

1 **ARTICLE 20 - ORIENTATION AND IN-SERVICE TRAINING**

2 **20.1** All orientation and in-service training of unit members shall be conducted during the
3 period designated by the Board of Education as the workday and work year for those unit
4 members involved.

5 **20.2** The hours of service for unit members on days designated for orientation or in service
6 training activities shall be at the same rate of pay as if the unit member was at the job site.

7 **20.2.1** Supervisors shall meet with new employees (either new to the district or
8 transfers to the site) to review general workplace expectations.

9 **20.3** The District will provide in-service training programs, where appropriate, with the
10 purpose of enhancing the skills, knowledge, or abilities of the unit members in their current
11 jobs. Attendance at such in-service training programs is mandatory and failure to attend will
12 result in appropriate disciplinary action.

13 **20.4** Nutrition Services department in-service meetings are to be held on days when
14 schools have in-service or staff development activities, when schedules can be arranged to
15 do so.

16 **20.5** CSEA will provide membership packets to Human Resources Division. Human
17 Resources Division agrees to provide all new hires with a CSEA membership packet upon
18 hire.

19 //

20 //

21 //

22 //

23 //

24 //

25 //

26 //

27 //

28 //

29 //

30 //

31 //

32 //

33 //

34 //