



Anaheim Elementary Education Association
50 S. Anaheim Blvd. Suite 300 Anaheim, CA 92805



May 11, 2018

Dear AEEA Members,

I have received some questions since the May 8 Negotiations Update was sent out so hopefully the information below will clarify for all.

At the table the other day, Asst. Supt. Harmeier questioned our bargaining team as to the content of our recent Instructional Planning Day (IPD) Survey and asked if we had shared all the benefits that came with the District's plan/proposal as presented at the table for the use of Wednesday IPD time. The following are their plan details:

1. The District plans that for all calendared IPDs, the hour will become a teacher-driven PLC and an agenda must be submitted in advance for approval prior to each IPD. *(This will take your time to prep a weekly agenda which means more work for our unit members and the flexibility for use of the one hour time on IPD would be gone.)*
2. One Tuesday a month during regular staff meeting time, bargaining unit members could determine how they spent the time with either planning, grading, etc. *(It is important to note the Tuesdays that were identified in the District's plan fell on weeks which included Back to School Night, report card prep, conferences, and Open House, weeks in which there is already additional work to be completed.)*
3. Additionally, in exchange for what was described in point #1, classroom teachers would no longer have to remain with the certificated music teacher during music instruction. It is important to note the following regarding point #3: A) five music teachers are still to be hired in order to provide music at all sites B) currently there are no subs for music instruction so music is cancelled when the music teacher is unable to be on site on any given day and C) classroom teachers are still responsible to deliver and pick-up students for music instruction time. *(Our team interprets the plan related to music instruction as giving up guaranteed time for planning on IPDs for possible planning time during music instruction.)*

FYI - When IPDs were negotiated back in the late 90's, instructional minutes were added to non-IPDs to maintain the instructional minute amount on an annual basis.

Our bargaining team has done the math and isn't interested in the offered plan or "exchange", especially since the results of our IPD survey were overwhelmingly in favor of maintaining the current IPD structure.

Sincerely,

Kristen Fisher
AEEA President