

AVUTA Members,

On August 28, 2018, AVUTA filed a Level One Grievance with the district on behalf of AVUTA teachers. This grievance had to deal with the Keenan Safe Schools Online Training and its mandatory status, without the promise to pay for the training or give educators time during the workday (7 hours and 11 minutes) to complete them. The multiple trainings require a minimum of 178 minutes or almost 3 hours of time.

During this meeting, AVUTA was assured by the Assistant Superintendent of Human Resources, Trena Nelson, that each site principal was instructed to have the AVUTA members time card the training. **Therefore, each member should fill out a time card for the 3 hours.**

However, there are a few caveats. First, if you completed the training on your prep period or anytime during your regular (7-hour 11-minute) workday (except your 30 min lunch), you may not put the hours on a time card. Second, if the principal has given you time during a Wednesday or mandatory staff meeting and you completed them at that time, you cannot get paid for completing them. This would be considered double dipping since you used work time to complete. You can tell when each training was completed by looking at each individually, it will tell you the date and time each training was completed. The district has the ability to see this as well, so be honest, otherwise it could be considered fraud.

We will notify the membership if the grievance progresses, but most likely it won't because teachers are able to receive payment for completing the training courses. Please COMPLETE all of the trainings by the due date. If you do not complete them, it could be considered defiance, which could lead to job termination.

As always if you have any questions, AVUTA is here to answer them. Thank you for all of your hard work and dedication.

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