

Article ___: Professional Development.

Oregon Tech proposes that this language be added to Article ___: Working Conditions

Oregon Tech agrees to support professional development of bargaining unit members by allowing for the reasonable absence from assigned duties to participate in professional development activities, provided that the bargaining unit member requests and receives approval for such absence from their department chairs or appropriate administrative officer in advance. Oregon Tech will establish a pool of funds to promote the professional development of bargaining unit members. The availability of professional development funds is budget-dependent, and amounts may vary from year to year. These funds will be allocated to each department based on the discretion of the Dean. When available, professional development funds are allocated to the bargaining unit member's department no later than the start of the academic year. Professional development funds are awarded competitively at the discretion of the department chairperson or appropriate administrative officer with the Dean's approval. Every college will have procedures and criteria for applying for and awarding available professional development funds.. Priority for professional development funds may be given to bargaining unit members for whom such funds aid in their preparations for consideration for tenure, or meet other program, department, college, or university goals or strategic priorities as established by the program or college.

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.