



ACE Newsletter: Dec 15, 2022

Executive Cabinet Message

Finding solutions for important issues!

ACE leaders had a very productive meeting with the CUSD Executive Cabinet yesterday. Although we haven't met since September, we have been very pleased with the District's responsiveness to our email requests for information. This helped make our meeting time more productive.

Several topics have been brought to our attention that are related to our teaching and learning conditions, and in yesterday's meeting, the Executive Cabinet agreed to collaborate with us on several important issues:

Elementary Class Size:

As part of the LCFF changes adopted in 2013, all California school districts were required to lower K-3 class sizes to a 24 students to 1 teacher average ratio by 2018, unless otherwise negotiated in a collective bargaining agreement. In the absence of an educator union at CUSD, Faculty Senate signed a Memorandum of Understanding (MOU) in 2013 that has allowed the district to have higher averages. This agreement has been in effect for almost 10 years (a collectively bargained agreement can only last three years). Although we have legal concerns over the validity of the agreement, during our discussion over the matter, the District recognized our concerns and agreed to work with us in resolving them. In the spring, we are looking forward to speaking with K-3 educators about class size concerns and engaging in productive conversations about how to best help the district comply with the state requirements.

[TAKE THE CLASS SIZE SURVEY](#)

Policy Changes

The recently revised CUSD Board Policy #4119.25, 4219.25, 4319.25 (Community Participation, Political Activities, and Personal Items of Employees):

In November, the Board adopted a new policy entitled, "Personal Items in the Workspace." ACE notified the district about several legal concerns we have with this addition. We had a robust discussion about our concerns at yesterday's meeting, and the District agreed that the policy needed clarification. Barry Jager told us he will be sending out more information to all employees with more details. Additionally, the District agreed to talk about this policy change in the next bargaining meeting with the school psychologists. As the school psychologists are officially recognized as a union, a change like the one that was made must be bargained with them (as opposed to the Board taking unilateral action).

Peer Assistance and Review Board Policy

The Board also recently changed Board Policy 4151.1, and the changes are of concern to ACE. The original policy read that the PAR panel would consist of 6 administrators and 7 teachers, with the teacher representatives elected by all teachers. The new policy does not say how many representatives would make up the panel or how the teachers would be selected. We asked the District for clarification on why the changes were made as well as how the teachers would be chosen. The District was unfamiliar with the changed policy and asked for time to research it. We will be receiving more information about these changes in the near future.

Elementary Prep Time

Protected prep time has been an on-going issue ACE has addressed since last year. The current policy is over a decade old, and with site-based discretion, is implemented inconsistently across the district. The District reviews the policy each spring and will do so again this year with ACE as part of the process. We also asked for more consistency in expectations for teachers during that early release time. It was originally intended as prep time, but has been co-opted for meetings and staff development. Our goal is to restore it to actual prep time, or to find an alternative source of prep time for elementary teachers.

IAs

We continue to have IA staffing issues. The District has been working with people who are having trouble passing the certification test in order to increase the number of available candidates. They also report that they have been actively recruiting. Nevertheless, the shortage persists. ACE is calling for more full-time, benefitted IA positions, especially in our higher need programs. We will continue to work with the district on this request and get regular updates to move towards appropriate staffing for classrooms that need support.

Opportunities

One of our core goals is to provide helpful information and resources for educators. Here are a couple we thought you might like:

INSTITUTE FOR TEACHING (IFT) - CTA GRANT PROGRAMS FOR CLASSROOMS

CTA's Institute for Teaching (IFT) works to create better teaching and learning conditions in our public schools by promoting teacher driven change. IFT awards grants directly to CTA members and local chapters. To date, CTA members have funded 501 grant projects totaling more than \$5.8 million. All CTA members are eligible to apply for an Educator grant (up to \$5,000) or an Impact grant (up to \$20,000). [Check out the info and application here](#) FYI – you can become a CTA member even if you aren't yet in the ACE bargaining unit! Reach out to us to ask how!

SPED - IEP RIGHTS & RESPONSIBILITIES TRAINING

DID YOU KNOW that students with 504s have similar rights to students with IEPs? Or that educators have a statutorily protected right to help parents/guardians of students with IEPs get services and support? Join us for a training on February 15th to learn more about this important topic. **RSVP here:** [ACE IEP Rights & Responsibilities Training](#)
[TAKE THE SPED SURVEY](#)

Listen, Watch, Click

Last week our social media posted the “Top 10 Reasons Why #ACEisTheAnswer.” Check them out on our [Facebook](#) page!

IN CASE YOU MISSED IT: We’ve invited you to take a peek behind the curtain to see what ACE does 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

Why ACE is The Answer

Reason #1

ACE will be a **strong, competent, & independent** union.



Why ACE is The Answer

Reason #2

ACE has spent more than a year building an organizational structure that will be prepared to represent the needs of Clovis educators.



Why ACE is The Answer

Reason #3

ACE welcomes all Clovis educators to join us - including all certificated educators, and especially those who have differences of opinion!



Why ACE is The Answer

Reason #4

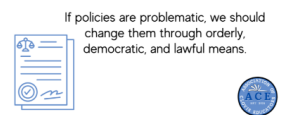
ACE makes decisions democratically, based on healthy debate & research.



Why ACE is The Answer

Reason #5

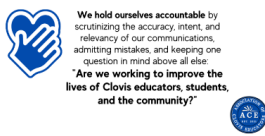
ACE believes that the district, members, and the union should all follow the rules and the law.



Why ACE is The Answer

Reason #6

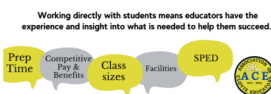
ACE adheres to the principles of honesty and integrity.



Why ACE is The Answer

Reason #7

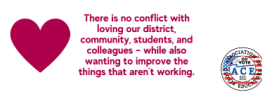
ACE believes that Clovis educators should have a voice in the decision-making process in our district.



Why ACE is The Answer

Reason #8

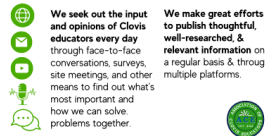
ACE wants to preserve and protect the parts of CUSD that make it a great place to learn and to work, but we also believe that change is needed.



Why ACE is The Answer

Reason #9

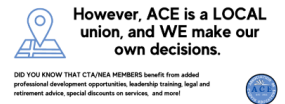
ACE believes two-way communication is crucial.



Why ACE is The Answer

Reason #10

ACE established a partnership with CTA (just like the vast majority of CA teachers) because this adds resources, support, connections, and expertise that we'd never get going it alone.



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
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

[Get involved](#)

[Facebook](#)

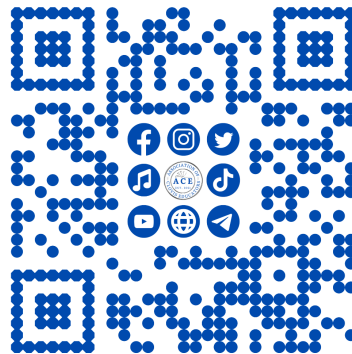
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