

Note to committee: This document has 3 parts:

- Pages 1 - 3: Introduction to Santa Rosa's Forever Flex PD program
- Pages 4 - 9: Proposed Forever Flex categories for 2026-27
- Pages 10 - 15: Current FF categories (for reference)

## **FOREVER FLEX v 2.0**

More professional development  
Less paperwork

The initial "Forever Flex Program" was piloted in 2021. The goal of the program was to ensure that faculty members spend less time on cumbersome paperwork, and more time on valuable, high-quality professional development. In this newest iteration, the list of Forever Flex categories has been reorganized and streamlined, and the SIS portal updated to reflect these changes. We invite you to think of Flex not as a box that needs to be checked, but as a valuable opportunity to pursue whatever knowledge and skills will help you be the best version of your professional self.

### **Reporting and Evaluation of Professional Development**

#### *Reporting of Flex Professional Development*

Contract faculty report Flex professional development over the course of the year it is completed, with a deadline of end of Spring semester, **via their faculty portal**. The faculty professional development coordinators, in consultation with the FPDC and under the advice of the Academic Senate, are responsible for communicating and facilitating Flex PD processes and reporting.

#### *Evaluation of Flex Professional Development*

The appropriateness and quality of a given faculty's Professional Development Flex activities will be evaluated (as it already is) via the standard evaluation process. For contract faculty, this is typically once per year during the tenure process, and every 3 years thereafter. For associate faculty this is typically once a semester for the first three semesters, and then every 3 semesters thereafter.

### **Professional Development versus College Service**

The line between professional development and college service is sometimes blurry. Almost all college service involves learning new processes and picking up tid-bits of wisdom that help us improve in our jobs. And some of our own policies - like recognizing associate faculty's attendance at department meetings as professional development - suggest that what is routine

college service for some can be valuable professional development for others. Despite these gray areas, there is a difference between them and the spirit of the difference is this:

**College service** involves doing work that you (mostly) already know how to do in service of your department, discipline, or the college community more broadly, outside of your regular student contact hours. College service typically includes things like: serving on collegewide, departmental, and shared-governance committees; updating your discipline's curricula; serving as a club advisor; organizing an event for majors in your field; etc.

**Professional development** involves learning new knowledge, skills, and perspectives in a focused and concentrated way to make you better at your profession. Professional development can include: Attending conferences in your discipline; attending an online workshop on how to create an equitable classroom; visiting a class or student appointment hours of your colleagues to learn from them in real time; hosting a discussion on the challenges and opportunities of GenAI; etc. See California Ed Code's [section 87153](#) for the definition of professional development.

## FLEX REQUIREMENTS

How much professional development faculty members at SRJC are required and paid to do is determined by our local contract, within parameters set by Ed Code and California Community College policy. Please see [Article 17.03](#) and [Article 22](#) for more details

- Full-time, contract faculty are required, as part of their paid contract, to complete 18 flexible hours per year, 6 of which should focus on Diversity, Equity, Inclusion, Access, and Anti-racism.
  - Professional development completed during PDA day sessions cannot count toward your flexible professional development.
  - This requirement may be adjusted in some scenarios, including medical or sabbatical leave, or pre-retirement reduced workload. (see 22.03.B.2)
- Associate faculty Flex requirements vary by semester, depending on how many hours they are scheduled to teach on days designated as "Flex" days in the SRJC academic calendar.
  - Associate faculty can earn Flex credit for some activities that are considered college service for contract faculty, such as attending departmental meetings and serving on committees (if they are not being paid directly to do so).

## REPORTING FLEX

### Does this activity count for Flex?

As a professional, it is up to you - with the assistance of your evaluation team and discipline colleagues - to decide which professional development activities will be most valuable in helping

you serve your students, your discipline, the college, and the community well. Many of the items on the list below *can* provide valuable professional learning opportunities, but whether they do depends largely on context. When reporting your professional development, you will not be asked to identify your reasons for believing the activity will be of professional value, but you should be able to articulate it to yourself and to your evaluation team during the evaluation process.

**Example 1:** Does attending a women's soccer game count as professional development?

- For another athletic coach or trainer seeking to observe and learn from their colleague: Yes.
- For a psychology or anthropology professor who wants to create an assignment for one of their classes that involves observing SRJC athletes and reporting on it, and for whom watching a game is a bit of essential research for developing the assignment: Yes.
- For an instructor whose students are on the team and who is seeking to understand the demands of life as a student athlete: *Maybe*.
- For an instructor who just really loves women's soccer and wants to show up for the team: *No. (But we still encourage this for many other good reasons!)*

**Example 2:** Does having lunch with a librarian count as professional development?

- If it is a working lunch in which you are learning how to set up your first libguide and the librarian is helping you plot the best way to organize it: Yes.
- If it is a working lunch in which you are learning from the librarian all the different options for providing your students access to streaming media: Yes.
- If the librarian is your friend and you are taking a lunch break with them just to catch up: *No. (But we still encourage this for many other good reasons!)*

Can I claim this activity for Flex?

In general, if the activity you complete falls within one of the "Forever Flex" categories, and it is valuable to your professional development (in ways you can articulate to yourself and your evaluation committee), you can claim Flex credit for that activity. That is, you can report the hours you spent on that activity against the 18 total hours you are required to complete.

However, if you are being compensated by the SRJC in some other way for the activity, you cannot also earn Flex credit for the activity. So, if you are being paid directly to complete the activity via pay or released time, or you are including the activity in your Professional Growth Increments (PGI) portfolio, you cannot also have it count toward your Flex hours.

FOREVER FLEX CATEGORIES - **New Proposed**

See below this list for the current list of Forever Flex categories

*All of the following events and activities are pre-approved for Flex credit, on the assumption that participation in the event or activity contributes to your professional development. It is up to individual faculty to decide whether participation does in fact contribute to your professional development, and to justify that judgement to your evaluation team during the regular evaluation process.*

Forever Flex Code	Category	Description
FF:01	AFA Retreats & Workshops	AFA occasionally hosts retreats for leadership or members, or workshops for all faculty. <a href="http://www.afa-srjc.org/">http://www.afa-srjc.org/</a>
FF:02	Academic Senate Retreats and Workshops	The Academic Senate occasionally hosts retreats or workshops related to Senate business for all faculty. <a href="https://academic senate.santarosa.edu/">https://academic senate.santarosa.edu/</a>
FF:03	Discipline-Specific Discussions & Retreats	Contract faculty are required to attend department meetings and complete department work as part of their contractual college service, and cannot report those hours for Flex. However, discipline-specific discussions and workshops that go beyond department meetings can be reported for Flex. And any associates who attend department meetings can also claim those meetings for Flex.
FF:04	Program Retreats	E.g. MECHA retreats
FF:05	Trainings Required for College Service	In order to participate on some committees you will need to be trained in proper procedures and confidentiality. This training can be claimed for Flex. <a href="https://hr.santarosa.edu/">https://hr.santarosa.edu/</a>
FF:06	Department Chairs Council	Department Chairs are required to participate in DCIMC meetings as part of their contract. However,

		participation in the chairs-only DCC can be claimed for Flex credit.
FF:07	Workplace Health and Safety Trainings	Training that prepares you to keep yourself and the college community safe can earn Flex credit. These can include CPR certification, BCare training, disaster preparedness workshops, etc.
FF:08	Professional Consultations	Time spent meeting one-on-one with librarians, curriculum specialists, counselors, distance education support staff, or other professionals can be claimed for Flex credit.
FF:09	Faculty Appreciative Observations	Faculty can earn flex credit by observing their fellow faculty's pedagogy in real time in the classroom or in allied service assignments. To take advantage of this opportunity, first obtain permission from the faculty member you'd like to observe. Report the number of hours you spend observing the faculty member and their pedagogy. If you and the faculty member have a follow-up conversation about the pedagogy you witnessed and how it can be applied in your classes/assignments, both of you can claim that additional time for flex.
FF:10	Research in Your Discipline	Any research you do in your discipline that goes beyond what is involved in preparing for the courses you teach can be claimed for flex credit. This may include, for example, independent reading of peer reviewed journals in your discipline, writing articles or book reviews, attending conferences related to your discipline, watching performances or recorded lectures related to your discipline, etc.
FF:11	IDEAA Independent Study	(see <a href="#">list of resources</a> )

FF:12	Distance Education & Ed Tech Trainings	<a href="https://de.santarosa.edu/faculty">https://de.santarosa.edu/faculty</a>
FF:13	Teaching Fellows Program	<a href="https://teaching-fellows.santarosa.edu/">https://teaching-fellows.santarosa.edu/</a>
FF:14	Community of Practice Work (Unpaid)	If you attend a community of practice, you can choose to claim those hours for Flex rather than being paid. If you are asked to do homework for a community of practice you are participating in that exceeds the number of hours you are paid for, you can claim those extra hours for Flex credit.
FF:15	Faculty Inquiry Groups and Learning Communities	Work and research you do as part of an official or informal FIG or learning community can be claimed for Flex credit.
FF:16	Lectures and Activities hosted by SRJC departments and disciplines	
FF:17	Exhibits and Art Shows	The JC regularly hosts curated art shows on many of its campuses as well as public exhibits. Engagement with these exhibits and shows can be claimed for Flex credit if they contribute to your professional development.  <a href="https://art-gallery.santarosa.edu/">https://art-gallery.santarosa.edu/</a> <a href="https://libraries.santarosa.edu/mahoneygallerymission">https://libraries.santarosa.edu/mahoneygallerymission</a> <a href="https://museum.santarosa.edu">https://museum.santarosa.edu</a>
FF:18	Theater Arts and Dance Productions	Throughout the year, the Theater Department and Dance Department produce a series of exceptional plays and performances. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://srjc.universitytickets.com/w/default.aspx">https://srjc.universitytickets.com/w/default.aspx</a> <a href="https://dance.santarosa.edu/events">https://dance.santarosa.edu/events</a>
FF:19	Music Concerts and Recitals	Throughout the year, the Music Department offers a series of

		<p>exceptional musical performances. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://music.santarosa.edu/events">https://music.santarosa.edu/events</a></p>
FF:20	Athletic Events	<p>Throughout the year, our student athletes compete regularly on campus.</p> <p><a href="https://www.srjcatletics.com/landing/index">https://www.srjcatletics.com/landing/index</a></p>
FF:21	Film Screenings	<p>SRJC's Communications Studies is a partner in the Petaluma Film Alliance, which sponsors both a cinema series and a film fest every Spring, in addition to other events.</p> <p><a href="https://comm-studies.santarosa.edu/event/petaluma-cinema-series">https://comm-studies.santarosa.edu/event/petaluma-cinema-series</a></p>
FF:22	Environmental Justice & Sustainability Events	<p>The JC hosts a number of lectures and events regarding Environment Justice and Sustainability, including the Environmental Forum Lectures (Every Spring) and Climate Action Night (April, during Earth Week).</p> <p><a href="https://ess.santarosa.edu/environmental-forum">https://ess.santarosa.edu/environmental-forum</a>  <a href="https://climateactionnight.com/">https://climateactionnight.com/</a></p>
FF:23	We the Future Social Justice Conference	<p>Every April, on our Petaluma campus, the JC hosts an all-day social justice conference.</p> <p><a href="https://wethefuture.santarosa.edu/">https://wethefuture.santarosa.edu/</a></p>
FF:24	SRJC Student Fairs & Research Exhibits	<p>Participating in events like the World Languages Fair, Petaluma Student Research Conference, Higher Ed Transit Access Conference, etc. can be claimed for Flex credit.</p>
FF:25	Work of Literary Merit Events	<p>Every Fall semester, the English faculty selects one book of literary merit to read together, and curates a lecture series around the topics and issues raised by the work. Participation in reading the work and attending the events can be claimed for Flex credit.</p>

		<a href="https://english.santarosa.edu/work-literary-merit">https://english.santarosa.edu/work-literary-merit</a>
FF:26	Black History Month Events	Every February, the JC hosts a series of events in celebration and recognition of Black History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://events.santarosa.edu/black-history-month-2023">https://events.santarosa.edu/black-history-month-2023</a>
FF:27	Women's History Month Events	Every March, the JC hosts a series of events in celebration and recognition of Women's History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://events.santarosa.edu/womens-history-month">https://events.santarosa.edu/womens-history-month</a>
FF:28	Middle Eastern and North African Heritage Month Events	Every April, the JC hosts a series of events in celebration and recognition of AMEMSA Heritage Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://intercultural.santarosa.edu/events">https://intercultural.santarosa.edu/events</a>
FF:29	Asian Pacific Islander Month Events	May
FF:30	Pride Month and other QRC-sponsored Events	June
FF:31	Herencia and Hispanic Heritage Month Events	Every September/October the JC hosts the Herencia in honor of Latine History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://intercultural.santarosa.edu/herencia">https://intercultural.santarosa.edu/herencia</a>
FF:32	Native American Heritage Month Events	Nov

FF:33	Events Sponsored by Affinity Groups	
FF:34	Rising Scholars Events	
FF:35	Grant-Sponsored Lecture Series	(example <i>Avanzando Lectures</i> )
FF:36	Welcome Days, Orientation Events & other information fairs	
FF:37	Special Graduation Ceremonies	Faculty are required to attend the main graduation ceremony every year in May. But there are additional graduation ceremonies for targeted populations. Attendance at these graduation ceremonies can be claimed for Flex credit if they contribute to your professional development.
FF:38	External Conference Participation	Conferences hosted by professional groups, discipline-specific associations, and/or education-focused collaboratives.
FF:39	External Lecture Attendance	Lectures sponsored by other institutions. Examples: SSU Holocaust Lecture Series
FF:40	Online Workshops and Trainings	Examples: <b>VRC courses</b> , @One Courses; Reading Apprenticeship 101, <a href="#">ASCCC's Professional Development College</a> ]

CURRENT FOREVER FLEX CATEGORIES - would be replaced by those above

FF:01	AFA Retreats & Workshops	AFA occasionally hosts retreats for leadership or members, or workshops for all faculty. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="http://www.afa-srjc.org/">http://www.afa-srjc.org/</a>
FF:02	Exhibits & Art Shows	The JC regularly hosts curated art shows on many of its campuses as well as public exhibits. Engagement with these exhibits and shows can be claimed for Flex credit if they contribute to your professional development. <a href="https://art-gallery.santarosa.edu/">https://art-gallery.santarosa.edu/</a> <a href="https://libraries.santarosa.edu/mahoneygallerymission">https://libraries.santarosa.edu/mahoneygallerymission</a> <a href="https://museum.santarosa.edu">https://museum.santarosa.edu</a>
FF:03	Arts and Lectures	The JC regularly hosts a curated “Arts and Lectures” series. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://arts-lectures.santarosa.edu/">https://arts-lectures.santarosa.edu/</a>
FF:04	Black History Month	Every February, the JC hosts a series of events in celebration and recognition of Black History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://events.santarosa.edu/black-history-month-2023">https://events.santarosa.edu/black-history-month-2023</a>
FF:05	Hiring Committee Trainings	In order to participate on a hiring committee, you will need to be trained in proper procedures and confidentiality. This training can be claimed for Flex. <a href="https://hr.santarosa.edu/">https://hr.santarosa.edu/</a>
FF:06	Arab, Middle Eastern, Muslim, South Asian Heritage Month Events	Every April, the JC hosts a series of events in celebration and recognition of AMEMSA Heritage Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://intercultural.santarosa.edu/events">https://intercultural.santarosa.edu/events</a>

FF:07	Theater Arts Productions	Throughout the year, the Theater Department produces a series of exceptional plays and performances. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://srjc.universitytickets.com/w/default.aspx">https://srjc.universitytickets.com/w/default.aspx</a>
FF:08	We the Future Social Justice Conference	Every April, on our Petaluma campus, the JC hosts an all-day social justice conference. Attendance at the conference can be claimed for Flex credit if it contributes to your professional development. <a href="https://wethefuture.santarosa.edu/">https://wethefuture.santarosa.edu/</a>
FF:09	Work of Literary Merit (WOLM)	Every Fall semester, the English faculty selects one book of literary merit to read together, and curates a lecture series around the topics and issues raised by the work. Participation in reading the work and attending the events can be claimed for Flex credit if it contributes to your professional development. <a href="https://english.santarosa.edu/work-literary-merit">https://english.santarosa.edu/work-literary-merit</a>
FF:10	Women's History Month	Every March, the JC hosts a series of events in celebration and recognition of Women's History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://events.santarosa.edu/womens-history-month">https://events.santarosa.edu/womens-history-month</a>
FF:11	Archeological Institute of America Lecture	The North Coast chapter of the AIA hosts yearly lectures at SRJC. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://archaeological.org/programs/public/lectures/">https://archaeological.org/programs/public/lectures/</a>
FF:12	HERENCIA Lecture Series	Every September/October the JC hosts the Herencia in honor of Latine History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://intercultural.santarosa.edu/herencia">https://intercultural.santarosa.edu/herencia</a>
FF:13	HSI/Lanzamiento Lecture Series	Throughout the year, the Lanzamiento Program, with support of the HSI grant curates a series of lectures and

		<p>events to help support the students and faculty in the program.</p> <p><a href="https://hsi.santarosa.edu/sites/hsi.santarosa.edu/files/documents/Lecture_Series_for_Fall_2022.pdf">https://hsi.santarosa.edu/sites/hsi.santarosa.edu/files/documents/Lecture_Series_for_Fall_2022.pdf</a></p>
FF:14	Special Graduation Ceremonies	<p>Faculty are required to attend the main graduation ceremony every year in May. But there are additional graduation ceremonies for targeted populations. Attendance at these graduation ceremonies can be claimed for Flex credit if they contribute to your professional development.</p>
FF:15	Petaluma Cinema Series & Other Screenings	<p>SRJC's Communications Studies is a partner in the Petaluma Film Alliance, which sponsors both a cinema series and a film fest every Spring, in addition to other events. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://comm-studies.santarosa.edu/event/petaluma-cinema-series">https://comm-studies.santarosa.edu/event/petaluma-cinema-series</a></p>
FF:16	SSU Holocaust Lecture Series	<p>Every Spring, Sonoma State University Hosts a series of lectures regarding the Holocaust and genocide in general. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://holocaust.sonoma.edu/lectures">https://holocaust.sonoma.edu/lectures</a></p>
FF:17	Academic Senate Retreats & Workshops	<p>The Academic Senate occasionally hosts retreats or workshops related to Senate business for all faculty. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://academicsenate.santarosa.edu/">https://academicsenate.santarosa.edu/</a></p>
FF:18	Environmental Justice & Sustainability Events	<ul style="list-style-type: none"> <li>● Environmental Forum Lectures (Every Spring)</li> <li>● Climate Action Night (Earth Week)</li> <li>● Other events sponsored by the Sustainability Committee</li> </ul>

FF:19	Faculty Appreciative Observations	Faculty can earn flex credit by observing their fellow faculty's pedagogy in real time in the classroom or in allied service assignments. To take advantage of this opportunity, first obtain permission from the faculty member you'd like to observe. Report the number of hours you spend observing the faculty member and their pedagogy. If you and the faculty member have a follow-up conversation about the pedagogy you witnessed and how it can be applied in your classes/assignments, both of you can claim that additional time for flex.
FF:20	FitSRJC	<a href="https://fit.santarosa.edu/">https://fit.santarosa.edu/</a>
FF:21	Research in Your Discipline (Reading, Viewing, Listening, Writing)	Any research you do in your discipline that goes beyond what is involved in preparing for the courses you teach can be claimed for flex credit. This may include, for example, independent reading of peer reviewed journals in your discipline, writing articles or book reviews, attending conferences related to your discipline, watching performances or recorded lectures related to your discipline, etc.
FF:22	MeCHA Retreat	
FF:23	Music Concerts and Recitals	Throughout the year, the Music Department produces a series of exceptional concerts. Attendance at these events can be claimed for Flex credit if they contribute to your professional development. <a href="https://music.santarosa.edu/">https://music.santarosa.edu/</a>
FF:24	Petaluma Faculty Forum Retreat	Attendance at the PFF retreat can be claimed for Flex credit if it contributes to your professional development. <a href="https://petaluma.santarosa.edu/petaluma-faculty-forum">https://petaluma.santarosa.edu/petaluma-faculty-forum</a>

FF:25	Teaching Fellows Program	<p>The SRJC Teaching Fellowship is a merit-based award designed for students who wish to explore teaching and scholarly careers (Pre-K through higher education) in a hands-on mentorship program with an SRJC Faculty Mentor. Faculty participation in the teaching fellow program can be claimed for Flex, unless you are using the hours for PGI.</p> <p><a href="https://teaching-fellows.santarosa.edu/">https://teaching-fellows.santarosa.edu/</a></p>
FF:26	IDEAA -- Theory and Practice	<p>Faculty are encouraged to complete trainings or research related to teaching a diverse student body, or research related to promoting equity, inclusiveness, accessibility, and anti-racism. For examples, please see <b>this document</b>.</p>
FF:27	Asian Pacific Islander History Month Events	<p>Every May, the JC hosts a series of events in celebration and recognition of AAPI Heritage Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://intercultural.santarosa.edu/APIhm">https://intercultural.santarosa.edu/APIhm</a></p>
FF:28	Dance Shows	<p>Throughout the year, the Dance Program produces a series of exceptional concerts. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://dance.santarosa.edu/events">https://dance.santarosa.edu/events</a></p>
FF:29	Native American History Month Events	<p>Every November, the JC hosts a series of events in celebration and recognition of Native American History Month. Attendance at these events can be claimed for Flex credit if they contribute to your professional development.</p> <p><a href="https://intercultural.santarosa.edu/native-american-history-month">https://intercultural.santarosa.edu/native-american-history-month</a></p>
FF:30	Program or Discipline Discussions	<p>Attendance at department meetings is required for contract faculty. Associate faculty can use this FF code to report time spent attending department meetings. Also, if a department needs to schedule extraordinary meetings or retreats to explore pedagogical or programmatic topics, both associate and contract faculty</p>

		can report participation in these sessions for flex credit if they contribute to your professional development.
FF:31	Rising Scholars Month Events	<a href="https://intercultural.santarosa.edu/second-chance-month">https://intercultural.santarosa.edu/second-chance-month</a>
FF:32	World Languages Fair	<a href="https://languages.santarosa.edu/world-languages-fair">https://languages.santarosa.edu/world-languages-fair</a>
FF:33	Distance Education Training	<a href="https://de.santarosa.edu/faculty">https://de.santarosa.edu/faculty</a>
FF:34	Community of Practice Work (Unpaid)	If you attend a community of practice, you can choose to claim those hours for Flex rather than being paid.
FF:35	Welcome Days	<a href="https://welcome.santarosa.edu/welcome-day">https://welcome.santarosa.edu/welcome-day</a>
FF:36	Professional Consultation (w/ librarian, CRC tech, counselor, etc.)	Time spent meeting one-on-one with librarians, curriculum specialists, counselors, or distance education support staff can be claimed for Flex credit if it contributes to your professional development.
FF:37	Athletic Events	Throughout the year, our student athletes compete regularly on campus. Attendance at these games and events can be claimed for Flex credit if they contribute to your professional development. <a href="https://www.srjcatletics.com/landing/index">https://www.srjcatletics.com/landing/index</a>
FF:38	Workplace Safety Trainings	Training that prepares you to keep yourself and the college community safe can earn Flex credit. These can include CPR certification, BCare training, disaster preparedness workshops, etc.