

Staff Development - Classified Staff

In recognition of the need for classified personnel to keep abreast of new developments in their career field and to develop increased job skills, the superintendent shall **may** establish an in-service training requirement (as a condition for continued employment). In-service training shall apply to all regular classified staff employed by the district.

The provisions that follow are intended to allow for maximum development of classified staff members and to foster a spirit of commitment to the educational program of the district:

1. Professional growth programs have one purpose - the improvement of services by the individuals, granting that all employees want to do their best, that they know their own strengths and weaknesses, and that they will do all they can to improve their competencies as district employees;
2. Staff members will be assisted by their supervisor in identifying the areas of their assignment in which they need to make improvement and in developing an appropriate personal growth program;
3. When changes are made in materials, techniques and assignments which affect the employee's performance, staff training will be provided;
4. Personnel who engage in training programs at the request of the district administrator may be reimbursed as approved by the Board;
5. The district administrator may plan, and the Board approve, in-service programs for classified personnel. Attendance at such activities may be required.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)
[ORS 329.125](#)
[ORS 329.704](#)
[OAR 581-022](#)

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[OAR 581-022-1720](#)

(continued)

Clackamas Intermediate Education District Association v. Clackamas Intermediate Education District, Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association v. Eugene School District 4J, Case No. C-93-79, 5 PECBR 3004 (1980).
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).