

ATTACHMENT I

SIDEBAR AGREEMENT

The Randolph Township Board of Education and the Randolph Education Association, having entered into negotiations to modify contractual provisions concerning professional development time as set forth in Article IX.A. of the Collective Negotiations Agreement, herewith agree and are agreed as follows:

1. The term of this Agreement is for the 2009-2010 school year. It shall expire on June 30, 2010 and shall be null and void after that date.
2. Definition of professional development: Professional development refers to learning opportunities for teachers to improve content knowledge and instructional strategies relevant to their current teaching assignments or new assignments to which the district contemplates assigning the teacher. Effective professional development is a vital tool for improving student learning, school success and teacher satisfaction.
3. The parties agree to implement the 12 Your Way (12 YW) program for the 2009-2010 school year. Under the plan, teachers shall be required to complete twelve (12) hours of professional development work at times and places of their own choosing in lieu of attending two (2) days of professional development programs scheduled in the school calendar pursuant to Article IX.A of the Collective Negotiations Agreement. The goal of the program is to improve professional development by assigning responsibility to teachers to customize their learning in order to meet the needs of individual teachers and schools.

4. GUIDELINES

a. Since the 12 YW program eliminates two (2) professional development days from the annual school calendar, teachers will be expected to complete the required twelve (12) hours of professional development work at times outside the regular workday. Such times may include evenings after work hours, weekends, holidays and vacation periods during the school year, or the summer break between school years.

Teachers will also have the option of attending in-service opportunities which will be provided by the district for the two (2) days after the last teacher workday in order to complete the twelve (12) hours.

b. Failure to complete any portion of the required twelve (12) hours of professional development in a year will be considered an absence chargeable to personal days(s). If the employee does not have available personal days, the employee will be docked pay for the absence from work at an amount pro rated to the teacher's regular hourly rate of pay.

5. To receive credit for professional development under 12 YW, teachers may attend formal education sessions such as seminars, workshops or graduate-level courses, or informal education sessions such as study groups, lectures and independent study.

6. To qualify for 12YW credit, the proposed learning activity must be approved by the building principal or designated administrator. Evidence of approval will be the signature of the administrator on the appropriate form in advance of the date of the proposed 12YW activity.

7. Generally, the amount of credit earned for a 12YW activity will be hour-for-hour with the following exceptions.

i. A maximum of six (6) hours of 12YW credit may be earned in any single school year for graduate-level coursework regardless of the total number of hours spent in such courses during the school year.

ii. Building administrators and teachers may agree, as a condition of activity approval, that the amount of credit earned for a specific activity will be less than hour-for-hour. In such case, the agreement will be in writing on the approval form signed in advance of the activity by the teacher and the administrator.


8. Approval for an activity will be based on relevance to building or program goals and the benefit to the professional development of the individual teacher in the mutual judgment of the administrator and teacher. Evidence that a particular activity has been approved for another teacher in the same building/program, for the same teacher in the past or for teachers in another building/program will not require the administrator to approve a proposed activity.

9. A record of approved activities and copies of signed approval forms will be maintained by the principal of each building.


10. Part-time teachers employed .5 FTE or more must complete the entire 12 hours of in-service per year. Teachers employed for part of a year will complete a *pro rata* portion of the 12 hours.

IN WITNESS WHEREOF, the undersigned representatives of the Randolph Township Board of Education and the Randolph Education Association put their signatures on this 19th day of August, 2009.

For the Randolph Education
Association



Elizabeth Bauer REA Co-President



Nicholas Lios, REA Co-President

For the Randolph Township
Board of Education

Gregory Mark, President

8-09