

ARTICLE 20

TRAINING/STAFF DEVELOPMENT

The Sutter County Superintendent of Schools (SCSOS) and California School Employees Association (CSEA) agree to the maintenance of a high standard of performance, the opportunity to increase skills, and to provide all legally mandated trainings to all bargaining unit members.

A. Classroom Staff Only:

1. Two (2) workdays are for mandatory attendance at staff development days to be scheduled by the Superintendent each year as part of the work year.
2. Unit members are required as part of their regular work year to attend mandatory staff development days. Any time, in addition to their regularly assigned work day, shall be compensated at their appropriate hourly rate on a time sheet. Sign-in/out sheets shall be used to verify attendance. Make-up sessions will not be provided.
3. The parties agree to meet to negotiate modifications to the program or to establish an alternate plan.
4. Unit members serving students with special health or behavioral needs will be provided with the necessary training to protect unit member and student safety.
 - a. To ensure all para-educators and educational interpreters are prepared and trained to support students and the classroom, during paid weekly collaboration time, the classroom teacher will review student behavioral plans to give para-educators and educational interpreter the foundational strategies to perform required duties and to serve students.
 - b. All para-educators and educational will be provided with the following training as appropriate for each classroom and/or student group: Crisis Prevention Intervention (CPI), CPR/First Aid medical protocols (e.g., seizures, toileting procedures).
 - c. Para-educators, educational interpreters, and classroom teachers, during paid collaboration time, will review specific behavioral communication and

health needs of new students assigned to the classroom.

B. All Bargaining Unit Members:

1. When such training is applicable to an appropriate group(s) of unit members SCSOS will normally conduct the training/staff development during the unit member's regular work period. When such training is provided, it is agreed that those selected unit members will attend. Unit members will be compensated at their regular rate of pay when it is necessary for the training to occur outside of a unit member's regular work day. Unit members will be compensated at the applicable rate of pay for mandatory training/staff development which will include travel time and expenses in accordance with the Superintendent's Travel Policy (SP 4156.31).