



ACE Newsletter Dec 8, 2022

ACE is the Answer

By now you're probably familiar with our tagline "ACE is the Answer." So what does this mean? For starters, it means that we take seriously the work of becoming a strong, competent, and independent union for all Clovis educators. It also means that ACE will do what's right and necessary to make sure that CUSD is the best district it can be for our students to learn and thrive.

For more than a year, we've been doing the work to be ready and able to function as a real union. This process requires a structural approach to preparation, organizing, research, training, communication, and tangible outcomes – while keeping a focus on why we're doing this: our students.

Rather than take this at face value, we'd like to invite you to take a peek behind the curtain to see what we do on a daily, weekly, and monthly basis to become a union that can best represent and advocate for Clovis educators. It also covers our training opportunities, communication process, dues, partnership with CTA, and our vision for the future.

You can read it in its entirety here: www.cloviseducators.org/why-ace-is-the-answer.html

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

Bargaining Update

School Psychologists and MHSPs are linchpins in the crucial networks of support for the mental health, special needs, and academic success of our students. However, there's a twofold crisis: one, the increase of students experiencing mental health challenges is a national emergency¹; and two, a shortage of school psychologists in Clovis amid an overall shortage of school psychologists across the country² makes it increasingly difficult for CUSD to hire and retain mental health professionals.

Neighboring districts are facing the same challenge of finding enough school psychologists, but, unlike Clovis, they're approaching the problem in the way you'd expect: raising wages and increasing recruitment. At CUSD, the Psych department has numerous vacancies, crushing workloads, and recruiters from other districts doing their best to entice them away, all of which further threatens the networks of support our students need.

In this context, rather than bringing solutions, CUSD Admin are undermining the wellbeing of students by making an unserious proposal of a 2% salary increase for the School Psychs and Mental Health Support Providers.

That's 2%, not 7%, when everyone else has already received a 7% increase ...with more on the way. Neighboring districts are increasing wages by 9 - 10+% when they were already offering more than Clovis³. Inflation set us all back more than 8%. We know the District has the resources: this year it saw a massive 37% increase⁴ in the overall budget and had over \$100,000,000 dollars in combined reserves⁵.

The District's proposal wasted time in the bargaining process - for both educators and students - when we could have been working together to come up with a plan to recruit and retain the professionals we need to support our students.

On our end, we know that giving up on our students is NOT an option. We'll continue to work towards an agreement that has real solutions. This doesn't, however, negate our current level of disappointment in the District's counterproductive behavior. The District needs to come to the table with a *real* proposal and a commitment to support the work of the School Psychologists and MHSPs. **Our students need and deserve the District to take this seriously and truly invest in their mental health.**

**WE'RE ASKING ALL
CUSD EMPLOYEES,
FAMILIES, AND
COMMUNITY
MEMBERS TO
DEMAND THAT THE
CLOVIS UNIFIED
SCHOOL DISTRICT
ADMINISTRATION
DO BETTER.**

SOURCES:

- [1] [AAP-AACAP-CHA Declaration of a National Emergency in Child and Adolescent Mental Health](#)
- [2] [School Counselors and Psychologists Remain Scarce Even as Needs Rise](#)
- [3] For example compare [Madera after a 6% increase \(not including their \\$5,000 one-time\)](#) to [Clovis](#)
- [4] <https://www.cusd.com/Downloads/22-23%20First%20Interim%20Final.pdf> pg 18
- [5] <https://www.cusd.com/Downloads/22-23%20First%20Interim%20Final.pdf> pg 10

Listen, Watch, Click

This week was busy, busy on the “airwaves.”

From the Fresno Bee

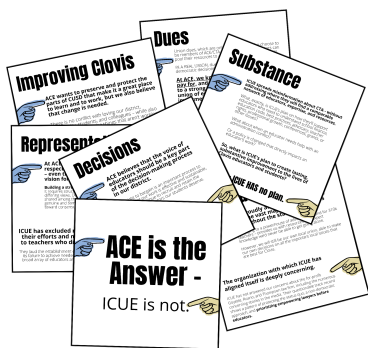
- 12/5 [A teachers union in Clovis Unified remains out of reach as fight drags into third year](#)
- 12/7 [Does this Clovis Unified rule protect students or infringe on teachers' free speech?](#)



ACE PODCAST

“ACE is the Answer. ICUE is NOT” In this episode, Kristin Heimerdinger, Jaime Arredondo, Jenny Chavera, and Amy Kilburn draw a clear distinction between ACE, an active and issues-oriented organization with infrastructure and expertise, and ICUE, an organization that asks for signatures.

SOCIAL MEDIA: [We need an inclusive, competent, and independent union. #ACEisTheAnswer - ICUE is not.](#) If you'd like the full document about why *ACE is the Answer - ICUE is Not*, reach out to us or attend a site meeting!



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

| DEC 2022 | | | | | | |
|-----------------------------|--------------------------------------|---------|-----------|----------|----------------------------|------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| 4 | 5 ACE Psychs MHSPs Bargaining | 6 | 7 | 8 | 9 CUSD Board Meeting | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 Hanukkah begins | 19 ACE Psychs MHSPs Bargaining | 20 | 21 | 22 | 23 | 24 Christmas Eve |
| 25 Christmas | 26 Kwanzaa | 27 | 28 | 29 | 30 | 31 New Year's Eve |
| Winter Break Dec 26 - Jan 6 | | | | | | |

Contact & Social Media

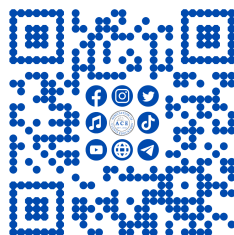
ace@cloviseducators.org

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