

**CHAPTER 5: Non-Represented Personnel  
BOARD POLICY NO. 5.04**

**BOARD POLICY  
San Mateo County Community College District**

**Subject:** 5.04 Non-Represented Employees: Staff Development Programs  
**Revision Date:** 11/10  
**Policy Reference:** Accreditation Standard III.A.5

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1. The quality of the District's educational offerings and services to students depends, to a great extent, on the quality of services provided by employees. As one means of maximizing the effectiveness of these services, the District will provide non-represented employees with staff development opportunities to encourage professional growth that maintains and extends the high performance standards of all employees.
2. Managers and academic supervisors are eligible to participate in the Management Development Program established by the Board of Trustees. A copy of the Management Development Program Plan shall be maintained by the Office of Human Resources.
3. Members of the classified professional/supervisory and confidential groups are eligible to participate in the Classified Staff Development Program established by the Board of Trustees. A copy of the Classified Staff Development Program Plan shall be maintained by the Office of Human Resources.