



## ACE Newsletter: February 9, 2023

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### About that new salary schedule ...

Last week the District released the proposed salary schedule for Clovis educators, classified staff, and administrators. There are some solid increases, and also some puzzling changes.

It's satisfying that after we pointed out the historic and glaring wage gap for Clovis educators, the district admin has agreed to bring our wages up to more competitive levels.

In order to provide Clovis educators with clear and accurate information, we're taking our time to read through the data methodically, especially now that the members of ECC are no longer under non-disclosure agreements. We're interested in answering questions such as:

- How does this salary schedule compare to prior years in CUSD?
- What does it look like in context of neighboring districts' pay?
- How will it impact the lifetime earnings of Clovis educators?
- Does it make meaningful progress towards recruiting and retaining educators?

**There is one thing we do know: collective bargaining is the only way to ensure that promises about competitive salaries are kept. That's the stable path forward with a strong and independent union.**

# SPED Survey Results

Last fall we began asking Clovis educators for their opinions about the state of SPED in CUSD. [Click here to take the survey.](#) Check out a quick summary of the results so far:

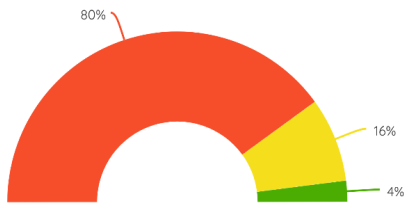
## 2022-2023 SPED ISSUES SURVEY RESULTS



### How much is this issue impacting our students?

● Significantly    ● Somewhat    ● Not impacting

Paraprofessional (IA) Support/Staff Shortage



Our aides are everything in SPED. We can not deal with the amount of work that is on our caseloads if we do not have aides to help. **Our students are the ones who suffer the most because these people are the lifeline in the class that our students need to succeed.** The district needs to make a change to how we think about our aides.

- Clovis North Area Educator

Caseload/Class Size



**The caseloads are too big to address IEP needs adequately.**

- Clovis High Area Educator

Program Structure & Placement Criteria



Ensuring that students are placed appropriately...as teachers we are experts but not treated as such, **we get questioned and a lot of push-back when we know a student needs a different placement or added supports.**

- Buchanan Area Educator

Facilities & Classroom Space



Curriculum



Prep & Planning Time



Assessment Materials



Professional Development Opportunities



If you're interested in learning more about your rights as an educator when it comes to SPED, sign up for a special training happening next week! [RSVP by clicking here: February 15th Zoom SPED Training on the rights of SPED teachers in advocating for students](#)

# TRAINING: IEP RIGHTS & RESPONSIBILITIES

!!! **DID YOU KNOW:** Educators have a **statutorily protected right** to help parents/guardians of students with IEPs get services and support.

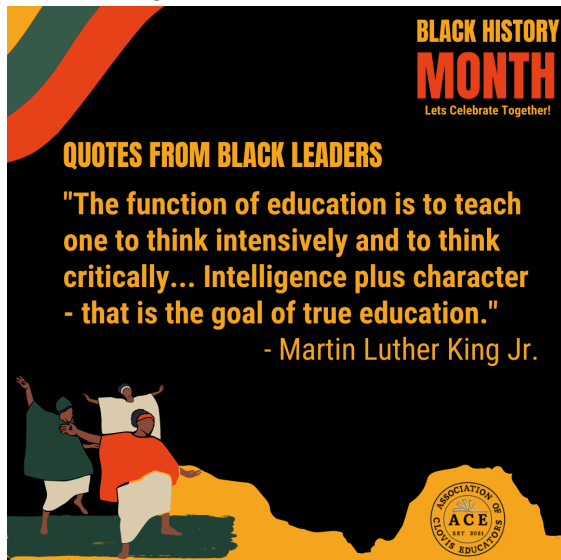
➔ **FEB 15, 4-5 PM  
ZOOM**



↶ **Scan to  
RSVP**

## BLACK HISTORY MONTH

ACE is proud to celebrate and honor Black History Month. We'll be posting interesting facts, information, and stories throughout the month on social media.



# 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](mailto:ace@cloviseducators.org). You can also take our surveys on specific topics:

<u><a href="#">CLASS SIZE SURVEY</a></u>	<u><a href="#">SPED SURVEY</a></u>
<u><a href="#">FACILITIES SURVEY</a></u>	<u><a href="#">COMMUNITY SUPPORT SURVEY</a></u>

# CALENDAR

## FEB - MAR 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
5	6	7	8	9	10	11
				Psychs MHSPs Bargaining		
12	13	14	15	16	17	18
	 Lincoln's Birthday	 Valentine's Day	SPED TRAINING 4-5 PM CUSD Board Meeting	Psychs MHSPs Bargaining	Psychs MHSPs Bargaining	
19	20	21	22	23	24	25
	 President's Day			Psychs MHSPs Bargaining	Psychs MHSPs Bargaining	
26	27	28	1	2	3	4
			CUSD Board Meeting			

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