

Support Staff Training Incentive Program

The PATHS training program with incentives for participation began in 1999 for those people who had direct contact with the students in the school site on a day to day basis. Beginning July 1, 2002, the program was extended to include all full time support staff employed by the School District of DeSoto County. This program is strictly voluntary.

The \$200 per annum incentive may be earned by accruing 30 hours of PATHS training points in a three year period in one of the following ways:

1. By participating in district in-service training within a three year (36-month) period.
2. By participating in training other than district offered activities, which is job related and has been pre-approved by their Division of Instructional Service prior to the training.
3. By accruing the equivalent of 30 hours in-service through an adult/community education program or a community vocational program as long as:
 - a. The hours used are not also used to generate a salary increase with the School District of DeSoto County, and
 - b. The course is approved by the supervisor as a job-enhancing course. (Example: "Conversational Spanish" would be of benefit to an employee who deals with Spanish speaking children or parents as part of the duties they perform, the course, "Repairing your Automobile" would not likely be relevant to the same job.
 - c. The employee, having completed the approved course, must provide a certificate of completion or an official transcript to the Division of Instructional Services in order to receive credit.

Once earned, the increment of \$200 will be paid to the employee in each subsequent year for three years. During the three-year period, the employee needs to earn an additional thirty (30) continuing education credits, through any of the above means in order to maintain the pay increment.