



PROFESSIONAL DEVELOPMENT FUNDING ALLOTMENTS FOR EXEMPT STAFF

The Board of Education recognizes the value in providing professional development funding to exempt staff.

The board recognizes there are different needs, challenges, complexities and considerations of various positions and roles within the district. There are differences amongst the exempt staff that should be considered through a lens of equity.

The board recognizes there are some exempt staff that require annual certification training to keep in line with their professional association standard and not all excluded positions require identical levels of professional development, certification, or training.

The board realizes there are many expectations placed upon some exempt staff both for those requiring certification and for those whom ongoing certification is not required. This could include maintaining current skills, obtaining new skills to support their roles and for learning more about the implementation of current strategic directions.

The board understands that exempt staff professional development is considered part of the overall compensation package for employees and is an investment to the school district.

1. The superintendent will examine each role and report to the board upon contract renewal the recommended discretionary professional development allocation for each exempt staff member.
2. The superintendent will place each exempt staff member onto a scale between 2% and 5%. This would recognize certification requirements as well as various levels of responsibility and complexity within exempt roles.
3. It is recognized that an exempt staff person new to a role may receive a greater allocation in an initial contract than in subsequent renewals or vice versa depending on the needs of the employee and the organization.

Monitoring Frequency:
Adopted:

Annual
February 1, 2022