

CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT

Rationale: Nebraska Statute §79-830 states “Every six years permanent certificated employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth or, in the alternative, such other activities as are approved by the school board, which may include, but are not limited to, educational travel, professional publications, or work on educational committees.”

Guidelines:

- I. Six hours of college credit, graduate or undergraduate, or the accumulation of thirty (30) points from the following table earned during any professional growth period shall be accepted as evidence of professional growth. Transcripts or grade slips shall be considered evidence of credit earned.
- II. The hours are not necessarily accepted as advancement on the salary schedule, certification, or endorsements unless approved by the superintendent.
- III. A “Professional Growth Status” sheet will be maintained in each staff member’s file and updated every October 1.
- IV. Penalty for failure to meet the professional growth requirement becomes just cause for termination of the teaching contract.
- V. Points shall be approved by the Professional Growth Committee on forms provided for the purpose and shall be permanently recorded in the employee’s personnel file, kept in the superintendent’s office.
- VI. Professional Growth Committee shall consist of the principal and at least three teachers, including at least one each from both the elementary and high school. The members of the committee shall select one of its members as chairperson. All requests shall be accepted/denied by a majority vote of the committee. The decision of the Professional Growth Committee is final, but may be appealed to the superintendent and then the board of education.

Procedure:

Employee obtains and completes Request/Approval form and submits the form to the Professional Growth Committee for approval.

Verification of credit is filed in the employee's personnel file (or other appropriate documentation).

An updated list of points approved will be provided to each certified staff member by October 1 of each school year.

Points may be awarded using the following table:

Category I Continued Education	Unit(s) Considered	Points Awarded	Limit Per Six Year Period
College Credit	1 Semester Hour	5	None
College work done in specialized Training Schools: Examples include Foreign Language Institutes, Training Courses for Driver Education, etc.	1 Semester Hour	5	None
Curriculum Workshops, Educational Workshops or Sectionals	4 Clock Hours	1	None

**Category II
Extended Responsibility**

College Teaching in Accredited Colleges	1 Semester Hour	5	10
Teaching Adult Education Classes	3 Clock Hours	1	10
Conducting Educational In-service Sessions or Workshops	1 Clock Hour	1	10
Supervising Student Teachers	Each Student Eight or Nine Week Block	5	10
Teaching Gifted Classes Beyond Assigned Duties	5 Clock Hours	2	10

**Category III
Professional Activities**

Services on Banner County Schools Committee such as AdvancEd, SIP, Curriculum, Textbook Evaluation, etc.	10 Clock Hours	1	10
Committee Chairperson	5 Clock Hours	2	10

**Category IV
Teacher Growth Not Reflected
in the Above Categories**

Professional Publications - Published	Committee Decision	10
Educational Travel - Applicant must submit tangible evidence of professional growth, such as specific materials or methods to be used in the classroom as a result of such travel.	Committee Decision	10
Summer employment which contributes to the professional growth of the teacher. Examples: Working toward vocational endorsement, a counselor working for Job Service, etc.	Committee Decision	10

Other Professional Growth Activities: School Visitations, Conventions	Committee Decision	10
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Cross Reference: 406 Certificated Employees - General
 408.05 Certificated Employee Reduction-In-Force

Approved July 14, 2014 Reviewed: