

LICENSED EMPLOYEE PROFESSIONAL DEVELOPMENT

The board encourages licensed employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The board will maintain and support an in-service program for licensed employees. Professional development activities will include activities that promote and/or teach about compliance with applicable Iowa laws.

For all professional development programs the district requires employees to take, the district will provide to the employee notice indicating the section of the law, or rules adopted by the state board of education or board of educational examiners that the district determines requires the employee to participate in the professional development program.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, are made to the superintendent. A licensed employee must obtain prior approval from the superintendent or designee when the professional development program will require that the licensed employee be excused from their duties or when the school district pays the expenses for the program.

The superintendent or designee will have sole discretion to allow or disallow licensed employees to attend or participate in a requested event. When making this determination, the superintendent will consider the value of the program for the licensed employee and the school district, the effect of the licensed employee's absence on the education program and school district operations and the school district's financial situation, as well as other factors deemed relevant in the judgment of the superintendent or designee. In the case where overnight travel or unusual expense is involved, the principal will bring it to the attention of the superintendent or designee prior to the licensed employee attending the event.

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Legal Reference: Iowa Code § 279.8; .74, 281 I.A.C. 12.7; 83.6.