

**ARTICLE 16**  
**Professional Development**

- A. The parties agree to create a Professional Development Study Committee. The Superintendent shall appoint three (3) representatives and the BTU-ESP shall appoint three (3).
- B. The committee shall assess and identify the Professional Development needs of educational support professionals. Also, the committee will recommend procedures for implementing Professional Development programs.
- C. The committee shall elect a chairperson, and meet at agreed-upon times and places. Other district personnel or consultants may appear before the committee. The Superintendent may arrange release time for committee meetings.
- D. The committee shall submit its recommendations to the Superintendent not later than May 1 of each school year.
- E. Upon prior approval by the principal/administrator, educational support professional(s) may be assigned to attend a designated district school Professional Development activity. In the event the educational support professional(s) is assigned by the principal to attend a district school Professional Development activity on a non-workday, the educational support professional(s) shall be paid his/her hourly rate for the hours attended at the workshop.
- F. **Early Release Time:** Efforts will be made by the district to provide training for the educational support professionals during Early Release Days.
- G. **Inclusion:** When an IEP committee seeks a recommendation for inclusion, and training for employees is part of the IEP, a training component will be developed for all employees who have direct responsibility for students. Efforts will be made to provide the training within ten (10) days of the placement of the student.