

CONTRACT OF AGREEMENT
Between the Ventura Unified School District
and the Ventura Education Support Professionals Association
2018 - 2022

ARTICLE 39- TENTATIVE AGREEMENT
ORIENTATION AND TRAINING

- 39.1 When a unit member is hired to fill a vacancy, whether by promotion, transfer, or from an eligibility list, the appropriate supervisor or designee shall will provide describe for the unit member the duties and responsibilities of the position, the expectations of the supervisor regarding those job description duties, the equipment and materials, and the location of relevant District facilities within the first ten working days.
- 39.2 When the District requires a unit member to attend a training session or otherwise engage in training of any kind as a condition of employment that is not a requirement for maintaining minimum qualifications for the unit member's classification, the unit member shall receive compensation as follows:
- 39.2.1 When the training occurs, the unit member shall be paid at their regular rate of pay and shall receive all benefits to which they are entitled.
 - 39.2.2 When the regularly assigned hours and the hours of training combined total in excess of eight (8) hours on a regularly assigned workday (ten (10) hours in case of a "4 - 10" plan), or forty (40) hours in a workweek, the unit member shall be paid at the overtime rate appropriate for that day or time at which the training occurs.
 - 39.2.3 Unit members shall not be paid for travel time that is beyond the unit member's regularly assigned working hours.
 - 39.2.4 All direct costs for District required training or instruction shall be paid for by the District.
 - 39.2.5 Part-time unit members can be required to attend inservice/training workshops or meetings which are scheduled before or after their regular assigned time. The District shall provide reasonable notice of such workshops or meetings. Part-time unit members will be paid for attending any required inservice/training workshop or meeting.
- When the training causes a conflict with a unit member's second job, the District will endeavor to make such training accessible at a different time, provided the unit member presents proof of the schedule conflict.
- 39.3 The District shall retain the right to determine what training is required and to make such training a condition of employment.

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Agreed to this 18th day of March, 2022.



Jackie Lopez
VESPA, Chief Negotiator



Rebecca Chandler
VUSD, Chief Negotiator



Felix Cortez
VESPA, Chief Negotiator



Gina Wolowicz
VUSD, Chief Negotiator