



Education Support Professional Advancement Plan

Employees in Durango School District 9-R who engage in professional development will be able to advance on their salary schedule upon earning 15 credits in the ESP Professional Development System. To have the credit count toward advancement, 75% of the credits must be job specific and approved in advance by the department/school supervisor. The remaining 25% may be district sponsored training in areas of interest for the individual employees, or outside training approved in advance by the supervisor. In order to have credits count toward advancement, the employee must receive prior approval, in writing, on the ESP Advancement Plan Form.

Advancement will result when 15 credits* are earned.

- 1 credit = 6 hours of training
- * 9-R Credits are not synonymous with College Credit

Credits may be earned both in training opportunities scheduled during district PD time (on the clock) or after hours when chosen by the employee.

Advancement will occur as follows:

- 9 Month Employees – September & March
- 10/11 month Employees – August & February
- 12 month Employees – January & July
- ** Deadlines for completion will be December 30 and June 30

Once an employee makes the appropriate advancement, they may continue to earn credits toward a future movement. This will require that department supervisors continue to expand training opportunities to build on the proficiencies within their job family.

When an employee exhausts training opportunities within the district, the district will support employees who seek training from outside resources to further expand their skills. This may include training on specific brands of equipment, product, training offered by private entities, or college level courses focused on the job skills of the employee. In such cases, the employee – with prior approval from the supervisor – may receive reimbursement for fees involved in such training after successful completion.

Advancement during the 2017-2018 school year will result in a \$.50 per hour increase in the employee's pay rate.

Credit accumulation for the ESP Advancement Plan begins on April 1, 2017.