



ACE Newsletter: Oct 20, 2022

Prep Time

One of the biggest frustrations we experience as Clovis educators (especially elementary teachers) is about prep time. Clovis USD has guidelines about prep time – before and after the bell, during music, and one early-release Wednesday a month – **but, without a union contract, it's not legally binding.**

In essence, **Clovis educators have no guarantee** that we'll have the prep time – paid, uninterrupted, and during work hours – that we need to create quality lesson plans, grade work, confer with peers, and take care of all the other million little things we do for our kids.

The other casualty of inconsistent prep time is our own wellbeing – through missing out on family time, going to the doctor after school, or simply being able to go home at the end of the day to recharge.

By unionizing, classroom teachers can collectively bargain prep time minimums – including uninterrupted blocks per day – and a way to make sure it is followed. So, what does a world with a union contract look like? Take a look at neighboring districts:

The comic consists of six panels arranged in a 2x3 grid:

- Top Left:** A 3rd grade teacher at Ewing Elementary, Fresno USD, has 195 minutes per week in 45-minute uninterrupted blocks. The illustration shows three people eating at a table.
- Top Middle:** A kindergarten teacher at Reagan Elementary, Sanger USD, has 300 minutes per week in 60-minute uninterrupted blocks per day. The illustration shows a family playing soccer in a park.
- Top Right:** A 4th grade teacher at Malaga Elementary, Fowler USD, has 140 minutes per week in no less than 30-minute uninterrupted blocks. A 1st grade teacher at Riverview Elementary, Kings Canyon USD, has 210 minutes per week in no less than 30-minute uninterrupted blocks. The illustration shows a couple relaxing on a couch.
- Bottom Left:** A text panel stating: "A UNION CONTRACT CAN INCLUDE GUARANTEED PREP TIME." It lists two benefits: "✓ BETTER OUTCOMES FOR STUDENTS" and "✓ ...AND FAMILY TIME FOR TEACHERS." It concludes with "IT'S TIME FOR CLOVIS TEACHERS TO HAVE A REAL UNION." and the hashtag "#ACEisTheAnswer" with the ACE logo.
- Bottom Right:** An elementary school teacher at Clovis USD has no guaranteed minimum prep time and no guaranteed uninterrupted blocks. The illustration shows a stressed teacher at a desk with a laptop, with a thought bubble saying "I'M GOING TO BE LATE GETTING HOME ...AGAIN." and a clock showing a late time.

CHECK OUT PREP TIME AGREEMENTS IN OTHER SCHOOL DISTRICTS' UNION CONTRACTS:

[Central Unified \(Document Page 16\)](#)

[Kings Canyon \(Document Page 15\)](#)

[Fresno Unified \(Document Page 36\)](#)

[Kerman \(Document Page 14\)](#)

[Sanger \(Document Page 24\)](#)

[Fowler \(Document Page 13\)](#)

[Selma \(Document Page 70\)](#)

As always, if you have questions or comments, reach out to us at ace@cloviseducators.org

Bargaining Update

On Monday, 10/17, the ACE Psychologists and MHSP's Bargaining team met with the District. The discussion included our counter-proposals on:

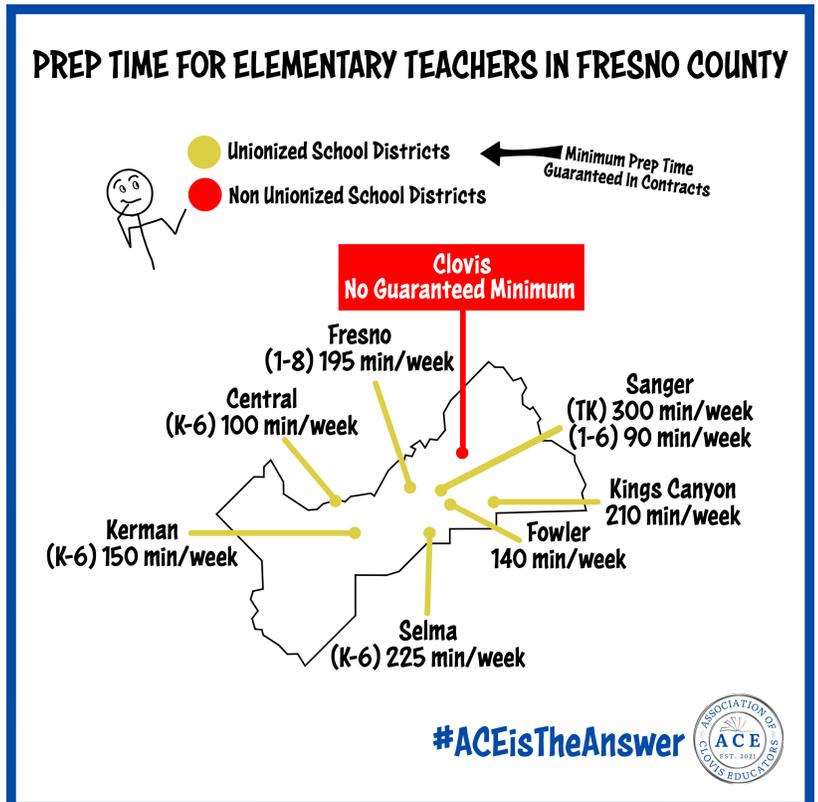
- **EVALUATIONS:** We want to ensure that Improvement Plans should include measurable goals, and that we are able to have conversations with those completing our evaluations.
- **MANAGEMENT RIGHTS:** We want to ensure that, while management has the right to make certain decisions regarding the district, topics that are related to our job are bargained with us.

Given that this is our 13th meeting, we're encouraging the district to pick up the pace – because we believe that our proposals are designed to address our current staffing shortage and maximize the support we can provide to students. Bottom line: CUSD has the resources to invest in the special education and mental health services our students need and deserve.

Check out [all proposals in negotiations](#).

School Psychologist Appreciation Week Begins November 7

At the Wednesday 10/19 CUSD Board Meeting, ACE Bargaining Team Member Cy Hiyane and Support Squad Member Tiffany Masten made public comments about the upcoming **National School Psychology Week**. We appreciate the



Board's recognition and support for all School Psychologists and MHSPs. Stay tuned for special posters, social media posts, and other ways that you can also show your support!

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:

- [CLASS SIZE SURVEY](#)
- [SPED SURVEY](#)
- [FACILITIES SURVEY](#)
- [COMMUNITY SUPPORT SURVEY](#)

Important Upcoming Dates

OCT-NOV 2022					
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
OCT	17 ACE Psychs MHSPs Bargaining	18	19 CUSD Board Meeting	20 PERB Hearing	21
	24	25	26	27 PERB Hearing	28
	31  HALLOWEEN (no school)	1	2	3	4
NOV	7 ACE Psychs MHSPs Bargaining	8  ELECTION DAY: GO VOTE!!!	9 CUSD Board Meeting	10	11  VETERAN'S DAY
	14	15	16	17	18
	21	22	23	24 	25
Thanksgiving Break				THANKSGIVING	

Contact & Social Media

