

Salary Schedule, Placement and Supplemental Contract for Certified Employees

The Board of Trustees will establish as a result of professional negotiations salary schedules and guides for the several professional positions in the school district that will:

1. Attract the best candidates available for all positions.
2. Give stability to the professional staff.
3. Stimulate professional growth while in service.

These schedules and guides shall be subject to review and modification as necessary for the continued improvement of the educational program of this school district.

Salary Schedule Placement

Employees will be placed on the salary schedule where their education and experience allows. To determine the placement of certified staff on the salary schedule an official transcript of all college credit must be on file in the district office together with a valid certificate. All eligible semester credits must be transcript driven and earned from accredited institutions of higher education. Experience outside the Jerome School District will be analyzed and used to place staff on the schedule with full credit given for all valid work experience at accredited public and/or private schools. Any deviation must be approved by the superintendent of schools.

Leadership Premiums

The Board shall have in place a plan and criteria for providing leadership premium compensation to reward teachers and pupil service staff for serving in a leadership capacity in their schools.

Leadership priorities will be based upon one or more of the criteria below as identified by a committee consisting of teachers, administrators, and other District stakeholders and approved by the Board. The decision as to whom and how many instructional and pupil service employees receive leadership premiums shall not be subject to collective bargaining and shall not become a part of the negotiated agreement.

Leadership Criteria

The Board shall award leadership premiums of a minimum of \$900 to certificated instructional and pupil service employees, regardless of such employees full or part time status, in recognition of the additional time they will spend fulfilling one (1) or more of the following leadership roles:

- Teaching a course in which the student earns both high school and college credit;
- Teaching a course to middle school students in which the students earn both middle school and high school credit;
- Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
- Serving, or being hired to serve, in an instructional position designated as hard to fill by the Board, including a career technical education program;
- Providing mentoring, peer assistance, or professional development to teachers in their first two (2) years in the profession;
- 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 duties; and
- Various other criteria designated by the Board, excluding duties related to student activities or athletics, that require the employee to work additional time such as:
  - Curriculum development;
  - Assessment development;
  - Data analysis;
  - Grant writing;

- Special program coordinator;
- Research project; and
- Teaching professional development course;

The Board may grant multiple leadership premiums to those performing multiple duties, but no employee shall receive leadership premiums that exceed twenty-five percent (25%) of the employee's minimum salary as designated on the career ladder.

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

#### Supplemental Contracts

The Board of Trustees as a result of professional negotiations will establish a supplementary salary schedule and guide for special assignments carried on outside of regular hours. The supplementary schedule(s) will be subject to review and modification as necessary for the continued improvement of the educational program of this school district.

#### Leadership Premiums Not Funded

In extraordinary circumstances where funds are not appropriated for Leadership Premiums, this policy is suspended until such funds are replenished by the State.

#### Legal Reference:

I.C. § 33-1004F

I.C. § 33-1004J

Obligations to Retirement and Social Security Benefits  
Leadership Premiums

#### Policy History:

Adopted on: 03/25/2008

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