



ACE Newsletter: Sep 1, 2022

It's been a busy week! The ACE Bargaining Team met with the district three times, ACE had our Back-To-School Organizing Committee Meeting with guest speaker Dolores Huerta, and we continued to push forward to give Clovis educators a voice.

Have a safe and fun Labor Day Weekend ([brought to you by unions](#)). We'll see you next week!

SPED Survey

Please take a moment to [fill out the survey](#) about SPED in CUSD.

Bargaining Updates & Related Topics

You can read the brief updates from the bargaining meetings for [8/29](#) and [8/31](#). Today (9/1), we discussed:

Safety

The school psychs/MHSPs discussed safety conditions and the ability to wear appropriate clothing for their working conditions.

WHY THIS MATTERS: As you look around your classroom, think of the things you might need to make the classroom safer for your kids and yourself. By codifying the need for safety measures big and small into a legally binding contract, educators and students benefit.

Transfers and Reassignments

The district and school psychs/MHSPs appear to be in early agreement that all jobs in their category must be posted internally before they are posted publicly. Additionally, transfers and reassignments cannot be done for disciplinary reasons.

WHY THIS MATTERS: Currently, when openings happen across the district, they aren't posted internally, limiting fair access to transfer opportunities. Transfers should have a fair process and legitimate, objective reason - such as a particular skill-set or experience which matches the needs of the transfer (and thus the students).

Part-time Positions

The school psychs/MHSPs are proposing that the district cannot force a part-time staff person to accept a full-time position unless it's mutually agreed upon through a standard process.

WHY THIS MATTERS: Some of the talented staff who have family commitments or health issues may only be able to work part-time. The current policy allows administration to unilaterally decide to change a part-time staff position to full-time. This has a two-fold effect: pushing out educators who cannot work full-time, and burning out educators who can't afford to lose a job but now must choose work over their family or health. Giving employees a consistent part-time position they can rely on allows them the stability they need to focus on the needs of students.

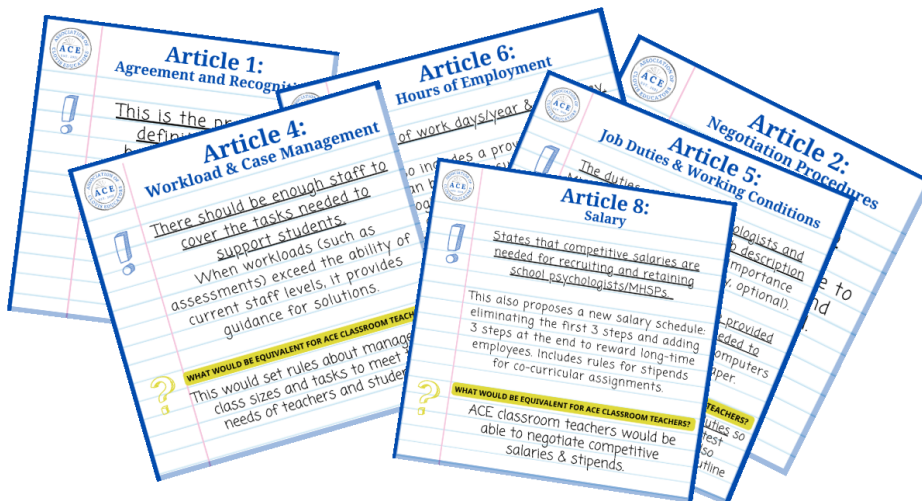
BARGAINING TEAM HARD AT WORK



LEARN: The Bargaining Proposal Articles

The ACE Psychs/MHSPs are bargaining 13 different topics that will be part of their Collective Bargaining Agreement. These proposals are designed to provide solutions to staffing shortages, improve safety, define work duties, address the need for competitive salaries, and more improvements that will allow Psychologists and MHSPs to better support student achievement and mental health. More articles will be put forward in upcoming negotiations before we have a full agreement.

- [The Articles Proposed](#) from ACE and the district.
- [The Articles Proposed, Brief Explanations](#)



LISTEN: "Inside the Adolescent Mental Health Crisis"

[In this podcast](#), the state of mental health for youth is discussed.

“In 2019, 13 percent of adolescents reported having a major depressive episode, a 60 percent increase from 2007. And suicide rates, which had been stable from 2000 to 2007 among this group, leaped nearly 60 percent by 2018. We explore why this mental health crisis has become so widespread, and why many people have been unprepared to handle it.”

**I Support the ACE School Psychologists
& Mental Health Support Providers.**




#ACEisTheAnswer



Important Upcoming Dates

SEP 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
			1	2
			ACE Psychs MHSPs Bargaining	
5	6	7	8	9
	Hearing for Unfair Labor Practices Case	CUSD Board Meeting	Hearing for Unfair Labor Practices Case	
12	13	14	15	16
			Hearing for Unfair Labor Practices Case	
19	20	21	22	23
		CUSD Board Meeting	Hearing for Unfair Labor Practices Case	
26	27	28	29	30
ACE Psychs MHSPs Bargaining			ACE Psychs MHSPs Bargaining	

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