

Employee Policy #315
Act 48/Act 45 – Staff Development

Purpose:

Act 48 mandates that every certified employee must participate in staff development activities that will earn the employee in-service hours or in-service credits. Certified employees must earn 6 credits or 180 hours of in-service credit within their five-year window. There also are requirements under Act 45 that require some staff to earn PA Inspired Leadership (PIL) credits. These also count as Act 48 credits. The SusQ-Cyber Charter School, as a provider, will create opportunities for staff to earn many of the Act 48 credits. The Act 45 credits are available from the IUs throughout the state at no cost. They are provided by the PDE.

Guidelines:

- The ultimate responsibility to maintain Act 45 and Act 48 compliance rests with the individual staff member.
- Failure to meet Act 45 and Act 48 compliance by the State deadlines could result in termination of employment.

Delegation of Responsibility:

The CEO shall ensure that all staff are aware of the Act 45 and Act 48 requirements and shall encourage staff to obtain the required staff development hours. The CEO shall enforce this compliance requirement.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.