

CERTIFICATED EMPLOYEE PROFESSIONAL DEVELOPMENT

The board encourages certificated employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The board shall maintain and support an in-service program for certificated employees.

Each certificated staff member must complete requirements for recertification according to Nebraska requirements.

Every six years certificated employees shall give evidence of professional growth. Six semesters of college credit shall be accepted as evidence of professional growth, or in the alternative, such other activities as are approved by the board, which may include educational travel, professional publications, or work on educational committees.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the principal and Superintendent. Approval of the principal and Superintendent must be obtained prior to attendance by a certificated employee in a professional development program, when the attendance would result in the certificated employee being excused from their duties or when the school district pays the expenses for the program.

The Principal and Superintendent shall have sole discretion to allow or disallow certificated employees to attend or participate in the requested event. When making this determination, the Principal and Superintendent will consider the value of the program for the certificated employee and the District, the effect of the certificated employee's absence on the education program and District operations, and the District's financial situation, as well as other factors deemed relevant in the judgment of the Principal and/or Superintendent. Requests that involve unusual expenses must also be approved by the Board.

The requirements stated in the Negotiated Agreement between employees in that certified collective bargaining unit and the Board regarding professional development of such employees shall be followed.

Legal Reference: Nebraska Code § 79-12,113

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