

INSERVICE

We believe that inservice in Uinta County School District No. Four should adhere to the following principles.

1. Since topics presented during inservice must relate to and support job requirements and criteria for evaluation, inservice is considered an obligation of all professional staff members.
2. Inservice will have three levels: personal, building, and district-wide. Each teacher may be involved in one or more levels. Personal inservice may be voluntary, or in the case of inadequate performance, may be administratively directed at district expense. Participation in building and district wide inservice will be mandatory and normally presented during regular working hours.
3. If inservice activities will involve significant amounts of time outside regular working hours, the individual's involvement should be voluntary and/or compensated.

Compensation is calculated by the following:

- A. Certified staff and Paraprofessionals working more than 30 hours per week are required to attend all staff development dates as a contractual obligation.
 - B. Certified staff working less than 30 hours her week will be paid on a substitute's pay scale for the required attendance at staff development dates and other dates that require their attendance, but are outside their contractual agreements.
 - C. Support staff members (exception of paraprofessionals working more than 30 hours a week and district/building secretaries) will be compensated for their required attendance based on their hour pay per hour.
 - D. Compensation in time may be given to any staff member receiving monetary compensation by attending district staff development dates. This must be arranged through the building administrator prior to the date of the training.
 - E. All individuals requesting compensation will be required to fill out a pay sheet from the Central Office for those in attendance. Overtime will not be calculated from attendance at a staff development activity.
4. Inservice topics should be selected based on verified teacher needs and teachers should be involved in the selection of topics. Teacher needs may be verified by surveys, program reviews, evaluations, etc.
 5. Administration is charged with planning the district wide inservice in the spring of the previous school year. Faculty will be notified as to the topics selected and rationale.

Adopted: October 4, 1994
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Revised: September 16, 1998