



# Professional Development Pay 2025-26

## Contract Article 35

### District, Site (Building), and Self Directed

**District Directed**  
Optional 14.0 Hours  
Tumwater U  
August 25 & 26, 2025  
8:00 AM – 3:30 PM  
Sign Rosters

**Vector Training**  
District Directed  
Required 4.75 Hours  
Due November 7, 2025  
Automatically Paid  
No Time Sheet Required

**Site (Building) Directed**  
Optional 22.5 Hours  
Sign Rosters and/or  
Complete Time Sheets

**Self Directed**  
Optional 11.25 Hours  
Complete Time  
Sheets



# **Employees shall be paid at their per diem rate.**

## **District Directed (14.0 hours)**

Tumwater University professional development. Employees sign their site (building) roster for pay at the Tumwater U location. Lunch is not paid or provided.

## **Vector Training (4.75 hours) [Vector Training Link](#)**

Employees complete 4.75 hours of training online.

Required training due by November 7, 2025.

Employees are automatically paid 4.75 hours in the November 2025 paycheck.

Employees who do not complete Vector training will have 4.75 hours of pay withheld from the August 2026 paycheck.



# **Employees shall be paid at their per diem rate.**

## **Site (Building) Directed (22.5 hours)**

Examples include open house, curriculum night, conference planning, extended faculty meetings, and etcetera.

Employees sign their site (building) roster and/or complete additional time sheets online for pay.

Remember to include the exact date and specific time of day.



# **Employees shall be paid at their per diem rate.**

**Self Directed (11.25 hours)**

**Workspace Preparation**

Employees receive 7.5 hours to prepare their workspace outside the regular workday.

The 7.5 hours do NOT have to be used before the first day of school.

The 7.5 hours may be used in separate time segments over multiple days and times of day.

Employees complete and sign additional time sheets online for pay.

Remember to include the exact date and specific time of day.



# **Employees shall be paid at their per diem rate.**

## **Self Directed (continued)**

### **Employee Development**

Employees receive 3.75 hours to be employee directed for possible activities that could include, but are not limited to, the following:

- Supporting student activities and/or community events
- Providing individual help to students
- Planning, organizing, or help at enrichment activities outside the regular day
- Mentoring or peer coaching another employee outside any district program
- Other activities that qualify as enrichment

Employees complete and sign additional time sheets online for pay.

Remember to include the exact date and specific time of day.