



ACE Newsletter: Sep 29, 2022

Psych Bargaining

The ACE Psychologist and MHSP bargaining team are working on many significant issues (bargaining proposals are [here](#)), **but one of the key issues they are currently discussing with the district is the hours of work.** The Psychologists made it clear entering into the bargaining process that a reasonable workload was important for them to be able to maintain the level of support students need while also maintaining a healthy and sustainable work/life balance. This is just one factor of many that impacts our workload, including caseload, role clarification, and appropriate staffing.

Imagine if teachers and other educators had the opportunity to bargain over protecting their work day and class size! We know the educator shortage is a challenge across the country, but we also know that Clovis has available resources to make the positions here more attractive and sustainable.

The Psychologist and MHSP bargaining team will have more updates after the next bargaining session on Monday, October 3rd. We're committed to helping Clovis educators continue to learn more about the process and details of unionizing with ACE. You can always reach out to us at ace@cloviseducators.org.

SPED

We should all reach out and support our SPED colleagues right now because they are feeling the worst of the staffing crisis (and be sure to share our [SPED survey](#) with them!). **We verified with the district that there are over 300 vacancies for IAs, not to mention the vacancies among teachers.** Given the understaffing, our SPED colleagues and the IAs are spread extremely thin. This means that they must make choices about *which* job duties are prioritized – as is, it's often the physical safety which takes precedence at the expense of anything else. **Students need the appropriate staffing levels to support them academically and socio-emotionally.**

This is why we're building a Union for all Clovis educators - to bargain clear terms for a reasonable workload and clear job descriptions. **Any improvements made without the protection of a union contract are temporary and subject to being withdrawn at any moment.**

Please reach out and share your experiences of challenges being created by the staffing shortages, especially in Special Education at ace@cloviseducators.org.

The Democracy of ACE

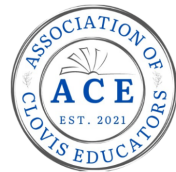
A true union is effective because it provides every educator with the tools and authority to speak up about what they need with the structure and resources to support and empower them.

What does democracy really look like for Clovis educators?



We all get an equal voice.

- ✓ vote on contracts
- ✓ elect site reps
- ✓ equal opportunities



What's On Your Mind About...

A core value of ACE is to empower the voices of educators, parents, students, and the community. Only by building consensus around the issues can we work towards solutions.

If you have any questions or ideas, reach out to us at ace@cloviseducators.org. You can also take our surveys on specific topics:

- **SPED SURVEY**
- **FACILITIES SURVEY** (such as air conditioning, equipment)
- **COMMUNITY SUPPORT SURVEY** - send this to friends and family in Clovis.

Important Upcoming Dates

SEP - OCT 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
SEP	26 ACE Psychs MHSPs Bargaining	27	28 ACE Psychs MHSPs Bargaining	29 ACE Psychs MHSPs Bargaining	30
OCT	3 ACE Psychs MHSPs Bargaining	4	5 CUSD Board Meeting	6	7
	10 Columbus Day Indigenous Peoples' Day	11	12	13	14
	17	18	19 CUSD Board Meeting	20	21

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ace@cloviseducators.org

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