

**OKANAGAN COLLEGE**

**GUIDELINES for PROFESSIONAL ALLOWANCE FUNDING  
FACULTY ASSOCIATION EMPLOYEES  
(Reference Clause 37.7)**

**AIMS & OBJECTIVES**

Okanagan College and the Okanagan College Faculty Association jointly recognize that employees have a contractual obligation to maintain competence and currency in their areas of specialization, and in order to satisfy this contractual obligation employees may incur expenses for which reimbursement is not normally available from the employer, and such expenses provide a benefit both to the employee and to the employer.

Provision of a fund for the purpose of reimbursing employees for such expenditures is one way to enhance expertise and facilitate the work of the university college.

**PROFESSIONAL ALLOWANCE COMMITTEE**

**1. Committee Chair**

The committee established under 37.7.4 shall elect a chair at the first meeting of each college year. The chair shall

- ensure that eligible faculty members are informed of the annual application deadline;
- ensure that eligible faculty members are informed of the maximum allotment for the current academic year;
- receive all applications; and,
- ensure that applications for funding are processed in a timely manner.

**2. Meetings**

Meetings shall be held twice a year, or at the call of the Chair. One meeting will be between June 1 and June 15 to review and approve applications.

**3. Responsibilities**

The committee is responsible for administering the fund, reviewing and adjudicating applications based on the aims, objectives and eligibility criteria, allocating monies from the fund, setting the maximum annual amount for which reimbursement may be claimed, and developing appropriate application forms and procedures.

## **ELIGIBLE EXPENSES**

Eligible employees may claim reimbursement, up to the maximum established by the committee, for employment related expenses that meet the following criteria:

- The expenses must be for the purposes of satisfying the employee's contractual obligation to maintain competence and currency in his or her areas of specialization or employment classification.
- Expenses must be incurred between May 16 of one year and May 15 of the following year (the application year).
- The expenses cannot be of the type for which reimbursement is otherwise available from Travel Allowances (Article 37), Professional Development (Article 22), or the Grants-In-Aid Fund (Article 37).
- Allowable expenses include, but are not limited to, professional dues (see also 37.7.6), subscriptions to scholarly journals, books, computer software, and computer or other equipment.