

ARTICLE 3: EDUCATOR ORIENTATIONS

3.1 New Educator Orientation Event: Beginning of the School Year

- 3.1.1 The District and the Association will sponsor a welcome orientation of up to two (2) days for new certificated staff. These days shall be placed on the instructional calendar and will be scheduled no more than one (1) week prior to the first day of school.
- 3.1.2 Staff will be given a tour of the district and be briefed on its history, culture, ethnic and economic diversity.
- 3.1.3 Members of the school board and key district personnel will also be invited to welcome the new employees.
- 3.1.4 The Association will be given no less than ninety (90) minutes to enroll new members and discuss union participation and representation. Association time should not be listed at the end of the agenda unless requested. Administration will excuse themselves during this time. The Association is entitled to invite vendors and guest to the Association portion of new member orientation. At the time of employment, the District shall provide new educators a copy of this Agreement and Association membership information.
- 3.1.5 New certificated employees who attend the New Educator Orientation event will be compensated their per diem, hourly-rate of pay.

3.2 New Educator Orientation: After the Beginning of the School Year

- 3.2.1 Any bargaining unit member hired after the start of the school year shall be provided an in-person employment orientation meeting. At the time of the employment, the District shall provide new educators a current copy of this Agreement and Association membership information.
- 3.2.2 The Association shall receive not less than ten (10) days notice in advance of an in-person employment orientation meeting, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable.
- 3.2.3 For any in-person employment orientation meetings that occur during the duty day, an Association representative shall be released for up to ninety (90) minutes to attend.
- 3.2.4 When a District-wide employee orientation is held, the Association will have thirty (30) minutes to meet with the new members to enroll and discuss union participation and representation. Administration will excuse themselves during this time. The Association is entitled to invite vendors and guests to the Association portion of the new member orientation.
- 3.2.5 New members will receive per diem hourly rate to attend the District-wide employee orientation, if it occurs outside the duty day.

3.3

BTSA Orientation

3.3.1 BTSA participating teachers (PT's) and support providers (SP's) will be required to attend a BTSA Orientation no more than two (2) hours in length prior to the first instructional day.

3.4

District Kick Off

3.4.1 The first day of the contractual work year shall be used for the District Kick Off and meeting/trainings planned by the District. The second day, teachers shall have unscheduled time to work in their classrooms.

3.4.2 The Association will have one (1) hour to address members at the Kick-Off Event. Administration will excuse themselves during this time.