

## CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT

Continued education on the part of certificated employees may entitle them to advancement on the salary schedule or endorsement in additional subjects. Certificated employees who have completed additional hours will be considered for advancement on the salary schedule. The board, upon recommendation from the Superintendent, shall determine which certificated employees will advance on the salary schedule for continued education keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and any other items deemed relevant by the board.

Certificated employees who wish to obtain additional education for advancement on the salary schedule or other job-related purposes must notify their supervisor by May of the school year preceding the actual year when advancement or addition of endorsements occurs. Additional education for salary advancement must be in the same area as the education that was required of the employee to hold the employee's current position with the school district. For purposes of illustration only, a math teacher would advance on the salary schedule only if the additional education was in math courses. The superintendent has the discretion to approve credit outside the employee's area of endorsement or responsibility.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of a certificated employee on the salary schedule.

### Continued Certification Requirements

1. 79-12113 Permanent Certificated Employee of Professional Growth Required. Every six years permanent certified 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 or Superintendent, which may include, but are not limited to educational travel, professional publications, or work on educational committees.
2. The Creighton Community School District will also accept as evidence of Professional Growth the following:
  - a. Attendance at Professional Workshops, In-Service Programs, work on Educational Committees, or other activities approved by the Superintendent directly related to the classroom assignments or in the areas of Media, Guidance, and/or Administration, where it relates to personnel assigned to those areas, will fulfill the obligation of 79-12113 under the following conditions:
    - 1) Must be approved by the Superintendent and in writing.
    - 2) One hours of credit growth will be given for every twelve hours of attendance and participation in activities approved by the Superintendent. The hours of attendance and participation are defined as hours actually spent in active attendance and participation in schedules workshops, seminars, etc. Social functions such as Social Hours, Happy Hours, fun and games, meals (unless

scheduled professional growth programs are included with the meals) and so forth, will not count toward the Professional Growth requirements.

- 3) Teachers and Administration who were tenured (present certificated employees) on September 1, 1982, are required to complete professional growth activities by September 1, 1988. Other certificated employees must complete the required professional growth activities between the date on which they achieved tenured status and six years from that date.

The requirements stated in the Negotiated Contract between certificated employees in a certified collective bargaining unit and the board regarding continued education credit of such employees shall be followed.

Cross Reference:     406     Certificated Employees - General  
                          408.05 Certificated Employee Reduction-In-Force

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