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MAGALATA OROMIYAA
 መጠተ ኦሮሚያ
MEGELETA OROMIA

Gatiin Tokkoo ያንዱ ዋጋ..... Unit price.....	Too'annoo Caffee Mootummaa Naannoo Oromiyaatiin kan Bahe በኦሮሚያ ብሔራዊ ግልጽ መንግስት ፊ. ጠባቂነት የወጣ	Lakk.Poostaa..... ግ.ቁጥር P.O.Box.....
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Dambii Lak.145/2004 Dambii Kolleejii Barnoota Barsiisotaa Fedhii Addaa Sabbataa irra deebiidhaan Hundeessuuf Bahe	ደንብ ቁጥር 145/2004 ሰበታ የልዩ ፍላጎት መምህራን ትምህርት ኮሌጅን እንደገና ለማቋቋም የወጣ ደንብ	Regulation No. 145/2012 The regulation issued to reestablish Sebeta Special Needs Education Teachers' College
Barnoota Barsiisootaa Fedhii Addaa qulqullinaa fi baay'inaan horachuu, mirgoota qaama miidhamtootaa fi kanneen biroo fedhii addaa qaban seeraan kennaman hojii irra oolchuu, barnoota fedhii addaa baballisuu, akkasumas, hirmaannaa fi itti fayyadama isaanii mirkaneessuu haala dandeesisuu fi akkaataa gurmaa'ina hojii rifoormii irratti hundaa'een wal-simsiisuun kolleejjii Barnoota Barsiisootaa Fedhii Addaa Sabbataa irra deebiidhaan hundeessuun barbaachisaa ta'ee waan argameef: Akkaataa labsii Lakk 163/2003	የልዩ ፍላጎት ትምህርት መምህራንን በብዛትና በጥራት ማፍራት በህግ የተሰጠውን የአካል ጉዳተኞችና ሌሎች ልዩ ፍላጎት ያላቸውን መብት በሥራ ላይ ማዋል የልዩ ፍላጎት ትምህርትን ማስፋፋት እንዲሁም ተላትፎአቸውንና ተጠቃሚነታቸውን ለማረጋገጥ የሚያስችል ሁኔታና ክሪፎርም አደረጃጀት ጋር የተጣጣመ የሰበታ የልዩ ፍላጎት ትምህርት ኮሌጅን እንደገና ማዋቅር አስፈላጊ ሆኖ በመገኘቱ በአዋጅ ቁጥር 163/2003 አንቀፅ 65(2) መሠረት ይህ ደንብ ወጥቷል።	Whereas, it is found necessary to produce ample quality teachers of special needs education, to ensure the legally recognized rights of persons with disabilities and other citizens with special needs and expand special needs education as well as to ensure the way that enables the participation and benefit of persons with special needs, integrating with the organizational reform program, and to reestablish Sebeta Special Needs Education College: in accordance with Proclamation No 163/2003 Article 65 (2) the following regulation is hereby issued.

<p>keewwata 65 (2) tiin danbiin kanatti aanee jiru bahee jira.</p>		
<p style="text-align: center;"><u>Kutaa –Tokko</u> <u>Tumaalee Waliigalaa</u></p> <p>1. Mata –duree Gabaabaa Dambbiin kun “Dambbii Koolleejii barnoota Barsiisotaa Fedhii Addaa Sabbataa irradedebiidhaan hundeesuuf bahe lakk. 145/2004” jedhamee waamamuu ni danda’a.</p> <p>2. . Hiika Akkaataan jechichaa hiika biraa kan kennisiisuuf yoo ta’e malee dambii kana keessatti:</p> <ol style="list-style-type: none"> 1) ”Mana Maree Bulchiinsa” jechuun Mana Maree Bulchiinsa Mootummaa Naannoo Oromiyaati. 2) ”Biiroo” jechuun Biiroo Barnoota Oromiyaati. 3) ”Boordii” (shanee) jechuun Dambii kanaan kan hundeeffame qaama ol’aanaa koolleejii Barnoota Barsiisotaa fedhii addaa Sabbataa gaggeessu jechuudha. 4) ”Koree Maanajimantii” jechuun koree hojii koolleejicha keessatti guyyaa guyyaan raawwataman kan gaggeessu jechuu dha. 5) ”Komishinii Akkaadaamii” jechuun qaama adeemsa baruu fi barsiisuu koolleejichaa hogganu jechuu dha 6) ”Barnoota Fedhii Addaa” jechuun barnoota barattoota fedhii addaa 	<p>ክፍል አንድ ጠቅላላ ድንጋጌዎች</p> <p>1. አጭር ርዕስ ይህ ደንብ “የሰበታ የልዩ ፍላጎት መምህራን ትምህርት ኮሌጅን ለማቋቋም የወጣ ደንብ ቁጥር 145/2004” ተብሎ ሊጠቀስ ይችላል።</p> <p>2. ትርጓሜ የቃሉ አገባብ ሌላ ትርጉም ሚዛኑ ካልሆነ በስተቀር በዚህ ጉዞ ውስጥ</p> <ol style="list-style-type: none"> 1. “ምክር ቤት” ማለት የኦሮሚያ ክልላዊ መንግስት መስተዳደር ምክር ቤት ማለት ነው። 2. “ቢሮ” ማለት የኦሮሚያ ትምህርት ቢሮ ማለት ነው። 3. “ቦርድ” ማለት በዚህ ደንብ የተቋቋመ የሰበታ የልዩ ፍላጎት መምህራን ትምህርት ኮሌጅን ሚዛኑ የበላይ አካል ማለት ነው። 4. “የማኔጅመንት ኮሚቴ” ማለት በኮሌጁ ውስጥ የሚከናወነውን የየዕለት ሥራ የሚመራ ኮሚቴ ማለት ነው። 5. “የአካዳሚክ ኮሚሽን” ማለት የኮሌጁን የመማር ማስተማር ሂደት የሚመራ አካል ማለት ነው። 6. “የልጅ ፍላጎት ትምህርት” ማለት ልዩ ፍላጎት ያላቸው ተማሪዎችን ልዩነታቸውንና የየግል ፍላጎታቸውን ለማሟላት የሚዘጋጅ ትምህርት ማለት ነው። 	<p style="text-align: center;"><u>Part One</u> <u>General Provisions</u></p> <p>1. Short Title This Regulation may be cited as “the regulation of reestablishment of Sebeta Special Needs Education Teachers College regulation No.145/2012”</p> <p>2. Definition Unless the context requires other wise, in this regulation:</p> <ol style="list-style-type: none"> 1) “Administrative Council” means the Oromia Regional Government Administrative Council. 2) “Bureau” means the Oromia Education Bureau. 3) “Board” means the higher body to be established by this regulation to direct Sebeta Special Needs Education Teachers College. 4) “Management Committee” means a committee which directs the regular activities of the college. 5) “Academic commission” means a body which directs the learning teaching process of the college. 6) “Special Needs Education” means the education that is prepared and delivered to address the differences and needs of learners with special needs. 7) “Physically impaired” means a person with visual, hearing or speech impairment because of natural or different accidents. 8) Resource centre for special

<p>qaban garaagarummaa dhuunfaa fi fedhii isaanii guutuuf qophaa'ee kennamu jechuu dha.</p> <p>7) "Qaama miidhamaa" jechuun nama uumamaan ykn balaa adda-addaatiin arguu, ykn dhagahuu, ykn dubbachuu hin dandeenye jechuu dha.</p> <p>8) "Wirtuu Leecalloo Barnoota Fedhii Addaa" jechuun: barnoota fedhii addaa kennuu fi babal'isuu irratti, wirtuu deeggarsa fi tajaajila barbaachisu horatee kan kennu jechuudha.</p> <p>9) "Nama" jechuun nama uumamaa ykn qaama seeraan qaamni seerummaa kennameef jechuu dha.</p> <p>3. Ibsa Saalaa Dambii kana keessatti jechi saala dhiiraatiin ibsame dubartiis ni dabalata.</p> <p>4. Hundeeffamaa fi Itti waamama</p> <p>1) Koolleejjin Barnoota Barsiisoota Fedhii Addaa Sabbataa, kanaan booda "Koolleejii" jedhamee kan waamamu irra deebiidhaan dambii kanaan hundeeffamee jira.</p> <p>2) Itti waamamni koolleejjichaa Biiroo Barnoota Oromiyaaf ta'a.</p> <p>5. Kaayyoo Koolleejjichi kaayyoo armaan gadii ni qabaata;</p> <p>1) Hirmaannaa lammilee fedhii addaa qaban leenjii keessatti guddisuu;</p>	<p>7. "አካል ጉዳተኛ" ማለት በተፈጥሮ ወይም በተለያዩ አደጋዎች ማየት ወይም መስማት ወይም መናገር የተሳነወ ማለት ነው።</p> <p>8. "የልዩ ፍላጎት ትምህርት ሪሶርስ ማዕከል" ማለት የልዩ ፍላጎት ትምህርት በመስጠትና በማስፋፋት ላይ ድጋፍና አስፈላጊውን አገልግሎት የሚሰጥ ማዕከል ማለት ነው።</p> <p>9. "ሰው" ማለት በተፈጥሮ ወይም በሕግ ህጋዊ ሰውነት ያገኘ አካል ማለት ነው።</p> <p>3. የኖቫ መግለጫ በዚህ ምዕብ በወንባ ኖቫ ተለገጠ ቃል ሴትንም ይጨምራል።</p> <p>4. ምስረታና ተጠሪነት</p> <p>1. ሰበታ የልዩ ፍላጎት መምህራን ትምህርት ኮሌጅ ከአሁን በኋላ "ኮሌጅ" ተብሎ የሚጠራ እንደ አንድ ከፍተኛ ትምህርት ተቋም በዚህ ደንብ እንደገና ተቋቁሟል።</p> <p>2. የኮሌጁ ተጠሪነት ለኦሮሚያ የትምህርት ቢሮ ይሆናል።</p> <p>5. ባለማ ኮሌጁ ቀጥሎ ያሉት ዓላማዎች ይኖሩታል።</p> <p>1. ልዩ ፍላጎት ያላቸውን ሰዎች የስልጠና ተሳትፎ ማሳደግ፤</p> <p>2. በአንደኛ ደረጃ የተለያዩ የትምህርት ዓይነቶችን ማስተማር የሚችሉ፤ የልዩ ፍላጎት ትምህርት ችሎታና ዕውቀት ያላቸውና</p>	<p>needs education means a centre that secures and renders support and services essential for the provision and expansion of special needs education.</p> <p>9. "Person" means natural person or a body given legal personality or a body given legal personality.</p> <p>3. Gender Reference: In this regulation terms used to refer to masculine gender shall also include feminine gender.</p> <p>4. Re-establishment and accountability</p> <p>1) Sebeta Special Needs Education Teachers College hereafter called "the college" is re-established by this regulation.</p> <p>2) The College shall be accountable to the Oromia Education Bureau.</p> <p>5. Objective The college shall have the following objectives:</p> <p>1) To increase the participation of persons with special needs in the training;</p> <p>2) To produce ample primary school teachers in various subjects and other professionals working on the socio-economic development with the knowledge and skills of special needs education;</p> <p>3) To develop the teaching profession into perfection, and to expand and distribute scientific knowledge;</p> <p>4) To make persons with</p>
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<p>2) Barsiisota sadarkaa ^{1^{ffaa}} barnoota gosa adda addaa barsiisanii fi ogeessota guddina diinaggee fi hawaasummaa irratti hojjatan, dandeettii fi beekumsa barnoota fedhii addaa baayyinaan horachuuf;</p> <p>3) Ogummaa barsiisummaa gabbisuun guutuu gochuuf, beekumsa saayinsaawaa babal'isuu fi tamsaasuuf;</p> <p>4) Naamoonni miidhama qaamaa qaban carraa barnootaa, leenjii fi hojii argachuudhaan ofii fi biyya isaanii akka gargaaran tajaajilaa fi deeggarsa barbaachisu akka argatan taasisuuf;</p> <p>5) Barnoota loogii sanyii, saalaa, amantaa fi qaama miidhamummaa irraa bilisa ta'ee, wal-qixxummaa kabaja mirga dhala namaa cimsu kennuuf;</p> <p>6) Ogeeyyii barnoota adeemsa baruu fi barsiisuu keessatti aadaa ummataa wajjiin walsimsiisuun sirna barnoota sadarkichaa gabbisuuf dandeettii qo'annoo fi qorannoo gaggeessu danda'an qopheessuu;</p> <p>7) Qo'annoo fi qorannoo saayinsaawaa barnootaa keessatti barnoota fedhii addaa irratti geggeessuun bu'aalee faayida-qabeessa ta'anii argaman tamsaasuu</p> <p>8) Ogeeyyii barnootaa guddinaa fi misooma biyyaatiif kutannaadhaan dhaabbatan mul'ataa fi yaada gaarii qaban horachuu;</p>	<p>በኢኮኖሚያዊና ማህበራዊ ዕድገት ተሳታፊ የሆኑትን በብዛት ማፍራት።</p> <p>3. የማስተማር ሙያን ማዳበርና የተሟላ ማድረግ፤ እንዲሁም ሳይንሳዊ ዕውቀትን ማስፋፋትና ማስራጨት፤</p> <p>4. የአካል ጉዳት ያለባቸው ዜጎች የትምህርት፣ የስልጠናና የስራ እድል በማግኘት እራሳቸውንና ሀገራቸውንም እንዲረዱ ማድረግ፤</p> <p>5. ከዘር፣ ከሀይማኖት፣ ከፆታና ከአካል ጉዳተኝነት አድሎ የነፃና ለሰው ልጆችን የሰብአዊ መብት እኩልነትና ክብርን የሚያዳበር ትምህርት መስጠት፤</p> <p>6. የመማር ማስተማሩን ሂደት ከህብረተሰቡ ባህል ጋር አጣጥመው የደረጃውን ሥርዓተ ትምህርት ለማዳበር ጥናትና ምርምር ለማድረግ ችሎታ ያላቸውን ባለሙያዎች ማዘጋጀት፤</p> <p>7. ሳይንሳዊ የትምህርት ጥናትና ምርምር በተለይም በልዩ ፍላጎት ትምህርት ላይ በማካሄድ ጠቃሚ ሆነው የተገኙትን ወ.ጤቶች ማስራጨት፤</p> <p>8. ለሀገር ልማትና ዕድገት በቁርጠኝነት የሚቆሙ፣ ራዕይና ጥሩ አመለካከት ያላቸውን የትምህርት ባለሙያዎች ማፍራት፤</p>	<p>disabilities get service and support, access to education, training and job opportunities, that enables them help themselves and their country;</p> <p>5) To provide free education from racial, sexual, religious and other discrimination and encourages human dignity and equality;</p> <p>6) To get ready educational professionals capable of conducting research to integrate the learning/teaching process with the culture of the people and develop the curriculum for the level;</p> <p>7) To conduct scientific research on education particularly on special needs education and disseminate the findings which is found to be useful;</p> <p>8) To produce educational professionals with vision and positive attitude that stand committed for the progress and development of the country;</p> <p>6. Educational Programs</p> <p>1) The college shall have regular, extension; Summer programmes to be approved by Oromia Education Bureau.</p> <p>2) The college may give long and short term trainings to teachers and other workers whenever it is necessary.</p>
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6. Sagantaalee Barumsaa

1. Koolleejichi sagantaalee barumsa idilee, ganna fi galgalaa ni qabaata. Kunis eeyyama Biiroo Barnoota Oromiyaatiin ta'a.
2. Barsiisotaa fi ogeessota birootiif, koolleejichi leenjiiwwan yeroo dheeraa fi yeroo gabaabaa, akkuma barbaachisummaa isaatti kennuu ni danda'a.

7. Afaan Barumsaa

- 1) Gosa barnoota Afaan Amaaraa fi Afaan Inglizitiin ala, Afaan barumsaa kolleejjichaa Afaan Oromoo ta'a.
- 2) Leenjii gaggabaaboo akkuma barbaachisummaa isaatti afaan mijaawaa ta'een kennuun ni danda'ama.

Kutaa-Lama

Angoo fi Hojii Qamota Bulchiinsa Kolleejjichaa

8. Angoo fi Hojii Kolleejjichaa

1. Ulaagaa filannoo kaadhimamtootaa miidhama qaamaa/fedhii addaa hirmaachisuu danda'u ni qopheessa; hojiirra ni oolcha,
2. Wirtuu leecalloo barnoota fedhii addaa ni ijaara, ni gurmeessa, hojii isaas ni gaggeessa;
3. Kaadhimamtoota miidhama qaamaa/fedhii addaa qaban ni filata, ni deeggara, ni leenjisa;
4. Barnoota fedhii addaa irratti hubannoon akka uumamuuf ni hojjata;
5. Waraqaa ragaa barnootaa, madaaliyaa fi badhaasaa qopheessee ni kenna;

6. የትምህርት ፕሮግራሞች

1. ኮሌጁ በመደበኛ፣ በማታና በክረምት የሚሰጡ የትምህርት ፕሮግራሞች ይኖሩታል፤ ይህም በኦሮሚያ ትምህርት ቢሮ ፈቃድ የሚካሄድ ይሆናል።
2. ኮሌጁ ለመምህራንና የትምህርት ባለሙያዎች እንደአስፈላጊነቱ የአጭርና የረጅም ጊዜ ስልጠና መስጠት ይችላል።

7. የትምህርት ቋንቋ

1. ከአማርኛና እንግሊዘኛ ቋንቋ የትምህርት አይነቶች ውጪ የኮሌጁ የትምህርት ቋንቋ አፋን ኦሮሞ ይሆናል።
2. ከመደበኛ ፕሮግራም ውጪ አጫጭር ስልጠናዎችን እንደአስፈላጊነቱ በሚያመች ቋንቋ መስጠት ይችላል።

ክፍል ሁለት

የኮሌጁ አስተዳደር አካላት ስልጣንና ተግባር

8. የኮሌጁ ስልጣንና ተግባር

1. የአካል ጉዳተኞችን (ልዩ ፍላጎት ያላቸውን የሚያሳትፍ የምልመላ መስፈርት በማዘጋጀት ሥራ ላይ ያውላል።
2. የልዩ ፍላጎት ማበልፀጫ ማዕከልን ይገነባል፤ ያደራጃል፤ ሥራውንም ይመራል።
3. የአካል ጉዳት/የልዩ ፍላጎት ያላቸውን ዕጩ መምህራን ይመለምላል፤ ይደግፋል፤ ያሰለጥናል።

7. Mediam Of Instruction

- 1) Except for Amharic and English subjects, Afan Oromo shall be the mediam of instruction of the college;
- 2) It is possible to give short term training, whenever necessary, in other suitable languages.

Part 2

Power and Duties of the College

Administrative Structure

8. Power and Duties of the College

- 1) Prepares selection criteria that enables the persons with disabilities/special needs to participate in the training and implement it;
- 2) Establishes, organizes the resource center for special needs education and undertakes its activities.
- 3) recruits, supports and trains candidates with disabilities/special needs;
- 4) Works to create awareness on special needs education;
- 5) issues academic credentials, medals and awards;
- 6) Provides participatory and problem solving education based on the circumstances in the region
- 7 Solves problems in the College by Causing regular discussion forums and research findings and to expand democratic ideals by improving activities and discipline of the students;

<p>6. Barumsa/leenjii hirmaachisaa rakkoo hiikuu danda'u haala qabatamaa naannoo irratti xiyyeeffatee ni kenna,</p> <p>7. Waltajjiwwan marii fi qorannoo idileen akka gaggeeffamu taasisuudhaan rakkoo kolleejjicha keessatti uumamu ni fura; sochii akkasumas naamusa barattootaa ijaaruu fi fooyyeessuun aadaa dimookiraasii ni babal'isa.</p> <p>8. Babal'ina barnoota fedhii addaa fi bu'aa qorannoo irratti hundaa'ee, workishooppii (hujaarsa) seminaaraa (walargii) fi simpooziyamii (kora) adda addaa qopheessuun qaamolee mootummaa fi mit-mootummaa akkasumas waldaalee qaama miidhamtootaa ni hirmaachisa;</p> <p>9. Qorannoowwan rakkoolee hawaasaa hiikan ni adeemsisaa, bu'aa isaas ni tamsaasa.</p> <p>10. Misooma hawaasa naannoo deggaruuf qo'annoo fi qorannoo ni gaggeessa.</p> <p>11. Barsiisota kolleejjichaaf guddina sadarkaa akkaadamii ni kenna</p> <p>12. Barnoota bilisaa (Secular) ta'e ni kenna,</p> <p>13. Kaayyoo walfakkaatu kan qaban, dhaabbilee barnootaa biyya keessaa wajjin quunnamtii hojii ni taasisa,.</p> <p>14. Biiroo Barnoota Oromiyaa fi Boordii mirkaneessisiisuun kolleejjicha ni babal'isa, sadarkaa isaa ni guddisa.</p> <p>15. Barruulee Barnootaa irratti bu'aa qo'annaa fi qorannoo adda addaa ni maxxansa, ni</p>	<p>4. በልዩ ፍላጎት ትምህርት ላይ ግንዛቤ እንዲፈጠር ይሰራል።</p> <p>5. የትምህርት ማስረጃ፣ ሜዳሊያና ሽልማት አዘጋጅቶ ይሰጣል።</p> <p>6. አላታፊና ችግር ፈቺ የሆነ ትምህርት /ስልጠና በአካባቢ ተጨባጭ ሁኔታ ላይ በመመሰረት መስጠት፤</p> <p>7. በኮሌጅ ውስጥ የወይይት መድረክና መደበኛ የሆነ ግምገማ እንዲካሄድ በማድረግ በኮሌጅ ውስጥ የሚፈጠረውን ችግር ይፈታል፤ እንደዚሁም የተማሪዎችን ዲሲፕሊን በመገንባትና በማሻሻል የዲሞክራሲ ባህልን ማስፋት፤</p> <p>8. በልዩ ፍላጎት ትምህርት መስፋፋት በጥናት ላይ ተመስርቶ የተለያዩ ወርክሾፖችን፣ ሴሚናሮችንና ሲምፖዥየሞችን በማዘጋጀት መንግስታዊና መንግስታዊ ያልሆኑ አካላትን እንዲሁም የአካል ጉዳተኞች ማህበራትን ማሳተፍ፤</p> <p>9. የሕብረተሰቡን ችግር የሚፈቱ ጥናቶችን ያካሄዳል፤ ውጤቱንም ያሰራጫል።</p> <p>10. የአካባቢውን ልማት ለመደገፍ ጥናትና ምርምር ያካሄዳል።</p> <p>11. በኮሌጅ መምህራን የአካዳሚ የደረጃ ዕድገት ይሰጣል።</p> <p>12. ስክሮላር (ነፃ) የሆነ ትምህርት ይሰጣል።</p>	<p>8) Hosts workshops, seminars and symposium on the expansion of Special Needs Education and invites governmental, non governmental organizations and associations of persons with disabilities;</p> <p>9. Conducts research that solve the problems of the society and disseminates same;</p> <p>10. Conducts research to support the development of the nearby community;</p> <p>11) Gives academic promotion to the College instructors;</p> <p>12) Gives secular education;</p> <p>13) Makes work relation with local organizations with similar objectives;</p> <p>14) Expands, upgrades and restructures the college upon approval of the Bureau and the Board;</p> <p>15) prints and disseminates various research findings on educational publications;</p> <p>16) In accordance with the law, employs and administers academic staff assigned by Oromia Education Bureau and gives special attention to the workers with disabilities;</p> <p>17) Decides reasonable professional fee for the service rendered by the college and causes to be paid;</p> <p>18) Generates and collects internal revenue through different means and utilizes it in accordance with the Internal Revenue Laws;</p>
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<p>16. raabsa; Akkaataa seeraatiin, barsiisota akkaadaamii Biiroo Barnoota Oromiyaa irraa ramaddamaniif ni qacara, ni bulcha; hojjatoota qaama midhamtootaaf xiyyeeffanaa addaa ni kenna</p> <p>17. Tajaajila ogummaa kolleejjichi kennuuf, kaffaltii ogummaa hojiin wal-gitu ni murteessaa, ni kaffalchiisa,</p> <p>18. Tooftalee adda addaatti fayyadamee galii keessaa ni gabbisa, ni sassaaba seera itti fayyadama galii eegee itti faayyadama.</p> <p>19. Sagantaa barnootaa, leenjii fi qorannaa kan barsiisummaa fi ogummaa barnootaa sadarkichaatiif gahumsa gonfachiisu qopheessuudhaan hojiirra ni oolcha</p> <p>20. Kutaalee qo'annaa fi qorannaa barnootaa ni gurmeessa, ni jajjabeessa,</p> <p>21. Leenjiiwwan dandeettii fi beekumsa cimsan ni kenna</p> <p>22. Gahumsa barsiisota sadarkaa 1^{ffaa} fi 2^{ffaa} sakata'uun dhimmota foyya'uu qaban irratti leenjiiwwan gaggabaabaa ni kenna.</p>	<p>13. ተመሳሳይ ዓላማ ካላቸው የሀገር ውስጥ ትምህርት ተቋማት ጋር ግንኙነት መፍጠር፤</p> <p>14. የአሮሚያ ትምህርት ቢሮንና ቦርዱን በማስፀደቅ ኮሌጁን ማስፋፋትና ደረጃውን ማሳዳግ፤</p> <p>15. በትምህርት ላይ መፅሔቶችንና ፓምፕሎቶችን እንዲሁም ቅጥናትና ምርምር ወጤቶችን ማሳተፍና ማስራጨት፤</p> <p>16. ከአሮሚያ ትምህርት ቢሮ የሚመደቡ የአካዳሚ መምህራንን አግባብ ባለው ህግ መሠረት ይቀጥራል፤ ያስተዳድራል ለአካል ጉዳተኛ ሠራተኞች ልዩ ትኩረት መስጠት፤</p> <p>17. ኮሌጁ ለሚሰጠው ሙያዊ አገልግሎት ከሥራው ጋር ተመጣጣኝ የሆነ የሙያ ክፍል መወሰን፤ ማስከፈል</p> <p>18. የተለያዩ ዜዴዎችን በመጠቀም ቅጠት ገቢን ማዳበር፤ መሰብሰብ፤ የገቢ አጠቃቀም ህግን ተከትሎ ይጠቀምበታል።</p> <p>19. የመምህርነትና የደረጃውን የሙያ ብቃት የሚያገናኝ የትምህርት ፕሮግራም፤ ስልጠናና ጥናት አዘጋጅቶ ሥራ ላይ ያወላል።</p> <p>20. የጥናትና ምርምር ቡድኖችን ያደራጃል፤ ያበረታታል።</p> <p>21. ችሎታንና ዕውቀትን የሚያዳብሩ ስልጠናዎችን ይሰጣል።</p>	<p>19) Prepares and implements educational, training and research program that enhances the efficiency of the teaching and the educational proficiency of the level;</p> <p>20) Organizes and promotes educational research units;</p> <p>21) Provides various training that enhance skills and knowledge;</p> <p>22) Gives short term training, assessing the proficiency of primary school teachers, on areas identified for improvement;</p> <p>9) The structure of the College The college shall have the following organizational structure.</p> <ol style="list-style-type: none"> 1) The board 2) The management committee 3) the Dean and the training process owner 4) the academic Commission 5) <u>The academic staff and the supporting staff</u> <p>10) Members of the Board</p> <ol style="list-style-type: none"> 1. The board shall have the following members: <ol style="list-style-type: none"> A) The zone administrator/the mayor of Sebeta Town administration... Chairperson B) Representative of Oromia Education Bureau ...member C) Head of Zone Education Office/ Head of Sebeta Town Administration Education Office ...member D) Head of Sebeta Town Administration Finance and
<p>9. Gurmaa'ina Kolleejjichaa Kolleejjichi gurma'ina armaan gadii ni qabaata</p> <ol style="list-style-type: none"> 1. Boordii 2. Koree Manaajimentii 3. Diinii fi Abbaa Adeemsa Hojii Leenjii 4. Komishiinii Akkaadaamii 5. Hojjettoota akkaadaamii fi hojjettoota bulchiinsaa ni qabaata 		

<p>10. Miseensota Boordii Koolleejichaa</p> <p>1) Boordichi miseensota armaan gadii ni qabaata.</p> <p>a. Bulchaa godinaa ykn kantiibaa Bulchiinsa Magaalaa Sad. 1^{ffaa} walitti qabaa</p> <p>b. Bakka bu'aa Biiroo Barnoota Oromiyaa ----- -----miseensa</p> <p>c. Hogganaa Waajjira Barnoota Godinaa ykn Bulchiinsa Magaalaa Sad. 1^{ffaa} - Miseensa</p> <p>d. Hogganaa Waajjira Maallaqaa fi Misooma Dinagdee Godinaa ykn Bulchiinsa Magaalaa Sad. 1^{ffaa} ----- ----- Miseensa</p> <p>e. Diinii kolleejjichaa ----- ----- Miseensaa fi barreessaa</p> <p>f. Namni tokko waldaalee qaama miidhamtootaa irraa miseensa ni ta'a.</p> <p>2) Akkaataa keewwata kana keewwata xiqqaa lakk. "1"tiin miseensoonni moggaafaman hojii akka eegalan Biiroon Barnoota Oromiyaa xalayaadhaan ni beksisa.</p> <p>11. Aangoo fi Hojii Boordichaa</p> <p>Boordii kolleejjii itti waamamni isaa Biiroo Barnoota Oromiyaaf ta'ee aangoo fi hojii armaan gadii ni qabaata.</p> <p>1) Qajeelfama akkaadaamii fi bulchiinsa koolleejichaa ni baasa, hojiiirra ooluusaas ni horddofa;</p>	<p>22. የአንደኛና የሁለተኛ ደረጃ መምህራን ብቃትን በመፈተሽ መሻሻል በሚገባቸው ነገሮች ላይ አጫጭር ስልጠናዎችን ይሰጣል።</p> <p>9. የኮሌጁ አደረጃጀት ኮሌጁ የሚከተለው አደረጃጀት ይኖረዋል።</p> <ol style="list-style-type: none"> 1. ቦርድ 2. የማኅጃመንት ኮሚቴ 3. ዲንና የስልጠና ሥራ ሃይት 4. የአካዳሚ ኮሚሽን 5. የአካዳሚ ሰራተኞችና የአስተዳደር ሰራተኞች ይኖሩታል። <p>10. የኮሌጁ የቦርድ አባላት</p> <ol style="list-style-type: none"> 1. ቦርዱ ቀጥሎ የተመለከቱት አካላት ይኖሩታል። ሀ. የዜጎች አስተዳዳሪ ወይም የደረጃ አንድ የከተማ አስተዳደር ከንቲባ ሰብሳቢ ለ. ኮሌጁ ት/ቤ.ሮ ተወካይ አባል ሐ. የዜጎች የትምህርት ዕ/ቤት ኃላፊ ወይም የደረጃ አንድ የከተማ አስተዳደር ትምህርት ጽ/ቤት ኃላፊ አባል መ. የዜጎች ወይም የደረጃ አንድ የከተማ አስተዳደር የፋይናንስና የኢኮኖሚ ልማት ሀላፊ አባል ሠ. የኮሌጁ ዲን አባልና ፀሐፊ ረ. ከአካል ጉዳተኞች ማህበር አንድ አባል ይሆናል። <p>2. በዚህ አንቀጽ ንዑስ አንቀጽ ቁጥር</p>	<p>Economic Development Office ...member</p> <p>E) Dean of the College.....member and secretary</p> <p>F) Representative of the Associations of people with disabilities ... member</p> <p>2) The Oromia Education Bureau shall notify in writing the members listed under sub article (1) of this article to begin their duties.</p> <p>11. Powers and Duties of the Board</p> <p>The board shall be accountable to the Oromia Education Bureau and shall have the following power and duties:</p> <ol style="list-style-type: none"> 1) Issues academic and administrative directives of the college, follow up its implementation; 2) Prepares the charter of the college, submit for approval, follow-up its implementation; 3) Determines organizational structure of the college; 4) Submits the nominees to the Oromia Education Bureau as the college dean and the training process owner and approves their appointment; 5) Approves academic agreement that the college enters into with various institutions, as necessary ; 6) Examines work and budget plan, submits it to the Oromia Education Bureau and follows up its implementation upon
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<p>2) Chaartarii koolleejjichi ittiin bulu ni qopheessa, ni mirkanesisa hojiirra oolusaa ni horddofa;</p> <p>3) Sirna Gurmaa'ina kolleejjichaa ni murteessa;</p> <p>4) Diinii fi abbaa adeemsa hojii leenjii koolleejjichaa biiroo barnoota oromiyaaf dhiyeessuun muudama isaanii ni raggaasisa</p> <p>5) Waliigaltee akkaadaamii kolleejjichi dhaabbilee barnoota adda addaa wajjiin taasisu akka barbaachisummaa isaatti ilaalee ni mirkaneessa.</p> <p>6) karooraa fi baajata kolleejjichaa ilaalee Biiroo Barnoota Oromiyaaf ni dabarsa yammuu hayyamamus raawwiisaa ni hordofa;</p> <p>7) Hojjattootni akkaadamii fi hojjettootni bulchiinsaa kolleejjichaa bu'uura seera hojjettoota mootummaa naannichaatiin qaxaramuu isaanii ni mirkaneessa, ni hordofa.</p> <p>8) Muudama, fi guddinaa akkaadaamii fi badhaasa barsiisotaa fi hojjattoota akkaadaamii, komishinii akkaadaamiin dhiyaateef ilaalee ni mirkaneessa, hojiirra oolusaa ni hrdofa;</p> <p>9) Seerri hojjettoota mootummaa akkuma eegametti ta'ee, murtii koree manajimantiitiin darberratti komii dhiyaate ilaalee ni murteessa.</p> <p>10) Kaffaltii kolleejjichi tajaajila adda addaatiif kaffalchiisu ni murteessa, ni to'ata;</p> <p>11) Sagantaan barnootaa leenjii fi</p>	<p>3. 1 መሠረት የኦሮሚያ ትምህርት ቢሮ የተሰየሙት አባላት ሥራቸውን እንዲጀምሩ በደብዳቤ ያሳውቃል።</p> <p>11. የቦርዱ ስልጣንና ተግባራት</p> <p>የቦርዱ ተጠሪነት ለኦሮሚያ የትምህርት ቢሮ ሆኖ የሚከተሉት ስልጣንና ተግባራት ይኖሩታል፡፡</p> <ol style="list-style-type: none"> 1. የኮሌጁን የአካዳሚና አስተዳደር መመሪያ ያወጣል፤ ሥራ ላይ መዋሉንም ይከታተላል። 2. ኮሌጁ የሚተዳደርበትን ቻርተር ያዘጋጃል፤ ያስፀድቃል፤ ስራ ላይ መዋሉን ይከታተላል። 3. የኮሌጁን የአደረጃጀት ሥርአት ይወስናል። 4. የኮሌጁን ዲንና የስልጠና የስራ ሂደት ባለቤት ሹመት ለኦሮሚያ ት/ቢሮ በማቅረብ ያስፀድቃል። 5. ኮሌጁ ከተለያዩ የትምህርት ተቋማት፣ ማህበራትና መንግስታዊ ካልሆኑ ድርጅቶች ጋር የሚያደርገውን የአካዳሚ ስምምነት እንደአስፈላጊነቱ አይቶ ያፀድቃል። 6. የኮሌጁን እቅድና በጀት አይቶ ጉዳዩን ለኦሮሚያ ትምህርት ቢሮ ያስተላልፋል፤ ሲፈቀድም አፈፃፀሙን ይከታተላል። 7. የኮሌጁ አካዳሚና የአስተዳደር ስራተኞች፣ በክልሉ የመንግስት ሠራተኞች ሕግና ሥርዓት 	<p>approval;</p> <p>7) Ensures and follows up the procedure of employment of the academic and supporting staff to be in accordance with the laws of the regional government;</p> <p>8) Approves the proposed academic appointment, promotion, position and awards for teachers and supporting staff submitted by the academic commission to it ,follow up its implementation;</p> <p>9) Without prejudice to the Government Civil Servant law, examines and decides complain brought against the decision of the management committee,</p> <p>10) Determines fee to be paid for various services rendered by the college, supervise its implementation;</p> <p>11) Ensures the Preparation of education, training and research programs whether they are inline with the need of the community, particularly, with the country's special need education and supervises its implementation as per to the set objective;</p> <p>12) Evaluates the performance of the College, takes corrective measures and submits report to the Oromia Education Bureau;</p> <p>13) Draws up its own rules and work procedures;</p> <p>14) Causes the College emblem to be prepared;</p>
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qorannoo faayidaa uummataa, keessattuu barnoota fedhii addaa biyyattii irratti hundaa'ee qophaa'usaa fi kaayyoosaa eeggatee hojiirra ooluusaa ni too'ata;

12) Raawwii hojii kolleejjichaa qoratee tarkaanfii sirreeffama fudhatee Biiroo Barnoota Oromiyaaf gabaasa ni dhiyeessa.

13) Qajeelfama sirna hojimaata isaa ni baafata

14) Asxaan kolleejjichaa akka qophaa'u ni taasisa.

12. Miseensota Koree Manajimentii

Koreen Manajimentii Kolleejjichaa miseensota armaan gadii ni qabaata:

- 1) Diinii kolleejjichaa---Waliitti qaba
- 2) Abbaa Adeemsa hojii leenjii ---- .Miseensa
- 3) Abbaa Adeemsa Bittaa fi Bbulchiinsa Faayinaansii - Miseensa
- 4) Abbaa Adeemsa bulchiinsa Qab. Humna Namaa – miseensaa fi barreessaa
- 5) Dhimma korniyaa miseensa

Hub: Kolleejjichi akka barbaachisummaa isaatti miseensota dabaluu ni danda'a.

13.Aangoo fi Hojii Koree Maanajimentii

Itti waamamni Koree Maanajimentii Biiroo Barnoota Oromiyaa fi Boordiidhaaf ta'ee aangoo fi hojii armaan gadii ni qabaata:

- 1) Karooraa fi baajata koolleejjichaa ni qopheessa, yoo

መሠረት መቀጠራቸውን ያረጋግጣል ይከታተላል።

8. □አካዳሚክ ኮሚሽን ሹመትንና የአካዳሚ ዕድገት፤ እንዲሁም የመምህራንና የአካዳሚ ሠራተኞችን ሽልማት አይቶ ያፀድቃል፤ ስራ ላይ መዋሉን ይከታተላል።

9. የመንግስት ሠራተኞች አስተዳደር ህግ እንደተጠበቀ ሆኖ በማንጅመንት ኮሚቴ በሚተላለፉ ወሳኔ ላይ የቀረበውን ቅሬታ በህጉ መሠረት መርምሮ ይወስናል።

10. ኮሌጁ ለተለያዩ አገልግሎቶች የሚያስከፍለውን ክፍያ ይወስናል።

11. የትምህርት፣ የስልጠናና የምርምር ፕሮግራሞችን በህብረተሰቡ ጥቅም በተለይም በሀገሪቱ የልዩ ፍላጎት ትምህርት ላይ ተመርኩዞ መዘጋጀቱን ያረጋግጣል። ዓላማውን ጠብቆ ተግባራዊ መሆኑንም ይቆጣጠራል።

12. የኮሌጁን የሥራ አፈፃፀም ገምግሞ የማስተካከያ እርምጃም ወስዶ ለአሮሚያ ት/ቢሮ ሪፖርት ያቀርባል።

13. ለአሰራር ሥርዓቱ መመሪያ ያዋጣል፤ (ያዘጋጃል)።

14. የኮሌጁ አርማ እንዲዘጋጅ ያደርጋል።

12. የማንጅመንት ኮሚቴ አባላት ኮሌጁ የሚከተሉት የማንጅመንት ኮሚቴ አባላት ይኖሩታል።

1. የኮሌጁ ዲን..... ሰብሳቢ.

12. Members of the Management Committee

The college Management committee shall have the following members:

- 1) Dean of the College.....Chairperson
- 2) Training Core Work Process Owner ... Member
- 3) Procurement and Finance Administration Work Process Owner ... member;
- 4) Human Resource Administration Work Process OwnerMember and Secretary;
- 5) Expert on Gender Issue ...Member;

Note: The college may have additional members when it is found necessary.

13) Powers and Duties of The Management Committee

The Management committee is accountable to the Oromia Education Bureau and the Board, and shall have the following power and duties:

- 1) Prepares the college work and budget plan and implements upon its approval;
- 2) Causes learning-teaching process to be undertaken in stable and ethical manner through observance of laws and disciplinary rules ;
- 3) Examines and approves proposed disciplinary measures submitted to it against students, teachers and other workers by the discipline committee ;

<p>mirkanaa'e hojii irra ni oolcha.</p> <p>2) Seerri fi sirni naamusa kolleejjichaa kabajamee haalli baruu fi barsiisuu tasgabbiidhaan naamusa qabatee akka gaggeeffamu ni taasisa.</p> <p>3) Naamusa barattootaa, hojjettootaa fi barsiisootaa ilaalchisee, yaada murtii koree naamusaan dhihaatu ilaalee ni mirkaneessa.</p> <p>4) Gabaasa raawwii hojii Biiroo Barnoota Oromiyaa fi Boordiidhaaf ni dhiyeessa.</p> <p>5) Qunnamtii kolleejjichi dhaabbilee barnootaa biroo waliin taasisu akka cimuu, haala mijaa'aa qoratee Boordichaa ni dhiyeessa, yoo mirkanaa'es hojiirra ni oolcha.</p> <p>6) Badhaasaa fi guddina sadarkaa barsiisotaa qoratee Boordiidhaaf ni dhiyeessa, yammuu eeyyamamu hojiirra akka oolu ni taasisa</p> <p>7) Filannoo Abbootii Adeemsa Hojii gaggeessuun Boordiidhaaf ni dhiyeessa,</p> <p>8) Rakkoolee barnootaa fi leenjii qoratee Boordiidhaaf ni dhiyeessa</p> <p>9) Dhimmoota sadarkaa isaatti murtaa'uu qaban irratti murtee ni kenna.</p> <p>10) Hojii biroo Boordiidhaan kennamuuf ni raawwata. .</p> <p>14. Miseensota Komishinii Akkaadaamii Koollejichaa</p> <p>Koomishiniin akkaadaamii koolleejjichaa miseensota armaan gadii ni qabaata:</p>	<p>2. የሰልጠና የሥራ ሂደት ባለቤት አባል</p> <p>3. የፋይናንስ አስተዳደርና የትምህርት መሳሪያዎች አቅርቦት የሥራ ሂደት ባለቤት አባል</p> <p>4. የሰወ. ሀይል ሀብት አስተዳደር የሥራ ሂደት ባለቤት አባላትና ፀሐፊ</p> <p>5. የሥርዓተ ምግብ ተጠሪ አባል</p> <p>ማሳሰቢያ፡ ኮሌጁ እንዲሁም አባላትን መጨመር ይችላል።</p> <p>13. የኮሌጁ ማኅጅመንት ኮሚቴ ስልጣንና ተግባር</p> <p>የኮሌጁ ማኅጅመንት ኮሚቴ ተጠሪነቱ ለአሮሚያ ት/ቢሮና ለሰርዓ. ሆኖ የሚከተሉት ስልጣንና ተግባራት ይኖሩታል።</p> <ol style="list-style-type: none"> 1. የኮሌጁን እቅድና በጀት ያዘጋጃል፤ ሲፈቀድም በሥራ ላይ ያውላል። 2. የኮሌጁ ህግና ሥርዓት ተከብሮ የመማር ማስተማር ህደቱ የተረጋጋና ሥርዓት የያዘ ሆኖ እንዲካሄድ ያደርጋል። 3. የተማሪዎች፣ የሰራተኞችና የመምህራን ዲ.ሲ.ኻሊንን አስመልክቶ በዲ.ሲ.ኻሊን ኮሚቴ የሚቀርበውን የወሳኔ ሀሳብ አይቶ ያፀድቃል። 4. የኮሌጁን የሰራ አስፈጻሚ ለአሮሚያ የትምህርት ቢሮና ለሰርዓ. ሪፖርት ያቀርባል። 5. ኮሌጁ ከሌሎች የትምህርት ተቋማት ጋር ያለው ግንኙነት እንዲጠናከር አመቺ ሁኔታን አጥንቶ ለሰርዓ. ያቀርባል፤ ሲፀድቅም ሥራ ላይ ያውላል። 	<ol style="list-style-type: none"> 4) Submits implementation report to the board and the Bureau; 5) To strengthen the relation of the college with other educational institutions, assesses convenient condition, submits to the Board and implements upon its approval; 6) Examines award and promotion of the instructors, submits to the Board and implements upon its approval; 7) Nominates Training Core Work Process Owner and submits to the Board for approval ; 8) Undertakes study on problems related to education and training and submits it to the Board; 9) Decides issues that fall under its power; 10) Performs other duties assigned to it by the Board; <p><u>14.The Academic Commission of the college</u></p> <p>The Academic Commission of the College shall have the following members:</p> <ol style="list-style-type: none"> 1) Dean of the CollegeChairperson 2) Training Core Work Process Owner... .. Secretary 3) Heads of the Educational Streams ...members; 4) Two representatives from regular students' council, (one shall be female) ...member;
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<p>1. Diiniin kolleejjii ----- Walitti qabaa</p> <p>2. Abbaa Adeemsa Hojii Leenjii Kolleejjii- Barreessaa</p> <p>3. Ittigaafatamaa Muummee Barnootaa – Miseensa</p> <p>4. Kaawunsilii barattoota idilee irraa nama 2 – Miseensa (tokko dubartii ta’uu qabdi)</p> <p>5. Hojjettoota akkaadaamii dhaabbataa ta’an keessaa koree manajimantiin kan filatame nama 1 miseensa.</p> <p>15. Ulaagaalee Filannoo Miseensota Koomishinii Akkaadaamii</p> <p>1. Miseensonni komishinii akaadaamii ulaagaalee armaan gadiitiin ni filatamu;</p> <p>a. Naamusa hojii gaarii kan qaban,</p> <p>b. Jijjiiramaaf kaka’umsaa fi kutannoo kan qabaniif fi fakkeenya gaarii ta’uu kan danda’an.</p> <p>c. Raawwanaa hojii isaan olaanaa kan ta’e</p> <p>2. Filannoon miseensoota komishinii Akkaadaamii muummee muummeedhaan dhiyaatee koree maanajimantiin erga mirkanaa’ee boodaa xalayaan ramaddii Diinii Kolleejjichaan kan kennamu ta’a.</p> <p>16. Aangoo fi Hojii Komishinii Akkaadaamii Kolleejjichaa</p> <p>Itti waamamni Komishiniin akkaadaamii kolleejjichaa koree maanajimantiif ta’ee aangoo fi hojii armaan gadii ni qabaata</p> <p>1. Dhimmoota akkaadaamii ta’an hunda irratti imaammataa fi tarsiimoo barnoota fi</p>	<p>6. የመምህራንን ሽልማትና የደረጃ እድገት አጥንቶ ለቦርዱ ያቀርባል፤ ሲፈቀድም ሥራ ላይ እንዲወልድ ያደርጋል።</p> <p>7. የሥራ ሂደት ባለቤቶችን ምርጫ በማካሄድ ለቦርዱ ያቀርባል።</p> <p>8. የትምህርትና ስልጠና ችግሮችን አጥንቶ ለቦርዱ ያቀርባል።</p> <p>9. በደረጃው መወሰን በሚገባቸው ጉዳዮች ላይ ወሳኔ ይሰጣል።</p> <p>10. ሌሎች በቦርዱ የሚሰጡትን ሥራዎች ይፈፅማል።</p> <p>14. የኮሌጁ አካዳሚ ኮሚሽን አባላት የኮሌጁ አካዳሚ ኮሚሽን የሚከተሉት አባላት ይኖሩታል።</p> <p>1. የኮሌጁ ዲን ሰብሳቢ</p> <p>2. የስልጠና የሥራ ሂደት ባለቤት አባልና ፀሐፊ</p> <p>3. የዲፓርትመንት ተጠሪዎች አባላት</p> <p>4. ከቋሚ የአካዳሚ ሠራተኞች መካከል በማነጅመንት ከሚቴ የተመረጠ አንድ ሰው አባል</p> <p>5. ከመደበኛ ተማሪዎች ምክርቤት ሁለት ተማሪዎች (አንዱ ሴት መሆን አለባት) አባል</p> <p>15. የኮሌጁ አካዳሚ ኮሚሽን አባላት የሚመረጡባቸው መስፈርቶች</p> <p>1. የአካዳሚ ኮሚሽን አባላት ቀጥሎ ባሉት መስፈርቶች ይመረጣሉ ሀ. መልካም የሥራ ሥነ-ምግባር ያላቸው</p>	<p>5) A person from permanent academic staff elected by the management committee... member;</p> <p>15. Criteria to be Members of the College Academic Commission</p> <p>1) Members of the academic commission shall be elected based on the following criteria:</p> <p>A) Those Who have good work discipline;</p> <p>B) Those who have initiation and commitment for change and can be good model;</p> <p>C) Those whose work performance is higher;</p> <p>2) The appointment letter shall be given by the college dean after the election of each stream is submitted and approved by the management Committee;</p> <p>16. Power and Duties of The College Academic Commission</p> <p>The College Academic Commission is accountable to the management committee and shall have the following power and duties.</p> <p>1) Based on educational policy and strategy, decides autonomously on all academic affairs;</p> <p>2) Evaluates and approves the academic calendar of the College;</p> <p>3) Works to maintain improvement and quality of education;</p> <p>4) Follows up and supervises the observance of directives given by the management committee;</p>
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<p>leenjiirratti hundaa'ee ol'aantumaa ni murteessa.</p> <ol style="list-style-type: none"> 2. Kalaandarii barnoota kolleejjichaa ilaalee ni mirkaneessa 3. Fooyya'inaa fi qulqullina barnootaa eegisisuuf ni hohheta. 4. Qajeelfamni koree manaajimentii irraa darbu hojjiira ooluusaa ni hordofa, ni to'ata, 5. Haala ramaddii leenjifamtootaa fi sagantaa barnootaa ni murteessa 6. Fooyya'inaa fi gabbina adeemsa baruu-barsiiisuutiif mala adda addaa ni barbaada. 7. Qajeelfama koree manaajimantiirraa darbu irratti hundaa'ee haala irraa deebi'uu yookaan sadarkaarraa sadarkaatti darbu leenjifamtootaa ni murteessa. 8. Haala leenjifamtoonni leenjii isaanii xumuran, waraqaa ragaa argatanii fi qabxii ittiin eebbifaman ni murteessa. 9. Galii tajaajila barnootaa fi dhimma adda addaatiif kaffalamuu qabu qo'atee yaada koree maanaajimantiif ni dhiyeessa. 10. Yaada ka'umsaa adeemsa baruu-barsiiisuu fi leenjii leenjifamtootaa gabbisuuf qophaa'an ilaaluun ni mirkaneessa, bu'aa isaa qaama dhimmi ilaaluuf akka raabsamu ni taasisa. 11. Qajeelfama sirna hojimaata isaa ni baafata. 12. Bu'aa qo'annoo fi qorannoo ni sakatta'aa, ni mirkaneessa. 	<p>ለ. ለለውጥ ተነሳሽነትና ቁርጠኝነት ያላቸውና ምሳሌ ሊሆኑ የሚችሉ ሐ. የሥራ አፈጻጸማቸው ከፍተኛ የሆነ</p> <p>2. የአካዳሚ ኮሚሽን አባላት ምርጫ በየዲፓርትመንቱ ሆኖ በማነጅመንት ኮሚቴ ከፀደቀ በኋላ የምደባ ደብዳቤ በኮሌጁ ዲን የሚሰጥ ጁሆናል።</p> <p>16. የኮሌጁ የአካዳሚ ኮሚሽን ስልጣንና ተግባራት</p> <p>የአካዳሚ ኮሚሽን ተጠሪነቱ ለኮሌጁ ማኔጅመንት ኮሚቴ ሆኖ የሚከተሉት ስልጣንና ተግባር ይኖሩታል።</p> <ol style="list-style-type: none"> 1. የትምህርትና ስልጠና ጉዳዮችን በፖሊሲና ስትራቴጂ ላይ በመመርኮዝ በበላይነት ይወስናል። 2. የኮሌጁን የትምህርት ካሌንደር አይቶ ያፀድቃል። 3. ለትምህርት ጥራትና መሻሻል ይሰራል። 4. ከማነጅመንት ኮሚቴ የሚተላለፉ መመሪያዎች በሥራ ላይ መዋላቸውን ይከታተል፤ ይቆጣጠራል። 5. የትምህርት ፕሮግራምንና የተማሪዎችን ምደባ (በዲፓርትመንት) ይወስናል። 6. ለመማር ማስተማሩ ሂደት መሻሻልና መዳበር የተለያዩ ዘዴዎችን ይፈልጋል (ይጠቀማል)። 7. ከማነጅመንት ኮሚቴ በሚተላለፈው መመሪያ ላይ ተመርኮዞ የተማሪዎችን የመድገም ወይም ከደረጃ ወደ ደረጃ የማለፍ ሁኔታ ይወስናል። 	<ol style="list-style-type: none"> 5) Decides conditions for the assignment of trainees and educational program; 6) Seeks various means for the improvement and development of the learning/teaching process; 7) Based on the Management directives, decides repetition or promotion of the trainees; 8) Decides conditions of graduation points and the issuance of graduation certificates for the trainees accomplished their training; 9) Studies educational and other service fee to be paid and submits to the management committee for approval; 10) Evaluates a proposal for enhancing the learning and teaching process and trainers of trainees and causes its result to be decimated to the concerned body; 11) Draws up its own rules, and work procedures; 12) Evaluates and approves research findings; 13) Decides and gives the level of professional status of instructors and other academic staff; 14) Based on the needs assessment, evaluates the College curriculum and submits proposal to the concerned body for its improvement; 15) Performs other duties assigned to it by the Management Committee;
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<p>13. Gulantaa (sadarkaa) barsiisotaa, hojjettoota akkaadaamii ni mirkaneessa, ni kenna.</p> <p>14. Fedhii jiru irratti hundaa'uun sirna barnootaa qoratee akka fooyya'uuf qaama dhimmi ilaaluuf ni dhiheessa</p> <p>15. Hojiilee biroo koree manaajimantiin kennameef ni raawwata.</p> <p>17. .Aangoo fi Hojii Diinii</p> <p>Itti waamamni Diinii Kolleejjichaa Biiroo Barnoota Oromiyaa fi Boordiidhaaf ta'ee, aangoo fi hojii armaan gadii ni qabaata.</p> <ol style="list-style-type: none"> 1. Kolleejjicha ni qajeelcha, ni bulcha, ni to'ata. 2. Qajeelfama Biiroo Barnoota Oromiyaa fi Boordirraa darbuu hojiirra ooluusaa ni hordofa, ni to'ata, raawwii isaatiif haala ni mijeessa. 3. Hojjettoonni akkaadaamii akka ramadaman ni taasisa, barsiisotaa fi hojjettoota akkaadaamii Biiroo Barnoota Oromiyaa irraa ramadaniif ni qacara, ni bulcha. Akkasumas hojjettoota bulchiinsaa kolleejjichaa bu'uura seera hojjettoota mootummaatiin ni qacara, ni bulcha, ni ramada, 4. Karoora hojii fi baajata waggaa qopheessee Biiroo Barnoota Oromiyaa fi Boordiif ni dhiyeessa, Biiroo Barnoota Oromiyaatiin ilaalamee yoo mirkanaa'uu hojiirra ni oolcha. 5. Walii-galteewwan adda addaa kolleejjicha bakka bu'uun ni mallatteessa. 6. Akkaataa seera faaynaansiitiin 	<ol style="list-style-type: none"> 8. ትምህርታቸውን ያጠናቀቁ ስልጣኞች የምስክር ወረቀት የሚያገኙበትንና የሚመረቁበትን ነጥብ ይወስናል። 9. ለትምህርት አገልግሎትና ለተለያዩ ጉዳዮች መከፈል ያለበትን ገቢ አጥንቶ ለማነጅመንት ኮሚቴ ሀሳብ ያቀርባል። 10. ለመማር ማስተማሩ ሂደትና ለሰልጣኞች ስልጠና መጎልበት የመነሻ ሀሳቦችን አይቶ ያፀድቃል፤ ወጤቱንም ጉዳዩ ለሚመለከታቸው እንዲሰራጭ ያደርጋል። 11. የአሰራር ሥርዓት መመሪያ ያዘጋጃል (ያወጣል)። 12. የጥናትና ምርምር ወጤትን ይመረምራል፤ ያፀድቃል። 13. የመምህራንን፣ የአካዳሚ ስራተኞችን ደረጃ ያፀድቃል፤ ይሰጣል። 14. ባለወጪ ፍላጎት ላይ ተመስርቶ ሥርዓተ ትምህርቱን ገምግሞ እንዲሻሻል ለሚመለከተው አካል ያቀርባል። 15. ሌሎች በማነጅመንት ኮሚቴ የሚሰጡትን ሥራዎች ይፈፅማል። <p>17) የኮሌጁ ዲን ስልጣንና ተግባር</p> <p>የኮሌጁ ዲን ተጠሪነቱ ለአሮሚያ ትምህርት ቢሮና ለቦርዱ ሆኖ የሚከተሉት ስልጣንና ተግባራት ይኖሩታል፤</p> <ol style="list-style-type: none"> 1. ኮሌጁን ይመራል፤ ያስተዳድራል፤ ይቆጣጠራል፤ 	<p>17. Powers and Duties of the dean</p> <p>The Dean of College is accountable to the Oromia Education Bureau and the Board, and shall have the following power and duties:</p> <ol style="list-style-type: none"> 1) Directs, administers and supervises the College. 2) Follows up, supervises and facilitates the implementation of plan and directives given by the Bureau and the board 3) Causes the academic staff to be assigned, employs and administers instructors and workers assigned by Oromia Education Bureau, as well as employs, administers and assigns supporting workers based on the Government Civil Servand law; 4) Prepares the annual work and budget plan, submits to the Oromia Education Bureau and the board and implements upon approval by the Oromia Education Bureau. 5) Signs different contractual agreements representing the college; 6) Causes to open, Run and manage the bank account in the name of the College in accordance with finance laws. 7) Represents the College; 8) Together with the members of the management committee, elects the process owners and submits to the Board for approval; 9) May, for the efficient performance of the
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<p>herregni baankii maqaa kolleejjichaan akka banamu ni taasisa, ni sochoosa, ni bulcha.</p> <p>7. Kolleejjicha bakka ni bu'a.</p> <p>8. Abbootii Adeemsa Hojii, miseensota koree manaajimentii waliin filatee qopheessuudhaan Boordiif dhiyeessee ni mirkaneessisa.</p> <p>9. Si'aayina hojiif jecha aangoo fi hojii isaa irraa qoodee bakka bu'iinsaan ittigaafatamtootaa fi hojjetoota kolleejjichaaf kennuu ni danda'a.</p> <p>10. Adeemsi hojii kolleejjichaa haala iftoominaa fi hirmaachisaa ta'een akka gaggeeffamuu ni taasisa.</p> <p>11. Gabaasa raawwii hojii Biiroo Barnoota Oromiyaa fi Boordiidhaaf ni dhiyeessa.</p> <p>12. Filannoo Ittigaafatamtootaa garee barnootaa fi ofiisarootaa ni mirkaneessa</p> <p>13. Hojiilee biroo Boordiif fi Biiroo Barnoota Oromiyaa irraa kennamuuf ni raawwata.</p> <p>18. Aangoo fi Hojii Abbaa Adeemsa Hojii Leenjii Kolleejjichaa.</p> <p>Itti waamamni Abbaa Adeemsa Hojii Leenjii Kolleejjichaa Diiniidhaaf ta'ee aangoo fi hojii armaan gadii ni qabaata.</p> <p>1. Dhimmoota baruu fi barsiisuu kolleejjichaa keessatti gaggeeffaman hunda irratti gorsaa fi deggarsa Diinii kolleejjichaaf ni kenna.</p> <p>2. Dhimmoota barnoota kolleejjichaa hunda ni qajeelcha, ni qindeessa.</p> <p>3. Sagantaawwan barnootaa fi leenjiiwwan gaggeeffamanii, kaalaandarii akkadaamii</p>	<p>2. ከአሮሚያ ት/ቢሮና ከቦርድ የሚተላለፈውን መመሪያ ሥራ ላጁ መዋሉን ይከታተላል፤ ይቆጣጠራል፤ ለአፈ.ፃፀም ሁኔታዎችን ያመቻቻል።</p> <p>3. የአካዳሚ ሠራተኞች እንዲመደቡ ያደርጋል፤ ከአሮሚያ ት/ቢሮ የሚመደቡለትን መምህራንና የአካዳሚ ሠራተኞች ይቀጥራል፤ ያስተዳድራል፤ እንደዚሁም የኮሌጁን የአስተዳደር ስራተኞች በመንግስት ሠራተኞች ደንብ መሠረት ይቀጥራል፤ ያስተዳድራል፤ ይመድባል።</p> <p>4. የሥራ ዕቅድንና የአመቱን በጀት፣ አዘጋጅቶ ለአሮሚያ ትምህርት ቢሮና ለቦርዱ ያቀርባል፤ በአሮሚያ ት/ቢሮ ታይቶ ሲፀድቅ ሥራ ላጁ ያወላል።</p> <p>5. ኮሌጁን በመወከል የተለያዩ ስምምነቶችን ይፈርማል።</p> <p>6. በፋይናንስ ደንብ መሠረት በኮሌጁ ስም በባንክ አካውንት እንዲከፈት ያደርጋል፤ ያንቀሳቅሳል፤ ያስተዳድራል።</p> <p>7. ኮሌጁን ይወክላል።</p> <p>8. ከማንጅመንት ኮሚቴ ጋር ሆኖ የሥራ ሂደት ባለቤቶች መርጦ በማዘጋጀት ለቦርዱ አቅርቦ ያስፀድቃል (□ከሾማል)።</p> <p>9. ስራን ለማቀላጠፍ ሲባል ለክፍል ሀላፊዎችና ለሌሎች ስራተኞች ወክልና መስጠት ይችላል።</p>	<p>functions, delegate part of his powers and duties to the officials and employees of the College;</p> <p>10) Causes the work process of the College to be transparent, participatory and democratic;</p> <p>11) Summits implementation report to the Bureau and the board;</p> <p>12) Approves assignment of educational stream heads and other officers;</p> <p>13) Performs other duties given to him by the Bureau and the board.</p> <p><u>18. Powers and Duties of the Training Core Work Process Owner</u></p> <p>The Training Core Work Process Owner is accountable to the Dean and shall have the following powers and duties:</p> <p>1. Gives support and advice to the College dean on all the academic affairs in the College;</p> <p>2. Directs and coordinates all academic programs of the college.</p> <p>3. Follows up and insures the consistency of training programs with academic calendar and program approved by Academic Commission.</p> <p>4. Facilitates conditions for the election and assignment of the members of Academic Comision;</p> <p>5. Prepares annual work and budget plan of the academic</p>
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<p>kolleejjichaa fi sagantaa komishiiniin akkaadaamii mirkaneeseen walsimee deemuu isaa ni hordofa, ni to'ata.</p> <p>4. Filannoo fi ramaddii miseensota komishiinii Akkaadaamiitiif haala ni mijeessa.</p> <p>5. Karoora hojii fi baajata waggaa adeemsa hojii isaa ni qopheessa, yammuu mirkanaa'us hojii irra akka oolu ni taasisa.</p> <p>6. Ogeessonni akkaadaamii hojii qo'annoo fi qorannoo adda addaa fi hojii qophii meeshaalee leenjii keessatti qooda fudhachuu isaanii ni mirkaneessa.</p> <p>7. Konfaransii, seeminaara, siimpooziyeemii fi workshooppi adda addaa ni qindeessa</p> <p>8. Gabaasa raawwii hojii Diinii Kolleejjichaaf ni dhiheessa</p> <p>9. Bakka Diiniin kolleejjichaa hin jiretti bakka bu'ee ni hojjeta</p> <p>10. Raawwii hojii raawwattoota hojii adeemsa isaa ni madaala</p> <p>11. Sirni ijaarsa humna hojjettoota akkaadaamii dhaabbataa fi walitti fufiinsa qabu diriiree hojjechaa jiraachuu isaa ni mirkaneessa.</p> <p>12. Hojii biroo Diinii irraa kennamuuf ni raawwata.</p> <p style="text-align: center;">Kutaa Sadii Hojjattoota Koolleejjichaa</p> <p>19.Gosa Hojii Hojjattootaa Koolleejjicha Kolleejjichi hojjattoota akkaadaamii, hojjettoota gargaaraa teekinikaa fi hojjettoota bulchiinsaa ni qabaata:</p> <p>20 .Hojjattoota Akkaadaamii Kolleejjichi hojjattoota akkaadaamii armaan gadii qabaachuu ni danda'a.</p>	<p>10. የኮሌጁ የሥራ ሂደት በግልፅነትና አሳታፊነት እንዲካሄድ ያደርጋል።</p> <p>11. የሥራ አፈፃፀም ሪፖርት ለአሮሚያ ት/ቢሮና ለቦርዱ ያቀርባል።</p> <p>12. የትምህርት ቡድን መሪዎችንና የአፈሰሮችን ምርጫ ያፀድቃል።</p> <p>13. ከአሮሚያ ት/ቢሮና ከቦርዱ የሚሰጡትን ሌሎች ሥራዎችን ይፈፅማል።</p> <p>18. የኮሌጁ የስልጠና ሥራ ሂደት ባለቤት ስልጣንና ተግባር የስልጠና ሥራ ሂደት ባለቤት ተጠሪነቱ ለኮሌጁ ዲን ሆኖ <input type="checkbox"/> ሚክተሉት ሥልጣንና ተግባራት ጁኖሩታል።</p> <p>1. በኮሌጁ ውስጥ በሚካሄዱትን የመማር ማስተማር ጉዳዮች ሁሉ ለኮሌጁ ዲን ምክርና ድጋፍ ይሰጣል።</p> <p>2. የኮሌጁን የትምህርት ጉዳዮች በሙሉ ይመራል፤ ያቀናጃል።</p> <p>3. የትምህርት ፕሮግራሞችና የሚካሄዱት ስልጠናዎች፤ በኮሌጁ የአካዳሚ ካሌንደርና የአካዳሚ ኮሚሽን ባፀደቀው ፕሮግራም መሠረት ተቀናጅቶ መካሄዱን ይከታተላል፤ ይቆጣጠራል።</p> <p>4. ለአካዳሚክ ኮሚሽን ምርጫና ምደባ ሁኔታዎችን <input type="checkbox"/> መቻቻል።</p> <p>5. የሥራ ሂደቱን ዕቅድና በጀት ያዘጋጃል፤ ሲፈቀድም በሥራ ላይ እንዲወል ያደርጋል።</p>	<p>branch, cause to be implemented up on approval;</p> <p>6. Insures the participation of the academic professionals in research work and preparation of training materials;</p> <p>7. Coordinates educational conferences, seminars, symposiums and workshops;</p> <p>8. Submits implementation reports to the college dean on time;</p> <p>9) Directs the college in the absence of the dean;</p> <p>11) Evaluates the performance of the academic staff;</p> <p>11) Ensures the sustainable organizational structure of the instructors and other academic staff;</p> <p>12) Performs other duties given by the College dean;</p> <p><u>Part Three</u> <u>College Workers</u></p> <p>19. College Workers in their jobs The College shall have academic, Technical and administration workers.</p> <p>20. Academic Workers The college may have the following academic workers:</p> <p>1) professor, assistant professor, lecturer, assistant lecturer, graduates necessary for teaching and research activities and</p> <p>2) Other workers considered as academic staff with the decision of the Academic</p>
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<p>1. Hojii Barsiisummaa fi qo'annaaf tajaajiluuf kanneen mindeeffaman piroofeesara, gargaaraa piroofeesaraa, lekcharara, gargaaraa lechararaa fi eebbifamtoota gargaartootaa fi</p> <p>2. Hojjettoota biroo qajeelfama irratti hundaa'uun murtii komishiinii akkaadaamiitiin akka hojjettoota akkaadaamiitti mindeeffaman.</p> <p>21. Hojjattoota Gargaaraa Akkaadaamii Koolleejjichii hojjattoota gargaaraa tekniikaa armaan gadii qabaachuu ni danda'a:</p> <ol style="list-style-type: none"> 1) Teeknishaanota laabrorarii barnootaa 2) Gargaaraa teknikaa (hojii ICT fi kkf) 3) Hojjettoota workishooppii barnootaa <p>22. Hojjettoota Bulchiinsaa Kolleejjichii hojjettoota bulchiinsa ni qabaata.</p> <p>23. Mirga Hojjattoota Akkaadaamii Hojjatoonni akkaadaami mirgoota armaan gadii niqabaatu</p> <ol style="list-style-type: none"> 1. Hojii quubsaa fi ulaagaalee kennaman guutuu yoo hojjete, guddinaa fi bu'aa adda addaa argachuu. 2. Barnoota isaa fooyyeffachuu 3. Qorannoolee gageessuuf boqonnaa hojiif barbaachisu argachuu. <p>24. Dirqama Hojjattoota Akkaadaamii</p>	<ol style="list-style-type: none"> 6. የአካዳሚያዊ ባለሙያዎች በተለያዩ ጥናትና ምርምር ሥራዎችና በስልጠና መሳሪያዎች ዝግጅት ላይ መሳተፋቸውን ያረጋግጣል። 7. የተለያዩ ኮንፈረንሶች፣ ሴሚናሮች፣ ሲምፖዥየሞችንና ወርክሾፖችን ያቀናጃል። 8. የሥራ አፈፃፀም ሪፖርት ለኮሌጁ ዲን ያቀርባል። 9. የኮሌጁ ዲን በሌሎች ተክቶ ይሰራል። 10. የሥራ ሂደቱን የሥራ ፈፃሚዎች የሥራ አፈፃፀም ይገመግማል። 11. የአካዳሚ ሰራተኞች አቅም ግንባታ ቋሚነትና ተከታታይነት ባለው መልኩ ተዘርግቶ እየሰራ መሆኑን ያረጋግጣል። 12. ሌሎች ከዲኑ የሚሰጡትን ሥራዎች ይፈፀማል። <p>ክፍል ሶስት የኮሌጁ ሰራተኞች</p> <p>19. የኮሌጁ ሰራተኞች የሥራ ዓይነት ኮሌጁ የአካዳሚ ሰራተኞች፣ ረዳት የቴክኒክ ሠራተኞችና የአስተዳደር ሰራተኞች ይኖሩታል።</p> <p>20. የአካዳሚ ሰራተኞች ኮሌጁ የሚከተሉት የአካዳሚ ሠራተኞች ሊኖሩት ይችላል።</p> <ol style="list-style-type: none"> 1. ለመምህርነትና ለጥናት ሥራ አገልግሎት የተቀጠሩ ፕሮፌሰሮች፣ ረዳት ፕሮፌሰሮች፣ ሌክቸረሮች፣ ረዳት ሌክቸረሮችና ረዳት ተመራጭዎች 2. ሌሎች በመመሪያ ላይ ተመስርቶ 	<p>Commission;</p> <p>21. Academic Technicians The college shall have the following assistant technicians:</p> <ol style="list-style-type: none"> 1) Educational laboratory Technicians 2) Assistant Technician (for ICT and others); 3) Education work shop workers; <p>22. Administration Aorkers The College shall have The administration workers.</p> <p>23. Rights of the Academic workers Academic workers shall have the following rights:</p> <ol style="list-style-type: none"> 1) Getting promotion and various benefits if he performs with the required standard; 2) Improving his education; 3) Getting necessary sabbatical leaves to conduct research ; <p>24. Duties of the Academic workers:</p> <ol style="list-style-type: none"> 1) Producing proficient and capable trainees who can develop democratic ideas; 2) Getting ready to provide education for the trainees; 3) Refraining from running political partisanship, preaching religious and personal views on students at the classroom and in the college compound;
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<ol style="list-style-type: none"> 1. Leenjifamtoota ga'umsaa fi dandeetii gonfatanii fi aadaa dimookiraasii dagaagsuu danda'an horachuu 2. Beekumsa isaa leenjifamtootaan gahuuf qophaa'aa ta'uu 3. Kutaalee, dareewwan fi mooraa kolleejjichaa keessatti gartummaa siyaasaa adeemsisuu, amantii lallabuu fi ilaalcha dhuunfaa ofii leenjifamtootarratti fe'uurraa of qusachuu 4. Kaayyoo kolleejjichaarratti hundaa'uun leenjifamtoota gorsuu, qajeelchuu fi gargaaruu 5. Leenjifamtoota deggersa addaa fedhanii fi shamaraniif deggarsa kennu. 6. Tajaajila kenneef bulchiinsa, hojjattootaa fi lenjifamoota kolleejjichaan madaalamuu. 7. Tajaajila gorsa, barsiisuu fi hojiiwwan galii kolleejjichaa maddisiisuu malan irratti hirmaachuu 8. Hojii qorannoo fi qo'annoo kolleejjichaa fi hawaasaaf bu'aa buusuu danda'u keessatti hirmaachuu. 9. Hojii garee keessatti hirmaachuu, yaada leenjifamtootaa fi miiltoowwanii kabajuu. 10. Akka barbaachisummaa isaatti dirqama qaamota kolleejjichaan itti kennamu bahuu. 11. Naamusa gaarii qabaachuu, leenjifamtoota lammii gaarii akka ta'an leenjisanii baasuu 12. Aadaan dimokraasii kolleejjicha keessatti akka 	<p>በአካዳሚክ ኮሚሽን ወሳኔ እንደ አካዳሚ ሰራተኞች የተቀጠሩትን ይይዛል፤</p> <p>21. የአካዳሚ ረዳት ሰራተኞች ኮሌጁ የሚከተሉት የቴክኒክ ረዳት ሰራተኞች ሊኖሩት ይችላል፡፡</p> <ol style="list-style-type: none"> 1. የትምህርት ላቦራቶሪ ሠራተኞች 2. የቴክኒክ ረዳት (ICTና የመሳሰሉት ሥራዎች) 3. የትምህርት ወርክሾፕ ሰራተኞች <p>22. የአስተዳደር ሰራተኞች ኮሌጁ የአስተዳደር ሰራተኞች ይኖሩታል፡፡</p> <p>23. የአካዳሚ ሠራተኞች መብት የአካዳሚ ሰራተኞች የሚከተሉት መብቶች አሏቸው፡፡</p> <ol style="list-style-type: none"> 1. አጥጋቢ ማሰራትና መመዘኛዎችን አሟልቶ የሰራ ዕድገትና ልዩ ልዩ ጥቅማ ጥቅሞችን የማግኘት 2. የትምህርት ደረጃውን የማሳደግ 3. ምርምር ለማድረግ የሚያስፈልገውን የሥራ ዕረፍት የማግኘት <p>24. የአካዳሚ ሰራተኞች ግዴታ</p> <ol style="list-style-type: none"> 1. ብቃትና ችሎታ ያላቸውና የዲሞክራሲን ባህል ማሳደግ የሚችሉ ሰልጣኞችን ማፍራት 2. ዕውቀቱን ለሰልጣኞች ለማካፈል ዝግጁ መሆን ያለው፤ 3. በመማሪያና ሌሎች ክፍሎች በኮሌጁ ካምፓስ ውስጥ የፖለቲካ ወገንተኝነት ከማካሄድ፤ ሐይማኖት ከመስበክና የግልን አመለካከት 	<ol style="list-style-type: none"> 4) Advising, guiding and supporting trainees based on the objectives of the College; 5) providing support for girls and students need special support; 6) Being evaluated by the college administration, employees and students for the service rendered 7) Participating in advising, teaching and activities that generate income for the college; 8) Participating in study and research works that can benefit for the college and the society; 9) Participating in team work and respecting opinions of trainees and that of the colleagues; 10) Whenever necessary, performing other duties given by the organ of the College; 11) Having good discipline and Producing good teachers; 12) Give suggestions transparently to enhance democratic culture in the college 13) Discussing the problems of the College, and looking for the solution in common; 14) Protect the property of the college from misuse and looting and report if any, to the concerned body
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<p>dagaagu iftoominaan yaada dhiyeessuu.</p> <p>13. Rakkoo kolleejjichaarratti ifaan mari'achuu furmaata waliinii barbaaduu,</p> <p>14. Qabeenyi kolleejjichaa akka hin mancaanee fi akka hin saamamne ga'ee lammummaa keessatti qooda fudhachuu, rakkoo qabeenya irratti ga'uuf qaama ilaalutti gabaasuu.</p> <p style="text-align: center;">Kutaa Afur</p> <p>Leenjifamtoota Kolleejjichaa</p> <p>25. Mirga Leenjifamtootaa</p> <ol style="list-style-type: none"> 1. Barachuu, gaaffii dhimma akkaadaamiin walqabate gaafatanii beekuu fi hubachuu. 2. Tajaajila kolleejjichaan kennamu argachuu 3. Qabeenya kolleejjichaatti seeraan tajaajilamuu 4. Barsiisota akkaadaamii fi bulchiinsa kolleejjichaarratti yaada kennuu fi qorachuu. 5. Bulchiinsa kolleejjichaa fi koreewwan keessatti hirmaachuu. <p>26. Dirqama Leenjifamtootaa</p> <ol style="list-style-type: none"> 1. Daree barumsaatti yeroo argamuun barumsa hordofuu, hojii barumsaa yeroon raawwachuu. 2. Seera kolleejjichaa kabajuu, ittiin buluu 3. Qabeenya kolleejjichaa seeraan itti fayyadamuu, kunuunsuu 4. Dhimmoota seeraan ala ta'anii fi adeemsa baruu fi barsiisuu gufachiisan irraa of eeguu fi gaaffii mirgaa kamiyyuu karaa 	<p>በተማሪዎች ላይ ከመጫን መቆጠብ</p> <ol style="list-style-type: none"> 4. በኮሌጁ አላማ ላይ በመመርኮዝ ስልጣኞችን መምከር፤ መምራትና መርዳት 5. የተለየ ድጋፍ ለሚላሹ ስልጣኞች ድጋፍ መስጠት 6. ለስጠው አገልግሎት በኮሌጁ አስተዳደር፤ ሰራተኞችና በተማሪዎች መገምገም 7. የምክር አገልግሎት፤ ማስተማርና ለኮሌጁ ገቢ ሊያስገኙ በሚችሉ ሥራዎች ላይ መሳተፍ፤ 8. ለኮሌጁና ለህብረተሰቡ ፋይዳ በሚወሉ የጥናትና ምርምር ሥራዎች ላይ መሳተፍ፤ 9. በቡድን ሥራ ውስጥ መሳተፍ፤ የስልጣኞችንና የባልደረባቸውን ሀሳብ ማክበር 10. እንዳስፈላጊነቱ ከኮሌጁ አካል የሚሰጠውን ግዴታ መወጣት 11. ጥሩ ሥነምግባር ያለው፤ ስልጣኞች ጥሩ ዜጎች እንዲሆኑ አስልጥኖ ማወጣት 12. የዲሞክራሲ ባህል በኮሌጁ ውስጥ እንዲያብብ በግልፅነት ሀሳብ መስጣት፤ 13. በኮሌጁ ችግር ላይ በግልፅ መወያየት፤ የጋራ መፍትሔ መፈለግ 14. የኮሌጁ ንብረት እንዳይባክንና እንዳይዘረዘር የድርሻውን መወጣትና፤ በንብረት ላይ የሚደርስን ጉዳት ለሚመለከተው አካል ሪፖርት ማድረግ 	<p style="text-align: center;"><u>Part Four</u> <u>The college Candidates</u></p> <p>25. Rights of Candidates</p> <ol style="list-style-type: none"> 1) Acquiring education, asking academic questions and understanding the issue; 2) Get the services rendered by the college; 3) Using the property of the college legally; 4) Giving opinion and suggestions about the academic staff and the college management; 5) Participate in college administration and committee activities; <p>26. Duties of candidates</p> <ol style="list-style-type: none"> 1) Presenting at the classroom on time and attend the class and follow-up , carry out educational activities in time; 2) Respecting rules of the college, administer himself with; 3) using the college property legally and keeping it properly; 4) Refraining from conditions which are illegal and become an obstacle to the learning teaching process and presenting questions on rights peacefully and democratically only; 5) Respecting the rights of every person particularly refraining from actions that demoralize the value of female trainees and persons with disabilities; 6) Having good discipline and
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<p>nagaa fi dimokratawaa ta'een qofa dhiyeessuu.</p> <p>5. Mirga nama kamiyyuu kabajuu, keessumaayyuu leenjifamtoota shamarraanii fi qaama midhamtootaa gocha hamilee isaanii tuqu</p> <p>6. Naamusa gaarii qabaachuun aadaa dimokraasii kolleejjichaa keessatti akka dagaagu gochuu.</p> <p style="text-align: center;">Kutaa –shan Tumaalee Adda Adda</p> <p>27. Bara Bajataa Barri baajata kolleejjichaa bara baajata mootumaati</p> <p>28. Madda galii kolleejjichaa</p> <ol style="list-style-type: none"> 1. Baajata Mootummaan ramadu 2. Kaffaltii tajaajilaa fi galii keessaa kan biroo irraa 3. Gargaarsaa fi kenna adda addaa irraa ta'a. <p>29. Galmee Herregaa Kolleejjichaa</p> <ol style="list-style-type: none"> 1. Kolleejjichi sanadootaa fi galmeewwan herregaa guutuu ta'e ni qabaata. 2. Sanadoonni fi galmeewwan kolleejjichaa mana hojii odiitara mummichaa oromiyaatiin yookin qaama aangoon kenameefiin yeroo yeroodhaan ni qoratama. 3. Gabaasni odiitii fi raawwii hojii kolleejjichaa barri baajataa darbee ji'a 6 (jaha) keessatti Biiroo Barnoota Oromiyaa fi Boordiidhaaf dhihaachuu qaba. <p>30. Tumaalee Ce'umsaa</p> <ol style="list-style-type: none"> 1. Dambiin kun bahuun dura 	<p style="text-align: center;">ክፍል አራት</p> <p>የኮሌጁ ስልጣኞች</p> <p>25. የስልጣኞች መብት</p> <ol style="list-style-type: none"> 1. መማር፤ ከአካዳሚ ጉዳዩ ጋር የተያያዘ ጥቅቁ ጠይቀው ማወቅና መገንዘብ፤ 2. በኮሌጁ የሚሰጠውን አገልግሎት በአግባቡ ማግኘት 3. በኮሌጁ ሪሶርስ በአግባቡ መጠቀም 4. በአካዳሚ መምህራንና በኮሌጁ አስተዳደር ላይ ሀሳብ መስጠትና መገምገም 5. በኮሌጁ አስተዳደርና ኮሚቴዎች ውስጥ መሳተፍ <p>26. የስልጣኞች ግዴታ</p> <ol style="list-style-type: none"> 1. በትምህርት ክፍለ ጊዜ በመገኘት የሚሰጠውን ትምህርት መከታተል የትምህርት ሥራን በወቅቱ ማከናወን 2. የኮሌጁን ደንብ ማክበርና በደንቡ መሠረት መተዳደር 3. የኮሌጁን ንብረት በአግባቡ መጠቀምና መንከባከብ 4. ህገ-ወጥ ከሆኑትና የመማር ማስተማሩን ሂደት ከሚያደናቅፉ ጉዳዮች ራስን መጠበቅና ማንኛውንም የመብት ጥያቄ በሰላማዊና ዲሞክራሲያዊ መንገድ ብቻ ማቅረብ 5. የማንኛውንም ሰው መብት ማክበር፤ በተለይም በሴት ስልጣኞችና በአካል ጉዳተኞች ስልጣኞች ላይ ሞራላቸውን የሚካድ ድርጊት አለመፈፀም 	<p>cause democratic culture to be developed in the college</p> <p style="text-align: center;">Part Five Miscellaneous Provisions</p> <p>27. Budget year The budget year of the college shall be the budget year of the government</p> <p>28. Source of the College Income</p> <ol style="list-style-type: none"> 1) Budget allocated by the government 2) Service charge and from other internal income 3) From various aids and donations <p>29. The financial document of the college</p> <ol style="list-style-type: none"> 1) The college shall have complete financial document and proper book account. 2) The book account of the college shall be audited regularly by Oromia general audit office or by another authorized organ. 3) Audit report and business report of the college shall be summated to the Oromia Education Bureau and the board within six months after the end of budget year. <p>30. Transitory Provision Activities started before the coming of this regulation into force, shall continue to take effect by this regulation.</p> <ol style="list-style-type: none"> 1) Rights and duties of Sebeta Special Needs Education Teachers' College prior to the
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<p>hojiiwwan eegalaman akkaataa dambii kanaatiin kan raawwataman ta'u</p> <p>2. Mirgaa fi dirqamni kolleejjin Barnoota Barsiisootaa Fedhii Addaa Sabbataa dambiin kun bahuun dura qabuu damnii kanaan gara kolleejjii Barnoota Barsiisootaa Fedhii Addaa Sabbataa irra deebi'ee hundaa'eetti darbee jira.</p> <p>31. Seerota Raawwatiinsa Hin qabaanne Dambiin lakk 102/2000 dambii kanaan haqameera.</p> <p>1. Dambii, qajeelfamaa fi barmaatileen hojii dambii kanaan wal-faallessan dhimmoota dambii kana keessatti hammataman irratti raawwatiinsa hin qabaatan.</p> <p>32. Aangoo Qajeelfama Baasuu Biiroo Barnoota Oromiyaa dambii kana raawwachiisuuf qajeelfama baasuu ni danda'a.</p> <p>33. Yeroo Danbiin kun Hojii Irra Itti Oolu Dambiin kun Amajjii 11 bara 2004 irraa eegalee hojii irra kan oolu ta'a.</p> <p>Alamaayyoo Atoomsaa Pirezidaantii Mootummaa Naannoo Oromiyaa Amajjii 11,2004 Finfinnee</p>	<p>6. ጥሩ ሥነ-ምግባር በመያዝ የዲሞክራሲ ባህል በኮሌጅ ውስጥ እንዲዳብር ማድረግ</p> <p>ክፍል አምስት ልዩ ልዩ ድንጋጌዎች</p> <p>27. የበጀት ዓመት</p> <p>1. የኮሌጅ የበጀት ዓመት የመንግስት የበጀት አመት ይሆናል።</p> <p>28. የኮሌጅ ገቢ ምንጭ</p> <p>1. በመንግሥት የሚመደብ በጀት 2. ከአገልግሎት ክፍያና ከሌላ የወሰጥ ገቢ 3. ከተለያዩ እርዳታና ስጦታዎች</p> <p>29. የኮሌጅ የሂሳብ መዝገብ</p> <p>1. ኮሌጅ የተሟሉ የሂሳብ መዝግብትና ሰነዶች ይኖሩታል 2. የኮሌጅ የሂሳብ መዝገብና ሰነድ በክልሉ ዋና ኦዲተር ወይም ስልጣን በተሰጠው አካል በየጊዜው ይገመገማል (ኦዲት ይደረጋል)።</p> <p>3. የኦዲትና የኮሌጅ የሥራ አፈፃፀም ሪፖርት የበጀት ዓመቱ አልቆ በ 6 ወር ጊዜ ውስጥ ለኦሪጂናል ት/ቢሮና ለቦርዱ ይቀርባል።</p> <p>30. የሽግግር ድንጋጌዎች</p> <p>1. ይህ ደንብ ከመወጣቱ በፊት የተጀመሩት ሥራዎች በዚህ ደንብ መሠረት ተፈፃሚ ይሆናሉ።</p> <p>2. የሰበታ የልዩ ፍላጎት መምህራን ትምህርት ኮሌጅ ይህ ደንብ ከመወጣቱ በፊት የነበረው መብትና ግዴታ በዚህ እንደገና ወደ ተመሠረተው ደንብ ስበታ የልዩ ፍላጎት ትምህርት ኮሌጅ ተላልፏል፤</p>	<p>issuance of this regulation has been transferred to the re-established Sebeta Special Needs Education Teachers' College by this regulation.</p> <p>2) Where an investor granted with incentives under Regulations No. 1996 (as amended) opts instead to be a beneficiary of incentives provided for in these Regulations, he may notify the appropriate investment organ and been titled thereby.</p> <p>31. Inapplicable Laws</p> <p>1) Regulation No. 102/2008 is hereby repealed by this regulation. 2) Regulations, directives and practices inconsistency with this regulation shall effect with respect to matters provided for in these Regulations.</p> <p>32. Power to issue Directive The Oromia Education Bureau may issue directives for the implementation of this regulation</p> <p>33. Effective Date This regulation shall come into force as of January 19th of, 2012.</p> <p>Alemayehu Atomsa President of the Oromia Regional state</p> <p>Finfinnee, January 19th of 2012</p>
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	<p>31. ተፈጻሚነት የሌላቸው ሕጎች ደንብ ቁጥር 102/2000 በዚህ ደንብ ተሰርዞአል (ተተክቷል)።</p> <p>1. በዚህ ደንብ ውስጥ ከተደነገጉት ጉዳዮች ጋር የሚቃረኑ ማናቸውም ደንቦች፣ መመሪያዎችና ልማዳዊ አሰራሮች ተፈጻሚነት አይኖራቸውም።</p> <p>32. መመሪያ የማወጣት ስልጣን የኦሮሚያ ትምህርት ቢሮ ይህን ደንብ ለማስፈጸም መመሪያ ማወጣት ይችላል።</p> <p>33. ይህ ደንብ የሚፀናበት ጊዜ ይህ ደንብ ከጥር 11/2004 ዓ.ም ጀምሮ የፀና ይሆናል።</p> <p>አለማየሁ አቶምሳ የኦሮሚያ ክልላዊ መንግስት ፕሬዚዳንት ጥር 11/2004 ዓ.ም ፊንፊኔ</p>	
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