

TENTATIVE AGREEMENT

9.1 Training

- a. 1. Training that is required by the District shall be provided at the District's expense.
- 2. Training or classes requested by the employee and approved in advance by the employee's immediate supervisor and the District, shall be provided at the District's expense. A maximum dollar amount per employee will be established each year for tuition reimbursement.

B. The District will reimburse an employee for a State of Alaska license or certificate renewal if the license or certificate is required in the employee's job description.

- b. Employees who are required by the District subsequent to their initial employment to obtain a license and/or certification will have the initial license and/or certification fee paid by the District. The training required to obtain the license and/or certification will also be paid by the District. ~~License and certification renewals are not covered by this article.~~
- c. Employees currently employed who are subsequently required by the District to become licensed or certificated will be provided a reasonable period in which to meet the requirements.
- d. Employees will be provided training for any duties assigned to them outside of their current job description.

E. The District and ESSA shall collaborate on a mentorship program for the onboarding of newly hired support staff. Administrative leave will be permitted for use to support the mentorship program, but leave must be approved by the direct supervisor.

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