

## ARTICLE 28(NEW) – CCE Professional Development Counter Proposal #2

The College Council of Classified Employees CFT/AFT Local #4522 (CCE)  
Counter Proposal #2 to Palomar Community College District (District)  
for 2023-2024 Successor Negotiations

January 19, 2024

**ARTICLE 28-PROFESSIONAL DEVELOPMENT**

- 28.1 All ~~full-time and part-time~~ classified unit members (~~regular, and probationary~~) may complete professional development hours. Such employees shall be allocated up to thirty (30) hours of training as release time annually, for the purpose of taking mandated trainings required by the District, State or Federal law and other trainings related to their current position or to potential career advancement. The list of mandated trainings and the duration of each training shall be published on the Human Resources website. All other trainings are listed on the Professional Development portal.
- 28.1.1 No unit member shall be directed to complete mandated trainings during times other than those in which they are in paid status.
- 28.1.2 All requests for training are subject to advanced supervisor approval ~~to allow the supervisor to arrange adequate work coverage~~ and must be made in writing or through the Professional Development portal to the employee's supervisor. The supervisor shall encourage and support ~~a full-time classified~~ unit members to participate in Professional Development outside of required training.
- 28.1.3 Professional development activities should lead to employee, student, and/or instructional improvement. ~~and~~ To qualify for release time, request shall be subject to approval ~~approved~~ by the supervisor in advance. Acceptable activities are listed in Ed Codes section 87153 and Title 5 Section 55724.
- 28.1.4 Professional development activities that fall outside of the scope of those outlined, are voluntary and thus are not subject to release time and may be taken outside of work hours.












# ARTICLE 28 - Professional Development\_TA

Final Audit Report

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