

The Mingo County Board of Education shall yearly provide job-related training programs for all service personnel. All specifics related to the training will be governed by West Virginia State Policy 5140, Auxiliary Regulations and Rules - Section 4336 -- of Policies, Rules, and Regulations of the West Virginia Board of Education (Revision of "West Virginia School Transportation Regulations").

The board shall annually make provisions for the training needs under the auspices of the superintendent of schools. Training programs shall include, but not be limited to the following:

- (a) Provide coordinated training of the service personnel and the professional staff to whom they are assigned.
- (b) Include a basic orientation in human development and social relations, ethical problems, and the school's goals and procedures.
- (c) Daily/weekly responsibilities of school bus operators.
- (d) Responsibilities and recommended safety procedures of students being transported.
- (e) Student management.
- (f) Studies in multi-cultural education and any other training needed to improve job proficiency.

All activities shall reflect locally identified needs and might include individual and/or group counseling, visitation, large and small group seminars, using resource personnel, and workshops to extend basic skill training.

It is understood that the on-the-job training will be a coordinated program when necessary, including both service personnel and the professional staff member to whom they are assigned, with the sole purpose being the improvement of job performance and learning outcomes.