



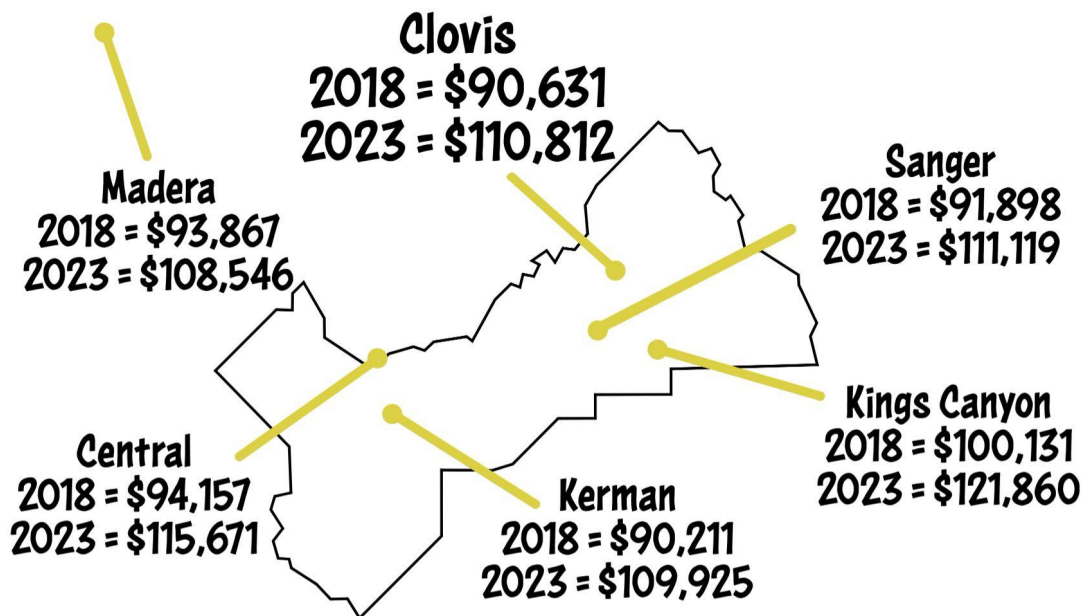
ACE Newsletter: February 16, 2023

Salaries in Clovis, Salaries in Union Districts

Over the past few years, ACE has been bringing attention to the fact that without a real voice in the district, educators in Clovis have been unable to advocate *meaningfully* for fair compensation.

After we put a spotlight on the fact that our salaries were the lowest among comparable districts, CUSD has now raised our pay through a series of raises and salary adjustments. **We have been using the metric of highest salary simply to make it easy to understand, and our salaries at most steps are proportionately similar. Take a look at the map to see how our salaries have stacked up against nearby districts over the past few years:**

HIGHEST TEACHER SALARY OFFERED 2018/19 - 2022/23



For too long we've been told that Clovis doesn't have the same resources as other districts and therefore can't afford to pay us competitive salaries. **This simply isn't true.** We hope that the sudden shift from the district (and our ongoing efforts to provide well-researched information) have dispelled this myth. Mostly, we

want to make it clear that other districts with similar resources – but unionized educators – have created consistent salary increases through the collaborative process known as collective bargaining. **Having a seat at the table means being able to look at the financials, ask questions, and work together with the district to create contracts that show educators (and our work) is valuable.**

HOW HAVE WE COMPARED TO DISTRICTS WITH SIMILAR* STUDENT DEMOGRAPHICS, ADA AND PER-PUPIL FUNDING?

TEACHER SALARIES - (2022-2023)

	Lowest	BA60 Step-10	Highest	Census Day Enrollment	FRPM/EL/Foster Undupl	Current Exps Per ADA	Gen Fund Rev Per Pupil
Clovis Unified (Fresno)	\$53,629.00	\$80,196.00	\$110,812.00	42,790	55.3%	\$12,038	\$13,286
Fairfield-Suisun Unified (Solano)	\$61,210.00	\$82,023.00	\$105,840.00	20,703	58.7%	\$11,423	\$12,984
Tracy Joint Unified (San Joaquin)	\$59,911.00	\$86,280.00	\$113,439.00	15,577	55.1%	\$11,728	\$13,249
Napa Valley Unified (Napa)	\$65,821.00	\$88,572.00	\$115,266.00	17,240	54.1%	\$11,830	\$13,791
Corona-Norco Unified (Riverside)	\$72,368.00	\$109,940.00	\$135,296.00	51,318	47.0%	\$12,033	\$13,457

**NOTE: the enrollment and funding numbers are from last year, as the reports from this year aren't finalized.*

SOURCES: [Fairfield-Suisun Unified School District F-SUTA Teachers Salary Schedule](#)
[Tracy Unified - Human Resources - Salary Schedule](#)
[Napa Valley Certificated Schedules](#)
[Corona-Norco Unified Salary Schedule Certificated](#)

CERTIFICATED NON-TEACHERS & THE SALARY SCHEDULE



For any certificated non-teachers on the certificated management salary schedule who don't require admin credentials (i.e. Counselors, SLPs, Nurses, Program Specialists, etc.): the ACE bargaining team has been doing research into the change to that salary schedule adopted by the CUSD Governing Board on Feb 1, 2023.

The new salary schedule has these staff groups moving down a step (along with a percentage increase across the entire schedule). **ACE believes that this movement down a step may violate [education code](#) regarding uniform salary schedule placement which could result in some people being underpaid.** We brought this to the attention of district admin. It prompted a good discussion.

[CLICK HERE](#) for the negotiations update from the ACE bargaining team that explains the problem, and feel free to reach out to a local ACE leader or [email](#) us for further information about your rights.

LEARN MORE ABOUT THE DISTRICT'S RESOURCES AND SALARIES:

["Dollars & Common Sense"](#)
["Revisiting the Budget"](#)
["Salaries"](#)

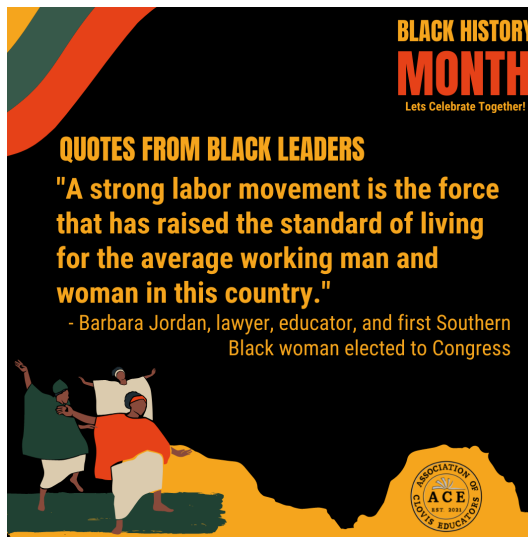
MID-YEAR EMPLOYMENT CHANGES

We've heard from many colleagues with question regarding two issues:

- **Mid-Year Resignations:** [Education Code Section 44420](#) states that a certified employee who refuses, without good cause, to fulfill a valid contract of employment (which we sign every year) can face consequences with the CTC. What constitutes good cause is rather technical and fact-specific. If you are in this boat and would like more information, please contact us at ace@cloviseducators.org
- **Probationary teachers** who are being non re-elected – [Know your rights](#)

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. You can also take our surveys on specific topics:

[CLASS SIZE SURVEY](#)




[SPED SURVEY](#)

[FACILITIES SURVEY](#)

[COMMUNITY SUPPORT SURVEY](#)

CALENDAR

FEB - MAR 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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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