



## Anaheim Elementary Education

Kristen Fisher, President  
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Cathy Rodriguez, Vice President  
Lynn Vincent, Secretary  
Monica Montoya-Robles, Director 3  
Sam Castellano, Area 4 Director  
Jennifer Shaffer, State Council

Dear AEEA Members,

Many of you know that teacher evaluations are a “hot topic” in the media and within our own district. Your evaluation is one of the criteria that can be compared with other bargaining unit members when transfer and reassignment matters must be determined. Our Assistant Superintendent of Human Resources, Jim Elsasser, has been diligently working with AEEA Leadership and the AEEA Grievance committee to resolve evaluation concerns and questions. There is complete agreement from both parties with regards to the following: when bargaining unit members go into a final evaluation conference, there should be “no surprises”. Throughout the evaluation period, matters in which a unit member needs improvement on should be brought to their attention and assistance/resources to improve should be provided prior to an “Improvement Needed” mark being incorporated into the final evaluation.

Specific procedures outlined in Article Six of our contract need to be followed in order to reflect both an accurate evaluation process and to provide bargaining unit members guarantees as outlined in the contract. AEEA Leadership supports an evaluation process that notifies members in writing of needed areas of improvement as well as provisions for assistance and resources to correct such areas.

A number of bargaining unit members recently had their 2009-2010 evaluations revised. The Grievance committee is currently working with some members that still have questions and concerns about their 2009-2010 final evaluation. The committee is also addressing similar concerns regarding 2008-2009 final evaluations.

You have an opportunity to have the State Board of Education hear about and consider your thoughts, professional opinions, and input regarding teacher evaluations. Contact the State Board of Education by FAX (916-319-0175) or email [SBE@CDE.CA.GOV](mailto:SBE@CDE.CA.GOV) from December 6<sup>th</sup> - 15<sup>th</sup>. It is imperative that we are part of the conversation about teacher evaluations in light of some public opinion and the *Waiting for Superman* movie. The AEEA Representative Council has been engaging in evaluations dialogues too. Please consider sending a copy of what you submit to the State Board of Education to AEEA leadership. Your input is important and extremely valuable.

On an unrelated note, as Teachers United works through the dissolution process, our CTA Staff has decided to reorganize their duties and responsibilities in preparation for the changes to come. When you contact the TU Office and need assistance from a CTA Staff person, please ask for Barbara Dresel. Barbara will be working with both Anaheim Elementary and Anaheim Secondary while George will be working with the five smaller chapters.

Thank you all for your work and dedication to the students and families of the Anaheim City School district. You are amazing! In case the next newsletter is published after Thanksgiving, I hope you and yours have a joyous day of celebration and everyone gets a little extra rest and relaxation.

Sincerely,

Kristen

## QUICK NOTES

- Be sure to vote between Nov. 9 – 16 for the AEEA and ASTA UniServ Bylaws. Our new UniServ will be launched on Sept. 1, 2011.
- If you have not provided your AEEA Site Rep with your personal email address, you are missing out on an excellent way to receive important updates and information.
- Check the Elections tab on our AEEA website for the 2010-2011 timeline and for all important election information and forms including all Declaration of Candidacy forms.
- If you have moved or changed your phone number, Teachers United needs that information too.
- [www.aeeaoftu.org](http://www.aeeaoftu.org)  
Your connection to the latest AEEA news and information!!!

## October Rep Council

### Schools Represented:

Edison Franklin  
Gauer Guinn Henry  
Juarez Lincoln Loara  
Madison Mann  
Olive Street Orange Grove  
Palm Lane Ponderosa  
Roosevelt Stoddard  
Sunkist Westmont

### Schools not represented:

Barton Jefferson Marshall  
Price Revere Ross

*Sorry we missed you; hope to see you next time! Thanks for all you do!*

## Professional Hours and Our Contract

Many questions about professional hours have been asked and continue to be asked of AEEA Leadership. It goes without saying that bargaining unit members work much more than 34.5 hours per week, but per the contract, full-time bargaining unit members must work 175 days per year and 34.5 hours per week. If any given week does not have five working days, the 34.5 hours would be adjusted to basically reflect 6.9 hours each day.

As a means to offset the loss of pay from nine furlough days, working conditions were improved to allow for the completion of contracted hours after instruction to take place either on or off site. Another improvement was a limit on required staff meetings, only two sixty minute meetings per month can be scheduled. Adjunct duties and committees must still be completed, but unless an administrator or another district person must be in attendance, committees, grade levels, etc. can determine when and where to meet. For committees that require lengthy meetings, release time or a stipend should be considered rather than the meeting being merely part of the 34.5 hours per week. Some administrators have monthly grade level meetings and incorporate release time.

## DATES TO REMEMBER

<b>Nov. 11</b>	<b>Veteran's Day Holiday – TU Closed</b>
<b>Nov. 15</b>	<b>ACSD School Board @ 6:00 pm</b>
<b>Nov. 25-25</b>	<b>Thanksgiving Holiday – TU Closed</b>
<b>Nov. 30</b>	<b>Maternity Leaves Workshop@ 4:00</b>
<b>Dec. 6</b>	<b>AEEA Executive Board Meeting</b>
<b>Dec. 13</b>	<b>AEEA Rep Council @ 4:00 pm</b>
	<b>ACSD School Board @ 6:00 pm</b>

## IMPORTANT CONTACT INFO

### Teachers United

[www.teachers-united.org](http://www.teachers-united.org)

910 S. Brookhurst Ave., Suite 204

Anaheim, CA 92804

**Phone: (714) 956-4581**

**Fax: (714) 635-2603**

### AEEA

[WWW.AEEAOFTU.ORG](http://WWW.AEEAOFTU.ORG)

**(714) 398-4877**

[aeeaoftu@aol.com](mailto:aeeaoftu@aol.com)

**Kristen Fisher**

## CTA Staff at TU

### Executive Directors:

**George Woods and Barbara Dresel**

### Associate Staff:

**Anne Laguette Hollebeke and Debbie Knapp**

*AEEA is an affiliate of CTA and the National Education Association (NEA).*