CONTINUING SALARY INCREASES

A. ELIGIBILITY

1. An employee who successfully completes a total of two (2) P. D. V.'s in three (3) or more years after reaching step 12 shall be eligible for a continuing salary increase of $500.00. The employee may apply for a continuing salary increase at the end of each subsequent three (3) year period, if he/she should so choose. A maximum of three (3) continuing salary increases may be granted to any one individual employee.

B. CRITERIA FOR QUALIFICATIONS

1. In order to qualify for a continuing salary increase, the employee must teach or successfully complete nine (9) term hours of college related academic course work through an accredited college or university, or have an approved work experience of one hundred sixty (160) hours or more, outside the working schedule, directly related to the subject taught in the Capital Area Career Center or the equivalent seminars and/or workshops as set forth in the guidelines developed by the professional development committee.

2. It is specifically agreed that these guidelines are the province of the professional development committee. They may be changed at the discretion of the committee during the life of this agreement. The content of the guidelines is not subject to the grievance procedure.

3. The professional development committee shall consist of two (2) persons appointed by the association and two (2) persons appointed by the Board.

4. Any employee who has a plan of professional development activities leading to a continuing salary increase approved is entitled to complete the plan under the guidelines in effect at the time of approval. Subsequent changes in the guidelines will not require a change in an approved plan.


NEGOTIATED POLICY
Adopted: February 7, 1983