

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text centered in the white space.

# Professional Development Opportunities for Classified Professionals

December 2022

# Professional Growth Award (PGA) Review Panel Members

## **De Anza College**

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If you have questions regarding your application, please send an email to [pga@fhda.edu](mailto:pga@fhda.edu).

As a reminder, these committee members do this work on top of their full-time FHDA job. Be Kind.

# Professional Growth Awards (PGA)

The purpose of the PGA program is to provide incentives to classified personnel in the District to enhance and update their performance through continuing education and through involvement in professional organizations and associations.

It also means more money in your pocket.

This presentation is geared towards workers in ACE, Teamster, and Confidential units.

- ▶ Annual award amount is \$1080 (\$90/month)
- ▶ Maximum number of awards possible is 12
- ▶ Maximum award amount is \$12,960 (12 @ \$1080/mo)

## Professional Growth Award (PGA)

What Does It Mean Financially?

Year	Award(s)	PGA Amt/Yr	Cumulative PGA Amt	Cumulative After Income Tax	Tax Rate	Invested PGA Amt	Rate of Return
1	1 \$	1,080	\$ 1,080	\$ 918	15%	\$ 1,080	7%
2	1 \$	1,080	\$ 2,160	\$ 1,836		\$ 2,236	
3	2 \$	2,160	\$ 4,320	\$ 3,672		\$ 4,552	
4	2 \$	2,160	\$ 6,480	\$ 5,508		\$ 7,031	
5	3 \$	3,240	\$ 9,720	\$ 8,262		\$ 10,763	
6	3 \$	3,240	\$ 12,960	\$ 11,016		\$ 14,756	
7	4 \$	4,320	\$ 17,280	\$ 14,688		\$ 20,109	
8	4 \$	4,320	\$ 21,600	\$ 18,360		\$ 25,837	
9	5 \$	5,400	\$ 27,000	\$ 22,950		\$ 33,045	
10	5 \$	5,400	\$ 32,400	\$ 27,540		\$ 40,759	
11	6 \$	6,480	\$ 38,880	\$ 33,048		\$ 50,092	
12	6 \$	6,480	\$ 45,360	\$ 38,556		\$ 60,078	
13	7 \$	7,560	\$ 52,920	\$ 44,982		\$ 71,844	
14	7 \$	7,560	\$ 60,480	\$ 51,408		\$ 84,433	
15	8 \$	8,640	\$ 69,120	\$ 58,752		\$ 98,983	
16	8 \$	8,640	\$ 77,760	\$ 66,096		\$ 114,552	
17	9 \$	9,720	\$ 87,480	\$ 74,358		\$ 132,290	
18	9 \$	9,720	\$ 97,200	\$ 82,620		\$ 151,271	
19	10 \$	10,800	\$ 108,000	\$ 91,800		\$ 172,660	
20	10 \$	10,800	\$ 118,800	\$ 100,980		\$ 195,546	
21	11 \$	11,880	\$ 130,680	\$ 111,078		\$ 221,114	
22	11 \$	11,880	\$ 142,560	\$ 121,176		\$ 248,472	
23	12 \$	12,960	\$ 155,520	\$ 132,192		\$ 278,825	
24	12 \$	12,960	\$ 168,480	\$ 143,208		\$ 311,303	
25	12 \$	12,960	\$ 181,440	\$ 154,224		\$ 346,054	
26	12 \$	12,960	\$ 194,400	\$ 165,240		\$ 383,238	
27	12 \$	12,960	\$ 207,360	\$ 176,256		\$ 423,025	
28	12 \$	12,960	\$ 220,320	\$ 187,272		\$ 465,596	
29	12 \$	12,960	\$ 233,280	\$ 198,288		\$ 511,148	
30	12 \$	12,960	\$ 246,240	\$ 209,304		\$ 559,888	

# Professional Growth Award (PGA)

- ▶ 200 hours of credited activity per award.
- ▶ Consecutive awards, 100 hours must be completed since the last award was earned.
- ▶ New employees must complete one (1) year of contract employment before applying.
- ▶ You are eligible to earn a new award every two years in paid status. For example: received award in May 2020, next award is May 2022, apply in April 2022)
- ▶ Applications must be received by PGA committee by the 10th of the month.

# PGA and CalPERS Eligibility

PGA is extra compensation and not part of an employee's base pay. As such it is attributed as special compensation when reported to CalPERS.

CalPERS has determined that only hours earned in section one (certificate, course or degree) meet the definition for special compensation as defined by the [California Code of Regulations, section 571](#)

# PGA and CalPERS Eligibility

*Under topic #2, Educational Pay, where PGA is categorized:*

*“Educational Incentive is defined as compensation to employees for completing educational courses, certificates, and degrees which enhance their ability to do their job. A program or system must be in place to evaluate and approve acceptable courses. The cost of education that is required for the employee’s current job classification is not included in this item of special compensation”.*

**Your awards are worth \$90 each but for pensionable reporting purposes, CalPERS will prorate the percentage of an award to those hours attributed to section one.**

*PGA Section 1*

# Certificate, Course or Degree

**1a) Credited course or Continuing Education Units (CEU).**

Each course must be approved and evidence of successful completion. Grade "C" or better or Pass from a Pass/Fail option.

No maximum; hours eligible for carry over.

**1b) Job-related skills training certificate.**

No maximum; hours eligible for carry over.

Examples: Lynda.com/LinkedIn Learning/trainings offered through the [Vision Resource Center](#)/professional certifications related to enhancing your current job skills.

Courses paid through educational assistance while on Staff Development Leave cannot be used to qualify for a Professional Growth Award (PGA).

For additional information, see the Professional Growth Award guidelines of your agreement.



*PGA Section 2*

## District In-Service Workshops

Attendance and participation in voluntary District in-service workshops related to the work of the District.

**Maximum 25 hours per award.** Not eligible for carry over.

Examples: Diversity Workshop, FHDA Sponsored Workshops, Classified Professional Development Day, Professional Growth Workshop, Active Shooter.

**A completed and signed Verification of Attendance Form is required**

*PGA Section 3*

## Leadership or Committee Work

Participation in a leadership role or in committee work in local, state, or national job-related professional associations to the extent of the guidelines approved by the Review Panel. **Maximum of 75 hours per award.**

Participation in a leadership role or in committee work in a non-professional association to the extent of the guidelines approved by the Review Panel. **Maximum of ten (10) hours per award.**

**Total of the two equals the 75 hours maximum. Ineligible for carry over.**

**A complete and signed Committee Work Verification Form is required**

*PGA Section 4*

## District Committee Work

Attendance and participation in voluntary District committees.  
**Maximum 75 hours per award. Ineligible for carry over.**

Examples: District Diversity & Equity Advisory Committee (DDEAC), District Budget Advisory Committee, District Human Resources Advisory Committee, Central Services Classified Senate, Chancellor's Advisory Council.

**A completed and signed Verification of Attendance Form is required.**

*PGA Section 5*

## Job-Related Conference, Seminar or Lecture

Attendance and participation in job-related activities such as seminars, conferences, conventions, institutes, and lectures offered by colleges, adult schools, professional associations and community organizations.

**No maximum limit.** Ineligible for carry over.

*PGA Section 6*

# Physical Education Activities

A maximum **36 hours** for Physical Education credits per award. The exception to this limit is if the credit is/are work related.

Activities must be documented and appropriate verification must be submitted (eg. official transcripts, commercial gym print-out).

Ineligible for carryover.

## PGA Application

# Please remember to submit the following:

- ▶ Official Transcript(s)
- ▶ FHDA Professional Development Verification
- ▶ Certificates
- ▶ District In-Service Workshop Verification
- ▶ Committee Work Verification Form
- ▶ Workshop Certificates or CEU Verification
- ▶ Validation of Attendance Form

**Complete all sections and include individual activity in detail.  
No 'see attached' entries, please.**

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Questions?