
APPENDIX B

GUIDELINES FOR PROFESSIONAL GROWTH AWARD PROGRAM

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Purpose

The purpose of the Professional Growth program is to provide incentives to classified personnel in the District to enhance and update their performance through continuing education and through involvement in professional organizations and associations.

Review Panel

The Professional Growth Review Panel is composed of seven members: The Director of Human Resources or his/her designee and up to six appointees.

The District grants members of the Review Panel time during working hours to carry out their official duties. The responsibilities of the Panel are the following:

1. To select their own chairperson.
2. To meet as required to review applications received prior to each meeting
3. To review and approve or deny all applications for point credit.
4. To submit their decisions to the Director of Human Resources

Applications

Applications are due by the 10th of the month to be effective on the first of the following month. Application forms for professional growth awards are in the appendix of forms and are also available on the District Human Resources website, from the Office of Human Resources, from the review panel members, and on the ACE website.

Requirements

A worker must have completed at least one year of employment with the District and have achieved permanent status. Course work started prior to employment will not be considered for an award.

An eligible worker must complete a minimum of two hundred (200) hours of credited activity, One hundred (100) hours of which must have been completed since the last award. One hundred (100) of the two hundred (200) hours may be hours completed prior to the last award which was earned in Category 1 of Requirements, completion of college, adult education, or trade school courses.

A minimum of two years in paid status must have occurred since the last award.

An application for an award must be accompanied by OFFICIAL transcripts on official letterhead that verifies specific dates and hours of attendance.

The worker must complete a diversity of activities. The hours may be earned through any combination of the following:

1. COLLEGE, ADULT EDUCATION, OR TRADE SCHOOL COURSES. Each course must be approved and evidence of successful completion (grade of "C" or better, or Pass from a Pass/Fail basis) filed with the Review Panel. Minimum units for this category are dependent on the level of education currently held by the employee and are determined as follows:

Masters Degree - Minimum of 24 hours (2 Quarter units or 1.5 Semester units)
Or a Bachelors +45 Quarter units/30 Semester units

Bachelors Degree - Minimum of 24 hours (2 Quarter units or 1.5 Semester units)
Or AA degree +45 Quarter units/30 Semester units or 135 Quarter units/90 Semester units

Associates Degree - Minimum of 48 hours (4 Quarter units or 3 Semester units)
Or more than 90 Quarter units/60 Semester units

There is NO MAXIMUM. Continuing Education Credits (CEU's) earned may also count towards the forty-eight (48) hours. Calculation of hours for courses which are assigned a certain number of units will be based on the following:

Foothill and De Anza

No. of contact hours/week as stated

In the Course Inventory Audit Report

Other Colleges

a. One Quarter unit = 12 hours

b. One Semester unit = 18 hours

In lieu of college, adult education, trade school, and CEU's unit members who serve as Chairs in leadership positions in which the District does not pay for backfill, may count for 30 hours of their leadership hours under this section. This includes, but is not limited to, positions such as Classified Senate Presidents, Chair of Negotiations, and Chairs of Accreditation Teams. Unit members must get approval by the Director, Human Resources prior to participating for this award to confirm the leadership position qualifies under this section.

2. DISTRICT IN-SERVICE WORKSHOPS. Attendance and participation in voluntary District in-service workshops related to the work of the district. Maximum of twenty-five (25) hours per award.
3. LEADERSHIP OR COMMITTEE WORK. Participation in a leadership role or in committee work in local, state, or national professional associations to the extent of the guidelines approved by the Review Panel. Maximum of seventy five (75) hours per award. Participation in a leadership role or in committee work in a non-professional association to the extent of the guidelines approved by the Review Panel. Maximum of ten (10) hours per award for non-professional association. Total of the two equals 75 hours max.

4. **DISTRICT COMMITTEE WORK.** Participation in District committee work to the extent of the guidelines approved by the Review Panel. Maximum of seventy five (75) hours per award.
5. **JOB RELATED SPECIAL ACTIVITIES.** Participation in job related special activities, such as seminars, conferences, conventions, institutes, and lectures offered by colleges, adult schools, professional associations and community organizations. **NO MAXIMUM.**
6. **PHYSICAL EDUCATION ACTIVITIES.** A maximum of thirty-six (36) hours for Physical Education activities per award. The exception to this limit is if the Physical Education activities are work related activities of equivalent. Activities must be documented.

Any credits (no other activities) earned through an accredited college while on Staff Development Leave shall be counted and will apply to Section 1 of the PGA application.

These guidelines apply to all applications filed with the Professional Growth Review Panel.