



ACE Newsletter: Jan 19, 2022

What Would it Be Like with a Union?

At the February 1st CUSD Board meeting, the board is planning to vote on a recommendation from the Employee Compensation Committee (ECC) regarding salary raises for some employee groups. We still don't know which groups will receive them or how much those raises will be. The only other information we have is that the Board approved \$12 million for this purpose back in June. We also don't know if we'll see raises again any time soon. **We don't know these details because the district only shares the answers with a few people and forbids them from discussing it with others.**

Anyone who participates in the ECC is required to sign a Non-Disclosure Agreement (NDA) which *legally* binds them to keep "all information discussed within the ECC meetings" confidential and prohibits them from disclosing such information to "anyone, except those participating in the ECC." **How can an ECC participant 'represent' their colleagues if they can't talk to them about it?**

The current system with the District using NDAs to limit dissemination and discussion means that Clovis educators don't have a meaningful role in the decisions about our salaries. Beyond being morally wrong, it's unlawful. The ACE School Psychologists/MHSPs are currently in bargaining and they **cannot** be excluded from salary discussions. We sent [a Cease and Desist letter](#) outlining the ways the NDA violates the law. We are not asking the district to delay the pay increases recommended by the ECC, but we are asking them to allow the information shared with them to be shared with the rest of us.

We know there is a better way: the inclusion, transparency, and empowerment created by unionizing. With a strong, independent union, all employees are able to see the information – including the true state of the District's finances. As an example of what transparency looks like in a unionized district, the Fresno Teachers Association and FUSD recently [live streamed their bargaining session online](#). **Through contract negotiations, we'd know what is being discussed before it comes to agreement because we'd be included as equals.** We'd be able to weigh in, ask questions, and provide our perspective. With the support of CTA, we have access to experts who can help us *comprehend* the kind of details that would otherwise be shrouded in mystery so that we can make informed decisions. Finally, when the bargaining teams come to a potential agreement with the District, **we'd all get to vote on whether or not to ratify the entirety of the contract, including the salary schedule.**

The current situation means that Clovis educators are left waiting for a group of select individuals (who can't even talk to us) to make the decision for us about something as fundamentally important as salaries. This isn't the way to create the kind of Clovis that will best serve educators, the community, and students. We hope you'll join us. Please reach out if you have any questions or input.

TRAINING

We've had numerous opportunities to learn about topics such as how a union functions and how to understand school finances. We have a great upcoming SPED training. **RSVP by clicking the link below or scanning the QR code:**

[Zoom SPED Training on the rights of SPED teachers in advocating for students](#)

Did You Know?



Educators have a statutorily protected right to help parents/guardians of students with IEPs get services and support.



Want to learn more about your rights?



You're invited to attend:

IEP RIGHTS & RESPONSIBILITIES TRAINING

FEB 15, 4-5 PM, ZOOM



Scan to RSVP

SURVEYS

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

CALENDAR

JAN - FEB. 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
15	16	17	18	19	20	21
					End of Quarter (Elem)	
					Psychs MHSPs Bargaining	
22	23	24	25	26	27	28
	Psychs MHSPs Bargaining				Psychs MHSPs Bargaining	
29	30	31	1	2	3	4
			CUSD Board Meeting			
5	6	7	8	9	10	11
12	13	14	15	16	17	18
	Lincoln's Birthday	Valentine's Day	CUSD Board Meeting			
19	20	21	22	23	24	25
	President's Day					

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