



2026-2027 | Professional Learning FLEX

10-Month Educators

The Professional Learning FLEX Program provides designated employees with the opportunity to earn 21 hours of professional development focused on district priorities.

Professional Development FLEX hours must be earned during off-contract time, for activities taking place outside work hours for which the employee is not otherwise compensated by any person or institution.

WHO

New and Returning 10-month educators

WHAT

3 Professional Development FLEX Days (21 Hours)

WHEN

June 1, 2026 - May 31, 2027

During off-contract hours throughout the summer, fall, spring, after school, on weekends, or on the District FLEX Days identified on the Kennedale ISD school calendar.

HOW

By following the guidelines outlined in the [Professional Learning Handbook](#) and in accordance with District Policy found in DMA (Legal). The required annual beginning-of-the-year training bundle is not eligible to be counted towards the 21-hour Professional Development requirement. Hours must be documented on the [2026-2027 Professional Development FLEX Log](#).

FAILURE TO COMPLETE

Compensation for FLEX is part of the regular workday schedule. Failure to complete FLEX professional learning hours by May 31, 2027, will result in a loss of pay at the employee's daily rate on the June paycheck. FLEX will be docked in 1/2 or full day increments. Since sick and personal days replace a compensated day, they cannot be used in place of a FLEX day.

PRO-RATED FOR MIDYEAR HIRES/RESIGNATIONS

FLEX Professional Learning days/hours will be prorated based on the mid-year hire or resignation date of the employee. Contact Human Resources for more information.

ACKNOWLEDGEMENT

Please sign below indicating you understand and agree to the 2026-2027 Professional Development FLEX Requirements.

Employee Print

Employee Signature

Campus

Date