

**Management, Supervisory and Confidential Personnel**

**PROFESSIONAL GROWTH AND ASSOCIATIONS**

Management and Confidential staff will maintain their professional skills and knowledge level and will avail themselves of professional growth which universities, professional organizations and other institutions offer.

**Certificated and Classified Management**

To assist staff in their professional growth, the District will:

Provide professional growth by encouraging certificated and classified management to obtain additional professional growth. The Board will provide up to two additional 5% growth awards for each 10 new units of 15 hours each unit outside their contracted work year or calendared work days. All units must be accredited, pre-approved by the Superintendent, and the employee must pay for unit fees.

**Confidential**

To assist staff in their professional growth, the District will:

Provide Professional Growth Awards as delineated in Board Policy 4245.