

## ARTICLE 31

### STAFF DEVELOPMENT PROGRAM

A. Philosophy The parties recognize the critical nature of ongoing staff development. It is the desire and intent of the Superintendent and the Association to continue staff development in County Operated Programs.

B. Program Implementation

1. The parties will mutually agree to the annual scheduling of staff development training for all unit members.
2. Unit members shall attend staff development sessions for the full amount of time scheduled. Sign-in/out sheets shall be used.
3. Beginning with the 2014/2015 school year, Teachers, School Nurses, and Counselors shall work one hundred eighty-five (185) days, Speech and Language Pathologists and Infant Program Staff shall work one hundred ninety-one (191) days, and School Psychologists shall work one hundred ninety-seven (197) days, which includes three (3) mandatory staff development days. The 2014/2015 salary schedules will be adjusted to reflect the number of work days. Unit members not in attendance of the mandatory staff development days will be docked their full daily rate of pay unless the absence is in accordance with Article 20, Leaves. Make up sessions will not be provided.
4. One of the three (3) mandatory staff development days and one (1) minimum day will be dedicated to the completion of statutorily required online trainings and reviewing the New Year Packet.

C. Program History The parties implemented the State Staff Development Program

(SB 1193)

(1998) as a pilot program in 1999-2000 and as an ongoing program commencing 2000-01. Unit members received a 1.1% salary schedule increase commencing for the 1999-2000 year 31-2 August 13, 2012; July 11, 2014 in exchange for extending their work year by two (2) days and for participating in the equivalent of three (3) days of staff development training qualifying for state grant funding. However, the amount to which these staff development days are funded by the state has significantly decreased since its inception.