

ARTICLE 19 PROFESSIONAL GROWTH PROGRAM

It shall be the policy of the Board of Trustees to encourage continued and active participation on the part of all classified employees in professional growth activities designed to improve service to the District.

Professional Growth activities may be District sponsored activities held outside of regular assignment and educational activities of other agencies.

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2. The Professional Growth experience results in professional development manifested by an increase in knowledge

- (a) The following activities are considered professional growth activities under this program:
1. Professional seminars and workshops sponsored by the District outside agencies and paid for by the employee, and taken outside the employee's normal work schedule.
 2. Educational courses paid for by the employee and taken outside the employee's normal work schedule.
 3. Other educational and training activities outside normal working hours, e.g. flex activities, community and focus groups.
- (b) The following activities are not considered professional growth activities under this program:
1. Orientation, on-the-job training, safety training, informational meetings and committee meetings.
 2. Educational and training activities (fees, tuition, books and materials, release time) which paid for by the District.

Completed points must be reported to the CHRO Office within ten (10) days of completion or no later than February 1.

Categories

- 1.

5. Individual Research: A maximum of three (3) points may be received for each project completed during a Professional Growth Program Segment:
- a) project may be used to improve quality and efficiency of employee's work and/or service within the District.
 - b) A project proposal may be used to improve quality and efficiency of employee's work and/or service within the District.
 - c) The completed project report must be submitted to the CWRD. The number of points will be determined.

(Note: Professional Growth Points are calculated to one decimal point for activities other than course work)