

CAMAS EDUCATION ASSOCIATION – SUPPORTING QUALITY TEACHERS AND PROFESSIONAL IMPROVEMENT

Below is a summary of the professional development resources that have been bargained by CEA with CSD. Be sure to look at both pages.

TRI Compensation

The primary concept of TRI is to improve the quality of educational services available for students through the performance of compensated additional responsibilities provided by certificated staff. These TRI responsibilities will go beyond those levels possible within the basic education programs as funded by the state legislature.

Each full-time employee will be compensated at 3.30% of the individual's base. An employee working less than full time or less than a full school year will be provided prorated compensation based on the percentage of FTE and/or percentage of the school year worked. Compensation will be paid in 11 equal monthly installments beginning with October payroll.

Responsibilities at the discretion of the teacher can include:

1. Parent conferencing and communicating with parents
2. Collaborative planning meetings/activities
3. Curriculum development and classroom design
4. Preparation prior to the opening of the school year
5. Closeout at the end of the school year
6. End of term assessment/grading and preparation for the new term
7. Assisting/tutoring students
8. Work associated with year-end evaluations

Voluntary and Involuntary In-service Days

The district shall offer three voluntary in-service days each school year. Attendance shall be voluntary. Employees attending these in-service workshops shall be paid at their per diem rate. The district will offer two involuntary in-service days, one in August and one in October. These days are mandatory and part of the 182-day contract.

Professional Development Fund - 14 Hours

The district will provide up to 14 hours annually per full-time FTE for professional development activities (workshops, trainings, classes) offered by our district or any reputable organization. Attendance at these activities will be paid at the curriculum rate. Employees will be paid for their attendance via a sign-out sheet at the end of the activity for district offerings or a completed [form](#) from other offerings. *(Note: these activities must occur beyond the employee's contracted hours; This compensation is subject to applicable income taxes.)*

Certificated Self-Directed PD

Each certificated staff member shall be entitled to one "Certificated Self Directed PD" absence for one full work day to facilitate access to employee selected professional learning. This benefit shall accumulate from year to year for the duration of the contract.

Professional Fund Allocation

All certificated full-time employees shall receive \$1209 in a Professional Fund Allocation for 2020-21. Part-time employees shall receive this allocation on a pro-rata basis. This amount will be increased by CPI in 2021-22 and 2022-23.

The compensation fund allows the certificated employee to be paid for non-contract time used individually or collaboratively for professional activities such as:

1. the District/site strategic and/or improvement plans;
2. the employee's evaluation;
3. curriculum frameworks;
4. student assessment;
5. National Board, PRO TEACH, or other professional certification activities;
6. student focused activities or
7. Professional Learning Collaboration focused work or other activities as mutually agreed to between the certificated employee and principal.

You will receive this allocation as a single payment included with your end-of-March paycheck. This compensation is subject to applicable income taxes.

You DO NOT need to maintain verification
of how you use these funds.

You DO NOT need to secure prior approval
for how you intend to use these funds.

A Professional Fund Agreement must be tied to the teacher's evaluation and must be signed at the end of year evaluation to show the plan was completed.

See the reverse side of this flyer for Suggested Best Practices for how you can utilize this Professional Fund Allocation.

Suggested Best Practices for Utilizing your Professional Fund Allocation

You DO NOT need to maintain verification of how you use these funds. // You DO NOT need to secure prior approval for how you intend to use these funds.

Invest in Your Teaching Certificate or License

Pay **OSPI fees** related to state certification.

Pay **NBPTS fees** related to National Board Certification.

Join a National Board **support cohort**.

Take **additional coursework** necessary for maintaining unique certifications or licensures.

Locate and Secure Materials for Your Own Independent Learning

Purchase books or resources related to areas of professional interest or content curiosity.

Subscribe to professional journals to keep abreast of issues important to your level, discipline, or content.

Subscribe to online communities, programs, or resources that you and/or your students can use.

Attend to the Additional Work of Teaching and Learning

Research, design, and develop **curriculum or materials**.

Complete your self-assessment or other **evaluation-related tasks**.

Engage on a voluntary basis with **PLC, building, or district** strategic planning, initiatives or other collaboration.

Examine student assessment information or engage in other relevant activities to **support the learning of your students**.

Pursue Coursework toward an Advanced Degree

Matriculate in university or college courses related to **enhancing your content knowledge and skills**.

Purchase textbooks or materials necessary for pursuing your Master's degree or Doctorate.

Pursue Authentic Collaboration without Being Bound by Contract Hours

Join professional organizations for your content area, grade level, or professional interest (membership fees often apply).

Arrange with colleagues (in Camas or beyond) to collaborate at more **casual or more convenient times** outside of the contract day.

Engage in **asynchronous collaboration** with peers around the world through **professional networking sites** modeled after social media.

Attend Conferences or Trainings beyond the Camas School District

Register for and attend conferences or trainings wherever they may occur nationwide (see *note below about Sub Coverage*).

Pay for travel, lodging, food, and other necessities related to attending conferences or trainings.

NOTE: Regarding Sub Coverage So You Can Pursue Voluntary Professional Learning Activities

Often, attending conferences or voluntary trainings will mean missing some contracted work time and securing a substitute.

It is encouraged that you communicate with your supervisor/principal well ahead of time that you intend to miss work for professional learning.

If you do not have any self-directed PD days, you will be charged for sub costs of attending professional development during the contracted work day. You will receive one paid day per year. These days accumulate during the life of the contract, but also expire if not used.

Be sure to check out [PD@CSD](#) for resources, classes, and more information about professional development.