

Provision:	Article VI, Section 5	Title:	Staff Development
Presentation:	Fourth (Third 6/25/24, Second 6/20/24, First 5/30/2024, Supposal 5/16/24) (CEA 6/20/24, 6/25/24, 8/8/24)	Date:	8/8/2024

District Proposed 8/8/24:

Section 5 Staff Development

The District and Association recognize that the teaching profession, both in its method and in its content, is a rapidly changing field. The District implements a variety of state and District required student assessments at each grade level. Such assessments provide information on District accountability for student achievement progress. Data from these assessments are analyzed and used to guide the design of the District's instructional program, curriculum development/adoption programs, and professional development offerings. Each staff member will participate in all professional development related to their current assignment.

The District and the Association agree to identify teacher needs cooperatively and to co-sponsor in-service programming designed to assist staff members working with students at risk and/or students with disabilities.

In order to enable teachers to continue improving their professional competence, when feasible the District will offer staff development opportunities with or without credit or clock hours to meet professional needs, as well as provide incentive and encouragement to those teachers who extend their effort to professional courses, conferences, or workshops held outside the District with the following conditions:

1. Staff development offerings sponsored by the District for credit or clock hours will be relevant to the educator's present or planned future responsibility and will be made available at no cost except for materials and transportation costs connected with participation in the course.
2. Where feasible and possible, District in-service courses will be designed and offered for college extension credit or clock hours. All materials, transportation fees, or optional tuition/credit or clock hours will normally be paid by the participant.
3. Courses will be offered in the geographical location most convenient for those participating.
4. Courses will be offered at times which are as convenient as possible for the majority of those participating.
5. Sufficient time will be allowed for educators to reach District-approved meetings.
6. When courses or workshops organized and offered by the District require out-of-district travel in excess of 30-50 miles, travel expenses ~~and/or per diem expenses~~ up to state-defined per diem travel rates will be paid by the District.
7. When District approved professional conferences are held over 30-50 miles from the District, travel expenses ~~and/or appropriate~~ up to state-defined per diem ~~expenses~~ travel rates will be paid by the District.
8. The state-determined credit approval process will be completed and filed for recording additional credits or clock hours.

TA

Meredith Lemelin
8/8/24

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8/8/24