

Multnomah Education Service District

Code: **GCL**
Adopted: 11/18/80;10/16/90; 9/20/94
Revised/Readopted: 11/15/05; 1/18/11
Orig. Code(s): 3800; 3814

Staff Development

Mandatory Training

State and federal regulations require certain mandatory training and recertification for specific roles, duties and programs. These trainings will occur on paid time.

New Employee Orientation

The purpose of the orientation program shall be to increase the effectiveness of new MESD personnel by facilitating an understanding of MESD purpose, policy and operating procedures.

These orientation activities may be conducted on paid time.

In-service Training

The purpose of in-service training programs shall be to benefit the agency through the increase in the competencies of employees in the performance areas for which they have responsibility. These in-service activities may occur on paid time.

Reasonable and necessary expenses for in-service activities may, at the discretion of the Superintendent, be borne by MESD.

Program/Professional Development

The purpose of program/professional development shall be to provide a mutual benefit to both the staff member and MESD.

The superintendent is authorized to provide a stipend to contracted staff members in an amount not to exceed \$100 per day when the following conditions are found:

1. The activity satisfies the purpose stated above;
2. The employee volunteers his/her participation on non-contract time;
3. There will be no immediate or future impact on the employee's placement on the salary schedule.

The superintendent and cabinet shall develop administrative regulations for implementation of this policy.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)

[ORS 329.125](#)

[ORS 329.704](#)

[ORS 342.135\(2\)\(a\)](#)

[ORS 342.138\(3\)](#)

[OAR 581-022-0606](#)

[OAR 581-022-1720](#)

[OAR 584-090-0001 to -0060](#)

Clackamas IED Assn. v. Clackamas IED, No. C-141-77, 3 PUB. EMPL. COLL. BARG. REP. 1848 (ERB 1978).

Eugene Educ. Ass'n v. Eugene Sch. District 4J, Case No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Cross Reference:

GAB - Position Descriptions

GB - Personnel Policies

GBAA - Fair Labor Standards Act

GCA - License Requirements

IFA - Instructional Research