

ARTICLE 46 - PROFESSIONAL GROWTH

1. Bargaining unit members attending any FTA sponsored trainings that are part of their professional growth as an educator shall be compensated by Fresno Unified to attend the trainings at their per diem rate of pay. ~~Those members of the bargaining unit to whom this article applies are required to develop an individual program of professional growth which consists of a minimum of one hundred fifty (150) clock hours of participation in activities which contribute to competence, performance or effectiveness in the profession of education. This program must be completed within a five (5) year period. The five (5) year period begins September 1, 1985 or on the effective date of an initial credential issued after September 1, 1985. The Division of Human Resources/Labor Relations will inform the teacher that he or she is responsible for designing a professional growth plan with major goals and objectives. The parties agree that the teacher remains liable for knowing of, and satisfying, all relevant legal requirements. The District's failure to notify a teacher of his or her obligations in this regard shall not give rise to any action against the District.~~
2. ~~The District shall designate only certificated administrators, mentor teachers and college or university faculty to serve as Professional Growth Advisors (herein "advisors"). A list of these advisors, including their job site phone number and areas of educational experience and/or expertise, will be provided for each credential holder subject to this article.~~
3. ~~The credential holder has the right to choose his/her own advisor from the above list of such advisors designated by the District. The credential holder is urged to seek the advice of his/her principal when selecting an advisor. If a credential holder determines that the District has not designated a suitable list of advisors, the credential holder may ask a responsible officer of another agency for permission to consult an advisor who is employed by that other agency or the credential holder may ask the Commission on Teacher Credentialing to approve a Professional Growth Plan or Record of Activities.~~
4. ~~The responsibility of an advisor shall be to determine whether the Professional Growth Plan and activities submitted by a credential holder who is subject to the provision of this article (hereinafter referred to as "credential holder") comply with pertinent Education Code Title V Sections (hereinafter referred to as "Admin Code") and the California Professional Growth Manual (hereinafter referred to as "manual").~~
5. ~~The credential holder is responsible for securing the program advisor's approval of the Professional Growth Plan and the certification of completed activities and must submit the certified form to the Division of Human Resources/Labor Relations for recording of credit.~~
6. ~~An advisor shall complete and return to the credential holder certification of the initial plan, initialing of any revisions or verification of completed activities within ten (10) workdays of submission to~~

~~the advisor. If an advisor finds that he/she cannot certify an initial plan, initial a modification or verify completion, the advisor shall so notify the credential holder of the reason(s) in writing within ten (10) workdays of submission.~~

- ~~7. If a credential holder believes that his/her advisor has taken an action that he/she considers contrary to the terms of the Education Code, the credential holder may seek another advisor and should seek review and comment (positive decision) from the Division of Human Resources/Labor Relations. In the event of a negative decision, the credential holder may appeal to the Commission on Teacher Credentialing for a final decision.~~
- ~~8. Association activities which comply with the Education Code shall be allowed as Professional Growth Activities. Upon the request of the credential holder or advisor, the president of the Association shall provide verification of participation or completion.~~
- ~~9. The District and the Association shall provide a joint in-service for credential holders. Meetings at appropriate times shall be provided for all who hold credentials subject to the professional growth renewal requirements.~~
- ~~10. A clock hour for purposes of credited Professional Growth Activities shall be the actual time spent in the activity as defined in the "manual". College, university or equivalent courses shall be credited as defined in the "manual".~~
- ~~11. Credit for advancement on the salary schedule may be earned by credential holders for Professional Growth Activities subject to the provisions of Article 50, Section 5, "Rules Governing Approval of Units for Advancement," and Sections 6 and 7.~~
- ~~12. Nothing in the Professional Growth Requirements or Procedures thereof shall impact, be a part of or modify the performance evaluation.~~
- ~~13. No later than October 1 of each year, the District shall provide in writing to each member in the bargaining unit who is affected by this article the number of clock hours that member of the bargaining unit has on file and the date by which the total of at least 150 clock hours must be completed in order that the unit member's credential can be renewed. Verification of completion of credential renewal will be provided by the Division of Human Resources/Labor Relations.~~