

TA 9/25/23
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ARTICLE X
Teacher Inservice

- A. Representation from the Teacher Association, the Non-Instructional Association and Management will collaborate as needed to make in-service recommendations based on the needs of all School District employees. Considerations for input will include surveys, district and school-based initiatives, state mandates, textbook adoptions, etc.
- B. Professional employees may be required to participate in in-service activities during normal duty hours. The parties agree that required in-service activities during normal duty hours should be scheduled at least ten days in advance. Inservice activities scheduled on weekly early release days may be scheduled twice a month. One ~~The remaining~~ Wednesdays are per month will be reserved for individual teacher planning. If there is a month with five (5) Wednesdays, the 5th Wednesday is reserved for individual teacher planning. Exceptions will be made where in-service is planned to meet specific identified weaknesses of an individual or when it is part of a school improvement plan, and agreed to by consensus of the faculty at that school. Every effort will be made to provide the maximum amount of unencumbered time on weekly early release days for the purpose of planning for enhanced student achievement. In addition, every effort shall be made to involve teachers in the development of faculty meetings and in-service opportunities.
- C. At least five full or ten half days per year shall be unencumbered planning days, except where in-service is planned to meet specific identified weaknesses of an individual or when it is part of a school improvement plan, and agreed to by consensus of the faculty at that school.
- D. The School District will continue to schedule in-service activities during non-scheduled work hours including summer, evenings and weekends. Professional employees in in-service programs after scheduled duty time that are approved by their supervisor will be paid according to provisions of Article XVI, Professional Employee Compensation.
- E. Professional employees may be excused from participation in required in-service if they can demonstrate that they have previously participated in an equivalent activity. If the in-service has ~~substantively~~ substantially changed since such prior training, the employee may be required to attend the updated in-service.