

January 26, 2015

To: Theresa Johnson

From: West Valley Staff

The teachers met to discuss our concerns over the Instructional Aide model introduced last Tuesday. In talking, we realized many other concerns exist. These have led to extremely low morale among the teachers. We would appreciate the chance to work with you in the following areas:

1. Communication: Decisions being made without talking to staff
 - Phase 2 move would not happen prior to Thanksgiving break
 - Teachers' Funds
 - Instructional Aide Model
 - Relay important information to staff in a timely manner: full day kinder, parents going to 5th grade science camp

2. Professionalism:
 - Teachers feeling undermined through actions/statements
 - Respect for staff
 - Getting input from parents, but not staff
 - Meeting with parents as stakeholder group before having the same discussion with staff
 - Maintaining confidentiality when discussing personnel or campus issues
 - Following CEA contract
 - Holding IEP/SST/IST meetings past the duty day

- FAC (Contract language: “The committee shall play an active role in the revision, development or improvement of site practices and shall provide the opportunity for planning and exchanging of ideas.”)

To open up this discussion, we would like to start with the Instructional Aide model. Some teachers feel this model is not in the best interest of students. Additionally, asking us to be ready to implement the model in two weeks adds to our already overflowing plates. After further whole-staff discussion, planning time, etc. we would consider this model for the coming school year. For now, it is too much, too soon.

"If a change needs to be made to the aide schedule, the staff would like the opportunity to propose alternative solutions and to be a part of the decision making process for which proposal is implemented."