leader, Technology Mentor
101	Boundary County	46	Response to Intervention Team Member; Building Lead Teacher; Student Tutoring (outside of school hours); Parent Communication (outside of school hours)
111	Butte County	5	Serving as class advisor
121	Camas County	6	Before and after school supervision. Before and after school mentoring. Services on RTI team. Head teacher duties. Special education work before school hour. Lead teacher & district tech support.
131	Nampa	332	Leadership Team, School Climate Chair, Student Activities/Parent Involvement, Leadership Coordinator- Intervention, Risk & Threat Team, STEM Coordinator, District Elementary Counseling Coordinator, Department Head, Instructional Coach, BAT Team Chair, Compensatory Education Coordinator, Gifted & Talented Coordinator, Team Leader, School Webmaster, Positive Behavior Support Team Member, Sophomore PLC Team, ELL Co-teaching Team, IPAD Coordinator, Building IT Coordinator, Advanced Opportunities, Vanguard Coordinator, Middle level team manager, Horizontal Collaboration, Secondary Music Coordinator, Elementary Student Council Director, Elementary Lead Teacher, Data Manager, Afterschool Program Coordinator, Math Coordinator, RTI Coordinator, Data Support of Teachers, LEP Coordinator, ASB Leadership, District Nurse Coordinator, Senior Class Intervention, GATE Coordinator, Accelerated Reader Coordinator, Interdisciplinary Action Team Leader, New Teacher Professional Development, District Secondary Counseling Coordinator, Sophomore/Freshman Math Intervention, Grant Writing, Special Education Building Coordinator, School Psychologist District Coordinator, Technology PD Lead, District Elementary Music Coordinator, Testing Coordinator, District Mentor Program Coordinator, District SLP Coordinator, Senior Project Coordinator, Elementary Student Council Assistant, District Elementary PE Coordinator, Behavior Coordinator, PAWS Coordinator, Duties Schedule Coordinator, Homebound Services Coordinator, Title 1 Building Coordinator
132	Caldwell	111	School-based PLC Leadership team, Liberal Arts Academy Leadership, Senior Project, GradeCam, RTI Leadership Team, Parent Involvement Coordinator, Student Leadership/Opportunities Coordinator, Communications Coordinator, CHAMPS coordinator-trainer, Intervention Specialist, STEM Coordinator, Visible Learning Teacher Liaison
133	Wilder	15	Lead Teacher - Subject specialist - attained with artifacts 4 distinguished marks on the evaluation (WSD)

134	Middleton	81	School and District Leadership teams, PBIS Leader, RTI Team, Department Head, Tech Integration Team, Curriculum Coordinating Team, Extended duties for Counselors, Psychologist, Librarians, Technology Integration Specialists.
135	Notus	18	District Math Night Coordinator, district Science Coordinator, district Food Bank Coordinator, Elementary Leadership Team, Secondary Leadership Team, Vertical Alignment Team - Math
136	Melba Joint	14	Master Schedule Builder, RTI Response Trainer/Team, After School Intervention Programs, Curriculum Development, Parent Involvement Nights, Accreditation Lead,
137	Parma	38	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 a Professional Learning Committee; Working on the Student Mentoring Network; Providing Training to Parents.
139	Vallivue	255	Other leadership roles include: building leadership, Accreditation, AVID, RTI, Dept. Chair, Alternative, Special Ed, Etc.
148	Grace Joint	2	Head Teachers
149	North Gem	0	No reason G used
150	Soda Springs Joint	21	*Lighthouse team members plan, organize, track goals, and implement "The Leader in Me" school wide and move the school towards Lighthouse status.* Professional Learning Community (PLC) leaders plan training for grade level colleagues using student data to improve student achievement. * Technology Integration Building Level Leaders works with building colleagues to implement technology into their curriculum. * FLEX activity leader manages the daily activities, schedules, supplies and ideas
151	Cassia County Joint	143	Senior Project Coordinator, Building Leadership Team, Department Head, After School Tutoring, Website Coordinator, Core Tech Team, Summer Weights Program, SPED Coordinator, LEP Coordinator, Title I Lead, Math Lab Tutoring, Parent Involvement Coordinator, Senior Advisor, Grade Level Lead Teacher, After School Homework Club, IEP Coordinator, District Curriculum Coordinator, Curriculum Grade Level Specialist
161	Clark County Joint	8	Curriculum adoption leadership; Head Teacher; student mentoring; board clerk
171	Orofino Joint	36	Response to Instruction Team, Positive Behavior Team, Building Leadership Team, Friday School, Curriculum Team, Crisis Team Leader
181	Challis Joint	12	1. Teaching IEN classes 2. Working toward a Master's Degree or PH.D 3. National Board Certification (Upon Completion) 4. Leadership Committees (Professional Development, Technology, School Improvement and Negotiations Committees. Negotiations Committee is elected by employees.)
182	Mackay Joint	4	Dean of Students, Head Teacher, Title one Audit
191	Prairie Elementary	0	After school tutoring
192	Glenns Ferry Joint	11	Curriculum Development
193	Mountain Home	57	Staff and student mentoring and tutoring outside of school hours.

201	Preston Joint	79	Building level leadership teams, presenting professional development to district staff, technology leadership team, district curriculum alignment leads, district social media leads, school attendance committees, dist. 504 manager, dist accreditation team leads, dist. safety & emergency preparedness committee, creation of new courses, multi-disciplinary school team leads, title I school leaders, professional development leads.
202	West Side Joint	0	No reason G used
215	Fremont County Joint	68	Serving on Leadership teams, RTI teams, and MDT teams.
221	Emmett Independent	71	Department Chairs, Department Leaders, PLC Leadership Team, Rtl Team Members, Rtl Leadership/Oversight, ICU Intervention, Before/After School Program, Friday Night/Saturday School, Lead Teacher, Technology Integration Specialist, Senior Project Coordinator/Assistant Coordinator, Special Education Trainer, Blended Learning Project, School Health Chair, AVID Building Chair, Grant Administrator
231	Gooding Joint	41	GHS Class Advisors, GHS Department Heads, GES and GMS Team Leads, RTI Committee Members, PBIS Committee Members, Friday School, GMS Coordinator
232	Wendell	15	8 - Student Council Advisors, 1 - Early Morning School monitors, 1 - Senior Project Advisor, 1 - Website Coordinator, 4 - Power School Trainers
233	Hagerman Joint	5	Recordkeeping of students, writing EIPs, in charge of Friday School, compiling school newsletter. HJSD had several more premiums that were issued for summer school but summer school was cancelled due to various reasons. The amount not spent will be set aside for the 2016/17 school year.
234	Bliss Joint	4	Designed and set up new math curriculum and new preschool curriculum during summer months. Leadership team stipend.
242	Cottonwood Joint	0	No reason G used
243	Salmon River Joint	4	Leadership Team Member, Crisis Committee Chair
244	Mountain View	36	Student Affairs, Senior Projects, School Webpage Master, National Honor Society, Parent Communications, Safe & Drug Free, Scheduling Committee, Intervention Scheduling, Family Math Night, State & District Math Adoption Team, Report Card Development Committee, Outdoor Science, Love and Logic, Preschool Liaison, PTA
251	Jefferson County Joint	128	Serving as a first year teacher new to the field with no prior teaching experience. Serving on a building level committee, or filling a school specific building project lead or other leadership position at the building level. Serving on a district curriculum committee to develop and revise specific curriculum. Support person for writing and securing grants for the school and district. Building Level Technology trouble shooter. Building Level Mileposts specialists. Serving on a district level committee such as: Bully Committee, Strategic Planning, Safety, Professional Performance Criteria. PBIS Lead Elementary & Secondary. Building Level Assessment Coordinators.

252	Ririe Joint	19	Duties include: RTI team leaders, leadership positions, professional development instructors, student mentors and serving on building and district wide committees.
253	West Jefferson	29	Serving as chairman of a committee or being an active member of a committee. Additional training to improve school safety, student well being, milepost usage, Testing coordinator, Star testing Advisor, Public Relations programs, Public Announcements, Community Communication, PBIS Lead, RTI team leaders, Curriculum development, Dept. chairman, Professional development for staff.
261	Jerome Joint	87	District Teacher Advisory Council, Elementary Curriculum Committee, Prepare ELP's and monitor LEP students, School Improvement Committee MTSS Team, Department Chair, Testing Coordinator, 504 Coordinator, Math Curriculum Development, Graphics, Master Scheduler, Plato Coordinator, senior project coordinator
262	Valley	14	TEACHER MENTOR, STUDENT ADVISORS, STUDENT COUNCIL, SUMMER DROPOUT PREVENTION, LEADERSHIP ROLE IN ABSENCE OF ADMINISTRATION
271	Coeur d' Alene	221	High School Anti-Bully Coordinators; Middle School Olwues Team Coordinators; Wessler/Green Dot Trainers; MTTSS; Safety Program Coordinators; Building Leadership Teams; Certified Advisory Reps; Board appointed committees to include: Long Range Planning, Ad Hoc, Attendance Zone Committee; Teacher of the Year Committee; High School Department Heads/Action Team Chairpersons; Leads for Elem. Counselor, SLP, Skl Psych, Elem. Art, Elem. PE, Elem. Music; Building Technology Leaders; ASB Advisor; Curriculum/Assessment Work
272	Lakeland	80	Facilitators - Building, Grade-level, Subject Matter, RTI Teams, ELA Digital, Exam view, Mileposts, Counselors, Math Digital, Collections, Idaho Core Teachers (one teacher can hold more than one of these roles)
273	Post Falls	80	Building leadership committee and/or department heads
274	Kootenai Joint	0	No reason G used
281	Moscow	78	Grade Level Representative; District Keyboard Curriculum Supervisor; Paraprofessional Trainer; New Teacher Mentor; Assessment Coordinator; RTI Coordinator; Educ. Online Lead; 504 Bldg. Coord.; Educ Tech Leader; Bldg./Dist. Leadership Committee; Auditorium Tech Supv; Public Relations/Events/Vol Coord; Sec Depart Chairs.
282	Genesee Joint	18	K-12 Safety/Crisis Coordinator: outside of regular day duties., RTI committee leader: outside of regular day duties, Administrative duties when administrators are out of the building in addition to regular day. Elementary and Secondary afterschool program outside of regular day.
283	Kendrick Joint	9	District Leadership Team Member for 2015-2016 school year; write and/or receive a grant directly benefitting classroom instruction; manage the JES, KHS, or KSD webpage; Community Outreach event; Afterschool PE program

285	Potlatch	2	Two staff members provided before-school, noon-time, and after-school administrative coverage at the Junior-Senior High School, in the wake of the secondary principal's on-going medical absences throughout the 2015-2016 school year.
287	Troy	16	District or Building Committee member
288	Whitepine Joint	11	Common Core; Crisis Team; Leadership Team; G-Leadership Team; J-Leadership Team; Accreditation; Parent Communication
291	Salmon	28	District and building committee membership, leaders,
292	South Lemhi	6	Summer reading program, Technology Coordinator, Testing Coordinator
302	Nezperce Joint	8	Leadership Committee Members, Curriculum Director, Head Teacher Duties which includes teaching professional development.
304	Kamiah Joint	16	Leadership Team....develop criteria for qualification of leadership premiums. ICU(Intensive Care Unit) Lunch Study Hall....Students missing any assignment required to attend lunch study hall and make up assignments. Middle School Attendance Committee...review of student attendance. RTI Team. New Curriculum pilot...Math
305	Highland Joint	0	No reason G used
312	Shoshone Joint	17	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	7	After school tutoring; K-2 Team Leader; 3-6 Team Leader; HS Team Leaders; Providing senior class project class during prep period; Extra hours for special education & IEP paperwork
316	Richfield	10	Member of Leadership Team. The Leadership Team works on RTI programs, Continuous Improvement Plan, School Accreditation, K-3 Literacy Plan, College/Career.
321	Madison	72	Content area Masters, CAT Teams, Extra Mile (New Programs / Grants / After School), WISE Tool Committee, Curriculum Adoption Committee, State Committee, District Committee, School Committee
322	Sugar-Salem Joint	57	Community Outreach Projects, Grant Writing, Curriculum Development, District Committee Participation
331	Minidoka County Joint	95	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 leadership, after school credit recovery, etc.
340	Lewiston Independent	113	Additional duties outside the contracted days.

341	Lapwai	9	School leadership teams work an additional 45 hours per year in addition to contracted hours. These leaders also facilitate weekly Professional Learning Communities centered around school improvement goals. Both schools hold Leadership Team Meetings for a minimum of 4 hours per month with support from district administrators, including the superintendent. Weekly Professional Learning Community meetings each Wednesday morning from 7:00 a.m. to 8:00 a.m. to advance SMART goal attainment are board approved and built into the school calendar.
342	Culdesac Joint	1	Covered in the absence of administration at the school level for discipline.
351	Oneida County	25	Teachers have earned leadership pay through special projects that have directly given additional student academic support, taken additional course work to enhance classroom instruction, or serving on professional committees that are beyond the normal expectations that contribute to curriculum or professional practice.
363	Marsing Joint	18	Enrichment Fridays or Saturdays activities approved by administrative team; District wide Parent Involvement Committee /Community Outreach Program; Prepare and present to MSD Staff an approved PD Module that totals a sum of 3+ hours outside of contracted time. In addition the staff member must attend TWO internal professional development training put on by another MSD staff member for the sum of 6 or more hours outside contracted time
364	Pleasant Valley Elementary	0	No reason G used
365	Bruneau-Grand View Joint	1	Leadership Team - Additional research and presentation on the grading process.
370	Homedale Joint	31	District Leadership Team, Building Leadership Team, AVID building director, Four evening academic nights, Curriculum development, School Building Webmaster
371	Payette Joint	15	communications coordinator, volunteer coordinator, testing coordinator, grant writing, 8 in 6/early completer coordinator, School Improvement coordinator
372	New Plymouth	37	Math ISAT/SBAC Improvement Team, English ISAT/SBAC Improvement Team, Senior Project Team, Safety Team, Leadership Team, Parent/Community Involvement Team

373	Fruitland	79	To qualify for a leadership premium, teachers must complete at least three of the following unpaid, outside-of-hours activities: Teach a class for which students may receive advanced credit (high school credit for a middle school course, dual enrollment college credit, AP course, etc.); Complete and submit an outside grant application for at least \$300; Mentor, supervise, or advise a student group without pay; Participate in and complete a PLC; Serve as facilitator for your grade level or subject area ; Serve on building leadership/school wide planning team; Hold a Master's Degree in an area in which you teach (or closely related); Provide weekly assistance to students before school, after school, or during lunch; Serve as an IT mentor to colleagues in your building; Serve on your building's PBIS Team; Serve on your building's RTI Team; Teach an online or Skype course in this district; Serve as the designated mentor for a teacher in your building; Participate in non-contract or prep time IEP, LEP, 504, or similar parent meetings for an average of approximately 4 hours per month or more; Spend outside time on implementation of the new Math curriculum; Cover other teachers' classes, when requested by principal, on a frequent basis (approximately ten times per year or more); Additional endorsement in an area directly related to current teaching assignment; Uncompensated supervision of programs, concerts, events, presentations, academic nights, concessions, spring fair, caroling, Idaho History program, dances, etc.; Organize an event related to academics for parents, students, and/or community. Examples: science fair, Idaho History Program, reading night, etc.; Assigned a title by the principal or superintendent without additional pay Examples: director, specialist, coordinator, etc.; Grader/mentor for senior project papers; Take classes in your teaching area or closely related to teaching area. Bring information back to present to colleagues.; Share lessons or ideas with colleagues of what has worked/not worked in your classroom May be shared in grade level, departmental, inter-departmental, building, or district meetings
381	American Falls Joint	38	School and District Leadership Team, Testing Coordinator, Mentoring, Trainer for Reading, Math or Writing, Coordinator of Milepost, Translator, Common Core Coach, Parent and Community Liaison, Head Teacher or Department Head.
382	Rockland	0	No reason G used
383	Arbon Elementary	0	No reason G used
391	Kellogg Joint	23	RTI team leaders (track student data and assign interventions), school improvement and building management team leaders to determined successful and unsuccessful school practices that influence student achievement, and grade/content level curriculum map writer and collaborator with district office and grade level colleagues. Some employees included in column g received multiple awards.
392	Mullan	6	Head Teachers / Sports Filming/ After Hours Student Assistance
393	Wallace	21	SIP/RTI MEMBERS -ELEMENTARY (\$1,250.00/6 AWARDS) PLC/SIP/RTI MEMBERS-SECONDARY (\$1,250.00/7 AWARDS) SWPBIS MEMBERS (\$1,000.00/5 AWARDS) STUDENT LEADERSHIP (\$1,000.00/1 AWARD) PRINCIPAL SUPPORT (\$850.00/2 AWARDS)

394	Avery	2	Head Teacher - plans curriculum for all grades. Library training and ordering and organizing library.
401	Teton County	100	Curriculum and Alignment projects, district and school wide committees, oversight of school community involvement events, out of contract student and parent meetings, after school academic tutoring, school based leadership teams.
411	Twin Falls	114	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, additional scholastic competitive opportunities for students (History and Spelling Bee, Walk-a-Thon), and website management to increase communication between school/parent/student/community.
412	Buhl Joint	43	A. Curriculum development; B. Assessment development; C. Data analysis; D. Grant writing; E. Special program coordinator; F. Research project; G. Teaching professional development course; H. Active member of district leadership committee; I. Active member of building leadership committee
413	Filer	30	Math Team, Mile Post Lead, Common Core Lead, Dept. Head, Fuel Up, PBIS, Tutoring, EOC Lead
414	Kimberly	9	ES Handbells, MS Builder's Club advisor, HS Senior Project Advisor, District Website Administrator, MS Girl Talk Advisor, Wellness Coordinator, MS Orchestra, MS Success, ES Tech Instructional Coach
415	Hansen	12	Accreditation Team, After school tutoring, Esteem Team Advisor, Migrant Liaison/Translator, Senior Project Advisor, Student Council Advisor, Coordinator of Food Pantry/Backpack Program, Grant Assistance, Coordinator of Student Success Day Enrichment, Advanced Coursework
416	Three Creek Joint Element	1	Perform all head teacher administrative duties (discipline, parent interaction, counselor related activities). Coordinate IT, field trips, and enrichment activities. Manage the paraprofessional for the school.
417	Castleford Joint	7	Leadership Stipends were awarded from the Castleford School Board as follows: Grant writing, Extra duties for National Honor Society (2), After School Program, Riding to Read program development, curriculum work.
418	Murtaugh Joint	7	After School Tutoring and Curriculum alignment
421	McCall-Donnelly Joint	62	Team/advisory leaders, committee members, outside enrichment leaders and grant/award recipients
422	Cascade	8	Elem. Curriculum Advisor, Curriculum Assessment Reviewer, Elementary Public Relations for activities and Newspaper info. Technology/Program Advisor, Secondary Public Relations for activities and Newspaper info. Secondary Curriculum Advisor, Awards Assembly Program Coordinator. common Core Strategy Coach, Council-Student Leadership Advisor
431	Weiser	41	Building Leadership Team, Curriculum Coordinator, Tech Coordinator, Academic Enrichment, Parent Coordinator
432	Cambridge Joint	0	No reason G used
433	Midvale	0	No reason G used

451	Victory Charter School	11	Assessment development and data analysis.
452	Idaho Virtual Academy	31	Our Board designated several "other" categories: (a) Providing guidance and leadership for the 8 in 6 program (b) Providing leadership as Math and English/Language Arts K5 or MS department heads (c) Serving as a department Community Liaison (plan and lead local events) (d) Serving as a 504 Coordinator (e) Teaching students designated as "at risk" under state defined criteria and/or (f) Leading a special school project as designated by IDVA administration.
453	Richard McKenna Charter	1	Tracking and supervising the McKenna Volunteer Corp.
454	Rolling Hills Charter School	8	Curriculum Committee Chair, After School Tutoring, After School Supervisor, After School Garden Club Supervisor, Yearbook Supervisor, Safety/ facility Committee Chair, Maintenance committee Chair, Professional Development Coordinator, Assistant Principal, School Assessment Coordinator, CORE Teacher Coach/Mentor
455	Compass Charter School	0	No reason G used
456	Falcon Ridge Charter School	0	The School Board had not approved the Leadership Premium Reasons for the 2015-2016 School year, so Leadership Premiums were not paid out.
457	Inspire Virtual Charter School	2	INSPIRE employees earn premiums based on outcomes of the individual employee performance evaluation and annual School Improvement Plan goals. Each goal is directly related to INSPIRE's mission to support student achievement. Staff work through Professional Learning Communities to determine objectives and strategies for specific student achievement targets. Staff members spend additional hours collecting and analyzing data to target areas for improvement.
458	Liberty Charter School	1	Data Analysis
460	Academy at the Roosevelt	0	No reason G used
461	Taylor's Crossing Charter School	12	Professional Development Committee, Curriculum Committee, New Teacher/School Culture Mentoring
462	Xavier Charter School	6	Mentor & supervise new teachers; develop student management procedures for specific grade levels; work with Head of Schools to implement vision & mission for specific grades. Coordinate registration process, track graduation status, develop master schedule. Oversee Title I implementation & compliance with meeting deadlines. Implement & coordinate RTI program; communicate with teachers & Admin the RTI progress.
463	Vision Charter School	0	No reason G used
464	White Pine Charter School	7	RTI, MENTOR, HEALTH CLASS, CORE KNOWLEDGE, AFTER SCHOOL, IDLA, STUDENT COUNCIL, GIFTED AND TALENTED, MIDDLE SCHOOL LEAD, SPED HIRING BONUS
465	North Valley Academy	0	No reason G used
466	iSucceed Virtual Charter School	5	School Leadership Team representatives, Online Orientation revision work, curriculum development work in Math and Computer Science
468	Idaho Science & Technology	0	No reason G used

469	Idaho Connects Online (IC	4	Department Chair/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.
470	Kootenai Bridge Academy	0	No reason G used
472	Palouse Prairie School	0	No reason G used
473	The Village Charter School	2	PBIS Support Team and 7-Habits Coordinator, PBIS Support Team
474	Monticello Montessori School	7	Professional Development- work with Regional Math Coach, GATE Teacher, Testing Coordinator, Lower Elementary Discipline Coordination, Summer Reading and Math Program Teacher.
475	Sage International School	16	in 2015-16 Sage had several IB Coordinators in addition to a K-8 Dean, HS Dean, ISAT Testing Coordinator & EL Testing Coordinator these were all in addition to contracted teaching assignments. Also as a part of our ongoing Professional Development program, grade level/program liaisons were established to streamline curricular assessment and alignment. Additionally two teachers took on crosswalk and busing duties outside of the contracted school day.
476	Another Choice Virtual Charter	2	Serving as a leader for students and staff in a manner that significantly impacted others in a positive manner.
477	Blackfoot Charter Community	1	Assigned and promoted to assistant principal duties following sudden resignation of former Assistant principal.
478	Legacy Charter School	2	Data analysis
479	Heritage Academy	0	No reason G used
480	North Idaho Stem Charter	8	National History Day-student activities, Projects and Events, Music Program, Curriculum Development, RTI, Math Club, Chess Club
481	Heritage Community Charter	2	Two teachers led a professional development Summer Institute for their fellow teachers focusing on standards-based grading and identifying curriculum mapping
482	American Heritage Charter	0	No reason G used
483	Chief Tahgee Elementary	0	No reason G used
485	Bingham Academy Charter	0	No reason G used
486	Upper Carmen Charter School	0	No reason G used
487	Forest M. Bird Charter School	7	After school or non-student day tutoring, relationship building multi-day field trips, community building days. Providing instruction in a subject in which the employee holds a content area master's degree.
488	Syringa Mountain School	0	Syringa did not pay out leadership monies to our faculty in 2015-2016. This state fund is used for extensive (expensive) Waldorf training for all staff which is a certification on top of the State accreditation.
489	Idaho College & Career Re	1	Work with students in student leadership organization.
490	Idaho Distance Education	0	No reason G used
491	Coeur d' Alene Charter Ac	1	School Safety leadership team
492	ANSER of Idaho, Inc	13	Staff/Board Rep, Parent Liaison, Curriculum Writing

493	North Star Charter School	15	IB Accreditation Committee, Response to Intervention Class beyond contracted time, Curriculum development Committee, Leadership Team Committee, School Wide Communication
494	Pocatello Community Char	6	Member of the PBIS Team. Teacher representative on the Governing Board
559	Thomas Jefferson Charter	5	Extra time outside of the school day for academic assistance.
751	SEI Tec	9	curriculum development and enrichment, professional development teaching, special projects
768	Meridian Charter High Sch	5	Response to Intervention Staff; Citizenship and Professionalism Program for all students to be Career and College Ready; Student Support for School Governance; School Media Production
785	Meridian Medical Arts Cha	6	HOSA advisors, Health Occupation Students of America. Planning, facilitating, supervising student competition events for State and National HOSA.
790	ARTEC Charter School	12	1). to attend and participate in Professional Development. The expectation is this training will enhance the teacher's skills in the program they lead for ARTEC RPTCS students. Approval of these events will be made on a case by case basis by the ARTEC building administrator and the ARTEC principal. 2). on Community Outreach activities. The expectation is the teacher will recruit business community members to serve on their Advisory Committee and will actively solicit opportunities for students to serve in a paid or un-paid internship during the school year and the summer. 3). facilitating Student Leadership opportunities. The expectation is the teacher will develop student leaders through a student led organization. 4). facilitating participation in Student Competitions. The expectation is the teacher will assist students in preparation for local, state and national competitions.
794	Payette River Technical Ad	4	Advanced Ed Team Leader; RTI-Team Leader; Tech Liaison; Blended Learning
795	Idaho Arts Charter School	0	No reason G used
813	Moscow Charter School	7	Qualified for a min 2 out of 3 of the following: Participation in a school utilized professional development, participation in out of school organized continued education, and/or Running an after hours activity and committee participation.
555	COSSA Academy	8	Membership and participation in School Improvement Team and/or Continuous Improvement Team

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 (g) 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 as 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 in an instructional or pupil service position designated as hard to fill by the board of trustees;
- (e) Providing mentoring, peer assistance or professional development pursuant to section [33-512](#)(17), Idaho Code;
- (f) 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;
- (g) 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 may provide leadership premiums to instructional or pupil service staff employees consistent with the provisions 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 base salary amount designated in section [33-1004E](#), Idaho Code, nor less than eight hundred fifty dollars (\$850).

(3) The state department of education may require reports of information as needed to implement the provisions of this section. Also, the department shall report, on or before January 15, 2016, and on or before January 15 of each subsequent 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 leadership premiums issued, by district;**
- (b) The average dollar amount of leadership premiums issued, by district;**
- (c) The highest and lowest leadership premium issued, by district;**
- (d) The percent of instructional and pupil service staff positions receiving leadership premiums and the cumulative amount of such premiums, by district; and**
- (e) The reasons identified as leadership priorities approved by the board of trustees as listed in subsection (1) 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.]

Please note: 33-1004J has since been amended as of July 1, 2016 where an individual may not receive less than \$900 for Leadership Premiums. This specification was not enacted when the FY16 Leadership Premiums were distributed.

Appendix A-3

Note 1: Districts that were out of compliance with Idaho Code 33-1004J will be notified by SDE staff regarding areas of non-compliance.

Note 2: The leadership premium amount awarded by COSSA Academy (column k) is a combination of distributions received directly from the State and flow-through monies from other districts within the COSSA consortium.