

**Multnomah Education
Service District**

Code: **GDL**
Adopted: 11/18/80
Readopted: 10/16/90; 9/20/94; 11/15/05;
1/18/11; 6/18/13
Orig. Code(s): 3800; 3814

Staff Development – Nonlicensed

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 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 employee may have access to professional development activities through collective bargaining agreement processes.

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](#)

[OAR 581-022-0606](#)
[OAR 581-022-1720](#)
[OAR 584-018-0105](#)

[OAR 584-018-0205](#)
[OAR 584-090-0100 to-0120](#)

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. Dist. 4J, No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (ERB 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).
Americans with Disabilities Act Amendments Act of 2008.

MESD Cross References:

GAB - Position Descriptions
GB - Personnel Policies
GBAA - Fair Labor Standards Act
GCA - License Requirements
IFA - Instructional Research