

STAFF DEVELOPMENT; INSERVICE EDUCATION / VISITATIONS / CONFERENCES
– NON-CERTIFIED STAFF

The Board recognizes that the skills required of support staff members change with changing technology. In order to ensure both efficiency in District operations, and the continued growth in expertise of the staff, the Superintendent shall ensure that appropriate programs of inservice training shall be developed for support staff as necessary.

The Superintendent may recommend to the Board the granting of leave for attendance of personnel at state, regional, and national job-related meetings without pay deduction and with expenses paid by the school system according to established allowances.

Staff travel expenses for professional development shall be reimbursed in accordance with policy 4233 Travel Expenses.

Mandated Inservice Programs

The Superintendent shall arrange development of appropriate inservice presentations, seminars and/or workshops on equity issues, special education, child abuse and neglect, drug/alcohol abuse awareness, handling blood and body fluids, possible hazardous substances in the workplace, crises response, school violence, harassment, intimidation and bullying and other topics specifically required by federal or New Jersey law.

Legal References:

N.J.S.A. 18A:2-1
N.J.S.A. 18A:4-23
and 24

N.J.S.A. 18A:11-1
N.J.S.A. 18A:17-46

N.J.S.A. 18A:30-7
N.J.S.A. 18A:31-2

N.J.S.A. 18A 37-17
N.J.S.A. 18A:40A-3
See particularly:
N.J.S.A. 18A:40A-3a, -18c
N.J.S.A. 18A:54-20
N.J.S.A. 34:5A-10

N.J.S.A. 34:5A-13

N.J.A.C. 6:8-4.1
N.J.A.C. 6A:16-1.1 *et seq.*
See particularly:
N.J.A.C. 6A:16-3.1(a)4,
-5.2(c), -6.2(b)11
N.J.A.C. 6A:10A-8.3

N.J.A.C. 6A:23B-1.1
et. seq.

Power to effectuate action
Supervision of schools; enforcement of rules
Determining efficiency of schools; report to state Board
General mandatory powers and duties
Act of violence; report by school employee; notice of action taken; annual report
Power of Boards of education to pay salaries
Attendance at conventions of New Jersey Education Association
Bullying prevention programs
Initial inservice training programs; curriculum; availability

Powers of Board (county vocational schools)
Workplace surveys and hazardous substance fact sheets; update; copies of employee health and exposure records; request for copies
Employee education and training program; certification of programs and persons; duration; renewal; fees; rules and regulations; violations; penalties
Review of mandated programs and services
Programs to Support Student Development

Travel and Related Expense Reimbursement (Abbott Districts)
Travel and Related Expense Reimbursement (Non-Abbott Districts)

STAFF DEVELOPMENT; INSERVICE EDUCATION / VISITATIONS / CONFERENCES –
NON-CERTIFIED STAFF (continued)

Legal References: (continued)

N.J.A.C. 6A:16-10.1 et seq. Reporting Allegations of Child Abuse and Neglect
See particularly:

N.J.A.C. 6A:24-1.1 et seq. *Urban Education Reform in the Abbott Districts*

N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

Ridgefield Park Education Association v. Ridgefield Park Board of Education, 78
N.J. 144 (1978)

New Jersey Office of Management and Budget circular 06-02

Federal Office of Management and Budget Circular A-87

P.L.. 2005, c.132 Appropriations Act

In the Matter of Anthony Esgro, Luis Perez, Clifford Meeks and Frank
, Glassboro Board of Education, CO7-97, March 30, 1998

Comprehensive Equity Plan New Jersey State Department of Education

<u>Cross References:</u>	*2224	Nondiscrimination/affirmative action
	*4131/4131.1	Staff development; inservice education/visitations/conferences
	*4215	Supervision
	*4216	Evaluation
	4233	Travel/reimbursement
	*5131.2	Harassment, Intimidation and Bullying
	*5141	Health
	*5141.4	Child abuse and neglect

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Staff Development; Inservice; Visitations; Conferences, Mandated Training

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