

1 **ARTICLE 121.5A--EDUCATION, TRAINING, AND DEVELOPMENT** (Education, OSD)

2 **Section 1.** Teachers, teaching assistants, dorm counselors and administration are required to have  
3 the requisite language skills to communicate fluently. OSD~~H~~ will require all employees hired into  
4 these classifications to provide certification they are American Sign Language Proficiency  
5 Interview (ASPLI) Level 3 or Sign Language Proficiency Interview Intermediate level proficient.  
6 These employees shall provide the certification to OSD within twelve (12) weeks of hire. ODE  
7 will be responsible for paying the initial testing cost.

8 **Section 2.** OSD will retest all employees every five (5) years from their initial test date. OSD  
9 will be responsible for the cost of retesting. If employees do not meet the proficiency requirements  
10 in subsequent testing, OSD will initiate the pre-dismissal process.

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