# OMIT ARTICLE – No longer relevant

# ~~ARTICLE XXI~~

# ~~PROFESSIONAL GROWTH~~

**~~PURSUANT TO EDUCATION CODE SECTIONS 44277-44279~~**

A. ~~This Article is limited to those members of the bargaining unit who are issued their first clear multiple or single teaching credential on or after September 1, 1985, pursuant to Education Code Section 44251.~~

~~B. The purposes of this Article are to notify bargaining unit members of the mandatory individual program of professional growth pursuant to Education Code Sections 44277-44279, to help bargaining unit members meet the requirements of these statutes, and to encourage proper implementation of these statutes. If, during the term of this Article, the Legislature should modify Education Code Section 44277-44279, and such modification(s) affect the provisions in this Article, this Article shall be reopened for negotiations within ten (10) days.~~

~~C. Bargaining unit members covered by this Article shall develop an individual program of professional growth consistent with Education Code Sections 44277-44279, and applicable rules of the Commission on Teacher Credentialing, which consists of a minimum of 150 clock hours of participation in activities which contribute to competence, performance or effectiveness in the profession of education. A program is to be completed within five (5) year period intervals pursuant to Education Code Section 44277(e).~~

~~D. Acceptable activities shall include any acceptable activity defined by the Commission on Teacher Credentialing, Title 5 Rules and Regulations and the activities listed in Education Code 44277 (b) which include, among other acceptable activities, the completion of courses offered by regionally accredited colleges and universities; participation in professional conferences, workshops, teacher center programs or staff development programs; service as a mentor teacher pursuant to Education Code Section 44496; participation in school curriculum development projects; participation in systematic programs of observation and analysis of teaching; service in a leadership role in a professional organization; and participation in educational research or innovation efforts.~~

~~E. The credential holder has a responsibility to record accurately the number of clock hours that have been spent on completed activities. After completing activities, it is the responsibility of the credential holder to give the advisor reasonable verification of time spent, if the advisor requests it. The credential holder has a right to receive full credit for all hours spent at professional growth activities (a) that are identified on the professional growth plan signed by an advisor, and (b) for which reasonable verification of time spent has been presented to an advisor.~~

~~F. Prior to beginning an activity which could accumulate clock hours, the unit member shall develop and submit the proposed plan or amendment on an appropriate form to his/her Professional Growth Advisor and obtain certification from the Professional Growth Advisor. Within ten (10) working days, the Professional Growth Advisor shall review the proposed plan and certify to the unit member that the planned program or amendment meets all the legal requirements. If the proposed plan or amendment meets all the legal requirements, then the Professional Growth Advisor shall certify the proposed plan. If the proposed plan or amendment is not in legal conformance, then the reasons for legal non-conformance shall be placed in writing by the Professional Growth Advisor.~~

~~G. Development, certification, implementation and/or verification of a professional Growth Plan shall be independent of any evaluation of the performance of the unit member that is conducted for determining the unit member's employment status.~~

~~H. Upon completion of any approved activity, the unit member shall submit to his/her Professional Growth Advisor a form which contains the following information: Type of activity engaged in, brief description of activity engaged in, dates of the activity, and the number of clock hours spent in the activity. The Professional Growth Advisor shall, within ten (10) working days of receipt of notification of completion, either verify or refuse to verify, and return the updated original form to the unit member. Verification shall mean that the unit member has completed the number of clock hours specified on the form. If the Professional Growth Advisor refuses to verify the completed activity, the Professional Growth Advisor shall, within ten (10) working days of receipt of the submission, give a written notice of the reasons for failure to do so and notify the unit member of his/her right to appeal.~~

~~I. The holder of a clear teaching credential and the District-appointed advisor shall maintain accurate, up-to-date records of the implementation of an individual program of professional growth. It is the primary responsibility of the holder to maintain such records.~~

~~No later than October 1 of each year, the Professional Growth Advisor shall submit in writing to each assigned unit member the number of clock hours that unit member has on file, and the date by which the total of at least 150 clock hours must be completed in order to renew his/her credential.~~

~~J. Salary schedule advancement shall be pursuant to current rules and regulations of the District and Contract.~~

~~K. The District shall appoint Professional Growth Advisors. No member of the bargaining unit shall serve as a Professional Growth Advisor unless compensated at the rate of $100 per year per advisee. Unit member shall have a right to select their Professional Growth Advisor from any advisors appointed by the District, but no advisor shall be required t be the advisor for any specific bargaining unit member.~~

~~L. Unit members shall utilize Education Code 44278 to appeal applicable adverse actions which include:~~

~~(a) the refusal to agree to a plan or modification;~~

~~(b) the refusal to verify the completion of an agreed program;~~

~~(c) bias, fraud, unfair discrimination, or arbitrary action by Professional Growth   
Advisors which prevent the fulfilling the terms of a plan.~~

~~Adverse actions not covered by Education Code Section 44278 may be appealed through the Grievance Procedure. Arbitrators shall interpret this Article in a manner consistent with Education Code Sections 44277-44279.~~