

SECTION F PROFESSIONAL RIGHTS

ARTICLE F.20 PROFESSIONAL DEVELOPMENT AND GROWTH

1. The Board and the Local recognize the importance of encouraging the professional growth of the teaching staff by facilitating professional development, retraining, individual programs of study, and training for new programs.
2. A Joint Professional Growth Committee comprised of two Local members (one of whom shall be the Professional Development Chairperson), two Board Members and the Superintendent or designate as Chairperson will oversee, plan and administer a jointly developed policy to encourage Professional Growth of the teaching staff. The Committee will meet on a regular basis in October, January, April, and otherwise as required.
3. A joint School Board and Local fund shall be established for the purpose of funding Professional Development and Professional Growth.

The fund shall be based on a Board contribution equivalent to 110 per cent of Category 5 Step 7 of the Teachers' Salary Scale from the previous school year and the Local shall pay in two installments (October 1 and March 1) a total amount equal to 11.5 per cent of the Board's contribution. The fund shall be divided into two accounts: 50 per cent to be used for Professional Development with the total Local contribution assigned to this account; and 50 per cent to be used for educational leave, retraining, or other Professional Growth purposes. Any surpluses remaining in the fund accounts shall be maintained in the accounts for future use.

- a. The first \$8,000 of Teacher Teaching on Call costs for those teachers granted Professional Development Leave of Absence shall be borne by the Board. The Board and Local shall contribute an additional \$3,000 each into this fund.
 - b. The Board shall contribute \$2,000 to assist in defraying costs incurred by the Professional Development Committee in administering the Professional Development Fund.
4. The Professional Development Account as established by the Board and the Local shall be controlled and administered by the Professional Development Committee according to the policies of the Local. The Committee is an autonomous committee composed of the Professional Development Chairperson as Chairperson, the Superintendent or designate, a School Trustee, and three additional representatives of the Local. This committee will meet on a regular basis in October, January, April, and as required.
 - a. The Professional Development Account will not be required to finance curriculum implementation in the District.
 5. All long-term Professional Growth activities, usually involving more than three days' duration, will be administered by the Joint Professional Growth Committee. Routine approvals of requests for funds from the Professional Growth Account may be made on

an ongoing basis and shall be based on priorities established by the Committee on an annual basis. Summary reports covering applications, funding and the balance remaining in the Account will be written and available after scheduled meetings.

- a. Retraining is understood to be a cooperative undertaking combining theory and practice involving the Board, the individual teacher, and the Local. Retraining should provide sufficient curricular and organizational information to the teacher to allow her/him to adapt to the instructional requirements of her/his position with confidence and in the shortest time possible.
 - i. Retraining should occur when the teacher has been or is to be reassigned to a significantly different grade level, teaching position, or subject area. It is preferable that retraining occur prior to such assignment.
 - ii. Prior to assuming the new assignment, the teacher may intern with a colleague at the assignment level or be assisted by colleagues and/or supervisory personnel. Should retraining not occur prior to the new assignment, the teacher shall receive support from colleagues and/or supervisory personnel and be granted opportunity to visit other classes during the initial month of that assignment.
- b. Within budget limitations, The Board agrees to pay up to three hundred dollars (\$300.00) per teacher to defray legitimate expenditures in maintaining and upgrading qualifications through participation in credit courses, non-credit courses, colleague observations, and other appropriate programs. Situations involving more than three hundred dollars (\$300.00) shall be referred to the Joint Professional Growth Committee.
- c. Within budget limitations, the Board agrees to pay all legitimate costs for the Professional Growth of teachers involved with new programs that have been approved by the Board and the Joint Professional Growth Committee.
- d. A teacher should apply to the Committee in advance, using the appropriate form.

ARTICLE F.21 TEACHER AUTONOMY

1. A teacher shall, within the bounds of the prescribed curriculum and consistent with effective educational practice, have individual professional autonomy in determining the methods of instruction and the planning and presentation of course materials in the classes of pupils to which he/she is assigned.

ARTICLE F.22 EDUCATIONAL CHANGE

1. The Board and Local agree that teachers are key agents in the implementation of educational change.