

Article 16. Training

- 16.1 All new hire, before serving in the position, including substitutes, shall be required to attend an orientation provided by CUSD Human Resources upon hiring, which includes a review of Aesop, payroll paperwork, a school map for each assigned site, emergency preparedness information, a daily schedule, and a job description with priority duties the new hire is required to perform.
- 16.2 All Classified unit members shall receive the following training on their first day before any in-class or school site orientation, according to the following schedules:
 1. **“Get Safety Trained”** or other equivalent safety training:
 - a. *Mandated Child Abuse* - upon hiring and yearly thereafter
 - b. *Sexual Harassment* - upon hiring and yearly thereafter
 - c. *Bloodborne Pathogens* - upon hiring and yearly thereafter
 - d. *Safety Essentials for Existing Employees* - upon hiring and yearly thereafter
 2. **“Hour Zero”** or other equivalent emergency preparedness program - upon hiring yearly thereafter
- 16.3 New SPED IA IIIs shall meet with the assigned school site District representative and have an observation period at their assigned class prior to working with the students. the purpose is to prepare incoming SPED IA IIIs for any unique conditions associated with student IEPs.
- 16.4 Either CPI or other equivalent behavioral training will be mandatory for incoming and current IA IIIs, by December 2019. This training will be provided by CUSD during service hours. After December 2019, incoming IAs will complete said training within 6 months.
- 16.5 Training will occur during their routine work hours on early release Wednesdays. District Administration maintains responsibility for providing said training.
- 16.6 CUSD will provide thirty (30) days notice of training to provide staff ample time to secure availability. If thirty (30) days notice is not feasible, then CUSD may provide shorter notice upon agreement with CAUSE.