



## **4300.1: PROFESSIONAL GROWTH**

## **Rules and Regulations for Purposes of Continued Employment**

### **Professional Growth Period for Permanent Certificated Employees**

Nebraska state law allows the District to amend or terminate the contract of a permanent certificated employee for failing to give evidence of professional growth as required by Neb. Rev. Stat. §79-830. Every six years permanent certificated 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 professional growth activities as are approved by the Board. Each permanent certificated employee's six-year period will commence on September 1 of the year coinciding with permanent certification status and on September 1 every six years thereafter.

### **Professional Growth Activities for Permanent Certificated Employees**

Professional growth activities in connection with Neb. Rev. Stat. §79-830 shall consist of the professional work approved by the Board. The conditions and limitations pertaining to the performance and acceptance of such activities are subject to review and change by resolution of the Board of Education. Credit for engaging in a newly approved activity shall be allowed only for work done after the date of approval of the activity unless the Board provides otherwise. Where allowed by law, credit granted for any type of activity may be limited for each individual during the individual's professional growth period. This is done in order to encourage a variety of professional growth activities for each individual.

### **Approval of Professional Growth Credit**

Except for professional growth courses and activities used to meet the requirements of Nebraska State Law, each staff development activity sponsored by the District or to be undertaken by an employee for purposes of salary advancement must be approved by the Superintendent or the Superintendent's designee.

### **Appeal**

Staff members may appeal decisions under this Rule to the Executive Director for Human Resources.

#### **Date of Adoption**

October 7, 1974

#### **Date of Revision**

February 20, 1984

July 2, 1990

September 7, 1993

**November 18, 1996**

**June 5, 2000**

**June 2, 2008**

**December 19, 2011**

**December 7, 2015**

**September 26, 2022**

## **Related Policies and Rules**

**[4300: Professional Growth/Professional Learning](#)**

**[4300.2: Professional Learning](#)**

**[6400: Professional Learning](#)**

## **Legal Reference**

**Neb. Rev. Stat. §79-830**

**Title 92, Nebraska Administrative Code, Chapter 10-007.07**