

## **ARTICLE 5—Hours of Work**

SCTA proposes only the following changes to this article:

Add the following to Section 5.6.6: “In addition, special day class teachers will be provided one (1) additional release day per month to address the increased workload.”

Add the following new subsection under Section 5.9 Special Assignments:

5.9.7: No bargaining unit employee will be required to perform yard duty, or campus supervision.

5.9.8 **New Teacher/Employee Orientation:** Each time a person is newly employed in a position in the bargaining unit, the District shall inform them of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.

5.9.8.1 The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members to take place within seven (7) calendar days prior to the first day of classes, except when no new bargaining unit members are commencing employment at the start of a given year. Any bargaining unit member(s) hired after the start of the school year shall be provided an in-person orientation/onboarding meeting within twenty-one (21) calendar days from the date of hire. New bargaining unit members shall be paid their hourly per-diem rate, based on their annual salary, for the duration of these required orientation/onboarding meetings when orientations occur outside the contract year and/or day.

5.9.8.2 The District shall provide written notice of the date, time and location of all bargaining unit member orientations/onboarding meetings, by certified or electronic mail, to the Association president and vice president no later than twenty-one (21) calendar days in advance of the annual orientation meeting(s) or ten (10) calendar days in advance of other orientation/onboarding meetings that may occur throughout that year. In the event the District is unable to comply with the stated advance notice, the District shall, at the request of the Association, reschedule the orientation/onboarding meeting and provide the advance notice. If, however, the District provides proof that there was an urgent need critical to the employer’s operations that was not reasonably foreseeable, the Association shall be provided as much notice as possible.

5.9.8.3 The Association shall be provided no less than ninety (90) minutes of uninterrupted time to communicate with bargaining unit members at all new bargaining unit member orientations/onboarding meetings. Such time will not be provided at the end of a meeting day unless the Association requests to be placed at the end of the agenda. District administration

shall not be present during Association time, unless the Association requests specific administrators remain present.

5.9.8.4 The Association is entitled to invite California Teachers Association (CTA) endorsed vendors and CTA staff to the Association portion of new bargaining unit member orientations/onboarding meetings and will have access to District audio visual equipment for Association presentations.

5.9.8.4 The Association shall have District-paid release time to attend and participate in new bargaining unit member orientations/onboarding meetings for up to three (3) bargaining unit members, selected by the Association, if any orientation/onboarding meeting is held during contractual work hours.