

**TOWNSHIP OF UNION BOARD OF EDUCATION**  
**Union, New Jersey**

**FILE CODE: 4231/4231.1**

  X   **Monitored**  
  X   **Mandated**  
  X   **Other Reasons**

**Policy**

STAFF DEVELOPMENT; INSERVICE EDUCATION/VISITATIONS/CONFERENCES

The Township of Union Board of Education recognizes that the skills required of support staff members change with changing technology. In order to ensure both optimum 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.

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, harassment, intimidation and bullying, handling blood and body fluids, possible hazardous substances in the workplace, crisis response, school violence and other topics specifically required by federal or New Jersey law.

The superintendent shall arrange on a bi-annual basis training for all district cafeteria aides. Such training shall commence immediately after the start of the school year with a refresher training prior to the end of the school year. All new lunch aides will receive said training prior to starting employment in school district. This training may be presented in either a live presentation or video format.

NJSBA Review/Update:       April 2012  
 Adopted:                     June 2013  
 Reviewed/Revised:         November 2015  
 Readopted:

Key Words

Staff Development; Inservice; Visitations; Conferences

<p><b><u>Legal References:</u></b> <u>N.J.S.A.</u> 18A:11-1  <u>N.J.S.A.</u> 18A:17-46   <u>N.J.S.A.</u> 18A:30-7  <u>N.J.S.A.</u> 18A:31-2   <u>N.J.S.A.</u> 18A:40A-3  <u>See particularly:</u>  <u>N.J.S.A.</u> 18A:40A-3a, -18c  <u>N.J.S.A.</u> 18A:54-20  <u>N.J.S.A.</u> 34:5A-10  <u>N.J.S.A.</u> 34:5A-13   <u>N.J.A.C.</u> 6A:7-1.6  <u>N.J.A.C.</u> 6A:16-1.1 <u>et seq.</u>  <u>See particularly:</u></p>	<p>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              Initial inservice training programs; curriculum; availability               Powers of board (county vocational schools)              Retention or workplace surveys              Employee education and training program; certification of instructors              Professional development              Programs to Support Student Development</p>
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STAFF DEVELOPMENT; INSERVICE EDUCATION/  
VISITATIONS/CONFERENCES (continued)

<u>N.J.A.C.</u> 6A:16-3.1(a)4, -5.1(d), -6.2(b)12	
<u>N.J.A.C.</u> 6A:16-11.1 <u>et seq.</u>	Reporting Allegations of Child Abuse and Neglect
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u> 6A:32-14.1	Review of mandated programs and services

Comprehensive Equity Plan, New Jersey State Department of Education

**Possible**

<b><u>Cross References:</u></b>	*2224	Nondiscrimination/affirmative action
	*4215	Supervision
	*4216	Evaluation
	4233	Travel/reimbursement
	*5141	Health
	*5141.4	Child abuse and neglect

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