

ARTICLE 22

Longevity

Professional development training should extend beyond the basic expectations and essential duties of the position. This training requirement of 25 clock hours within 5 years must include 5 hours beyond the regular work day. MSBO/MIEM certification applicable to the Employee's current position may be achieved during this training requirement. Classes/training/workshops directly related to the basic expectations of the employees' job responsibilities will not, as a rule, be approved. Up to 10 hours may be sponsored by WISD staff development or training through other institutions.

The employee and supervisor will meet to develop a written professional development plan that meets the longevity criteria. Once completed, the plan will be submitted, 1-3 years prior to the qualifying year (but no later than October 1 of the qualifying year), to the assistant superintendent for approval within a 30-day period. The assistant superintendent places the approved plan in the employee's personnel file. The employee notifies the supervisor when the professional development plan is completed. The supervisor will send written notification of plan completion to Human Resources so payment can be authorized.

Longevity accrued before June 30, 1998 will be frozen. Beginning July 1, 2008, an annual non-cumulative longevity payment of base salary plus:

\$750 at the beginning of year 6
\$1,750 at the beginning of year 11
\$2,250 at the beginning of year 16
\$2,750 at the beginning of year 21

Will be paid to employees who qualify by completing professional development requirements as follows:

25 hours completed before the beginning of year 6
50 hours completed before the beginning of year 11
75 hours completed before the beginning of year 16
100 hours completed before the beginning of year 21