



Classified Personnel

Staff Development

Classified staff shall have opportunities to participate in staff development activities in order to improve job skills, retrain to meet changing conditions in the district and/or enhance personal growth.

(cf. 4261.3 - Professional Leaves)

The Superintendent or designee shall develop a program of ongoing staff development designed to improve general workplace skills and/or skills and knowledge specific to the duties of each classified position. Staff development activities may include, but not be limited to, training in:

1. The role of classified staff in achieving district goals

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 6010 - Goals and Objectives)

2. The use of technologies to improve job performance

(cf. 0440 - District Technology Plan)

3. Effective interaction with other staff, students, parents/guardians and community members

(cf. 6020 - Parent Involvement)

4. Issues related to student health, safety and welfare

(cf. 3515.5 - Sex Offender Notification)

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5141.4 - Child Abuse Reporting Procedures)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

(cf. 5149 - At-Risk Students)

The district's staff development plan for classified staff shall be coordinated with school improvement objectives and school-site plans.



BOARD POLICY

BP 4231

Adopted: 9/11/01

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(cf. 0420.1 - School-Based Program Coordination)

(cf. 0420.2 - School Improvement Program)

(cf. 0420.3 - School-Based Student Motivation and Maintenance Program)

The Governing Board may budget for actual and reasonable expenses incurred by classified staff who participate in staff development activities.

(cf. 3350 - Travel Expenses)

The Superintendent or designee shall provide a means for continual evaluation of the benefit of these activities to staff and the district.

(cf. 0500 - Accountability)

Legal Reference:

EDUCATION CODE

44032 Travel expense payment

44579-44579.4 Instructional Time and Staff Development Reform Program

44670.1-44680.8 School personnel staff development and resource centers

45380-45387 Retraining and study leave (classified)

56240-56245 Staff development; service to persons with disabilities

GOVERNMENT CODE

3543.2 Scope of representation of employee organization

CODE OF REGULATIONS, TITLE 5

6000-6002 Instructional Time and Staff Development Reform Program

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

San Mateo City School District, (1984) PERB Dec. No. 375, 8 PERC 15021

Jefferson School Districts, (1980) PERB Dec. No. 133, 4 PERC 11117

CONTRACTS – All Classified bargaining units

Replaces BP 4231 (8/90)