

ARTICLE XXV  
*PROFESSIONAL DEVELOPMENT*

A. Staff Development Buyback Program (optional)

1. In accordance with Education Code districts must offer 180 days of student instruction. Therefore, in order to provide staff development, the State instituted the Staff Development Buyback Program which provides funding for staff development outside the 180 days of instruction. The law requires the staff development to be in instructional methods including teaching strategies, classroom management, other training designed to improve pupil performance, conflict resolution and academic content in the core curricular areas.
2. The District will participate in two days of Staff Development Buyback Program by providing optional training opportunities outside of the 183 day work calendar. Each Staff Development Buyback Day will be six hours and fifteen minutes. A Buyback Day's training can be broken up and scheduled over several days. Payment of the stipend requires each eligible participant to be present for all portions of each full staff development day.
3. The District may or may not continue to participate in the Staff Development Buyback Program if the cost exceeds state program funding.
4. The following are opportunities for staff development:
  - One optional Buyback Day will be planned and scheduled by the principal and leadership team at each school site.
  - One optional Buyback Day will be planned, shared and scheduled by the District and the site/dept.
  - Counselors, Speech Therapists and the Adaptive P.E. teachers will have the opportunity to attend two days of training offered at any site or department.
5. A general program description and tentative date for each buyback day shall be posted on the VESD website by June 30 in order for each person to make a decision about attendance.

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6. In order to receive the stipend, participants are expected to:

- Attend a Staff Development Buyback Day(s).
- Be on time and remain for the entire training.
- Display professional courtesy and respect for the presenters and other participants.
- Focus full attention on the presentation and participate in all activities.

12        7. Each participant who attends each full Staff Development Buyback Day shall  
13 receive a stipend of \$250.00. Each presenter who is a unit member shall receive a stipend of  
14 \$330.00 in recognition of their planning, instructional time and expertise. The stipend will  
15 be added to the employee's pay warrant.