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ARTICLE 14
WAGES

14.19 ~~Professional Learning Program~~
PSEA Professional Learning Program (PLP)
PSEA and the District share a commitment to ongoing professional growth by PSEA bargaining unit members. To that end:

14.19.1 Professional Learning Program Budget

Effective July 1, 2014 the District will contribute on an annual basis an amount of money equivalent to the cost of a 0.44 percent salary increase for PSEA unit members (approximately $172,000) to fund the Professional Learning Program described in this Article. In addition, the District will contribute on a one-time basis an amount of money equivalent to the cost of a 0.22 percent salary increase for PSEA unit members (approximately $86,000). ~~Any interest earned by these funds shall be added to the Budget.~~ Any unused funds shall be carried over to the following year.

14.19.2 Professional Learning Advisory Board.

The Professional Learning Advisory Board is composed of a minimum of ~~five (5)~~*three (3)* PSEA and ~~three (3)~~*two (2)* District members, selected by each party~~, under the joint supervision of the PSEA President and Associate Superintendent of Learning Support Services.~~ A PSEA designee and a District designee will jointly have the responsibility of co-chairing the *Professional Learning* Advisory Board. ~~PSEA, SEIU and the District may mutually agree to the creation of a Joint Advisory Board.~~

The Advisory Board shall meet monthly during the school year (~~up to~~ 10 times per year) and shall be responsible for:

1. Developing and overseeing a ~~Teaching & Learning Cooperative (TLC)~~*Professional Learning* Program for PSEA unit members;
2. Developing and overseeing a Professional Partner Program to assist new hires and promotional probationary employees in succeeding at their new positions;
3. Assisting in the development of events for Professional Growth Days; ~~and~~
4. Develop additional opportunities for professional learning by unit members.
~~4.~~*5. Identify and approve professional development opportunities that are aligned with the District goal, are job embedded and closely related to professional responsibilities.*

PSEA representatives on the Advisory Board shall receive a stipend of

$500.00 per year *(paid tenthly)* from the Professional Learning Program Budget for participating on the Advisory Board.

14.19.3 Professional Learning Coordinator. The Professional Learning Coordinator shall ~~be in charge of coordinating and managing~~*coordinate and manage* the Professional Learning Program. The Coordinator shall be a PSEA unit member, selected by PSEA, who shall be on a leave of absence from ~~their~~ *his or her* unit position while serving as Coordinator. The cost of the leave of absence shall be paid for from the Professional Learning Program Budget, up to a maximum of $75,000/year. *This amount shall include payment of statutory benefits and District health and welfare benefits.* The maximum leave of absence amount shall be adjusted annually by the amount of any increases to the PSEA salary schedule. The Coordinator shall be designated by PSEA prior to the start of the school year, unless a mid-year vacancy in the position requires a designation during the school year.

~~If PSEA, SEIU and the District mutually agree to a Joint Professional Learning Program, the Coordinator shall be in charge of coordinating and managing this Joint Program, and a proportional share of the cost of the Coordinator's leave of absence shall be paid for out of the SEIU Professional Learning Program Budget.~~

14.19.4 ~~Teaching & Learning Cooperative~~ *Classified Learning Cooperative (CLC) ~~[Exploratory proposal]~~*

The Advisory Board shall develop, and the Coordinator shall implement and coordinate, a Classified Learning Cooperative (CLC) Program for PSEA unit members.

Unit members that earn sufficient CLC points, as provided for in the CLC Program, shall receive an additional $700/year (paid tenthly) in special compensation for a period of three (3) years. However, no employee shall receive such compensation until the 2015-2016 academic year.~~The District and PSEA shall meet and negotiate regarding the development of a special compensation program that provides employees with additional compensation for a period of three (3) years when such employees have completed the requisite number of points as defined by the Advisory Committee for the PSEA Professional Learning Program.~~

To continue special compensation under this section, employees must attain the requisite number of points every three (3) years.

Records verifying earned points must be submitted by October 1, in order for the employee to receive the ~~stipend~~ Special compensation within that school year.

Regardless of how many points over the requisite number an employee

earns in three (3) years, only a ~~defined~~ maximum number, *to be determined by the Advisory Board*, will be carried over to the next three (3) years.

It is the intent of the parties that the special compensation referred to above shall be PERS creditable, to the extent permitted by law.

The cost of the CLC Program shall be paid for out of the Professional Learning Program budget.

In the event it is determined that the cost of the Professional Learning Program exceeds available program reserves and the District's annual contribution, the parties agree that PLP Advisory Board shall bring program costs within available funding resources. The District and PSEA agree to meet and negotiate regarding options to achieve this goal.

~~The Advisory Committee shall develop, and the Coordinator shall implement and coordinate, a Teaching & Learning Cooperative (TLC) Program for PSEA unit members.~~

~~A "prime column" shall be added to the PSEA Salary Schedule, which shall be 1.5% higher than the corresponding "non-prime" step on the Salary Schedule. Unit members that earn sufficient TLC *the requisite number of* points, ,as provided for in the TLC Program, shall be compensated according to the "prime column" corresponding to their step and range, for a period of three (3) years. However, no employees shall be compensated based on the "prime" column until the 2015-2016 academic year.~~

~~*To remain on the "prime column" employees must continue to attain _____ number of points every three years.*~~

~~*CLC points will be applied to the Salary Schedule for the succeeding school year. Records verifying earned points must be submitted by October 1.*~~

~~*Regardless of how many points over ____ an employee earns in three years, only a maximum of _____ points will be carried over to the next three years.*~~

~~The cost of the TLC Program *CLC Program* shall be paid for out of the Professional Learning Program Budget.~~

14.19.5 Professional Partner Program.

The Advisory ~~Committee~~ *Board* shall develop, and the Coordinator shall implement and coordinate, a Professional Partner Program. The Advisory ~~Committee~~ *Board* shall develop criteria for the selection of PSEA unit members as Professional Partners, and shall select up to five (5) PSEA unit members per year to serve as Professional Partners.

Professional Partners shall be tasked with assisting new hires and promotional probationary employees in succeeding at their new positions. Professional Partners shall be provided ~~reasonable release time~~ *up to* ~~35~~ ***50*** *hours of release time* or 10 release days, whichever amount is less, *annually* during their schedule*d* work day to meet with new hires and promotional probationary employees as needed. **The scheduling of the release time must be mutually agreed upon by the employee and the employee's supervisor**. *Such approval shall not be unreasonably denied.* ~~*The use of release time for both the Professional Partner and the employee receiving assistance is subject to prior approval of both employees Supervisors.*~~

The cost of release time substitutes, if any, shall be reimbursed to the district from the Professional Learning Program budget.

Professional Partners shall receive a stipend of $1,000.00 per year *(tenthly)* from the Professional Learning Program Budget for serving as Professional Partners.

~~14.19.6 Additional Opportunities.~~

~~The Advisory Board, with the assistance of the Coordinator, shall *may* develop additional professional learning opportunities for unit members. Any funds in the Professional Learning Program Budget which are not already encumbered by the costs of stipends for Advisory Board members and Professional Partners, the Coordinator's leave of absence, or the cost of the "prime" column shall be available to the Advisory Board to use at its discretion in furtherance of the purposes of the *in planning and coordinating additional professional learning opportunities for the* Professional Learning Program.~~

14.19.6 Cost Controls.

The Coordinator of the PSEA professional Learning Program shall be responsible for maintaining the program budget. Monthly, the District will provide a budget printout to the Coordinator.

The continuation of the PLP is expressly contingent upon working within the income and expenditures of the PLP budget.