



ACE Newsletter: February 23, 2023

What's in it for the students? How a union contract improves students' education.

A union contract is about much, much more than just salaries and benefits. Did you know that a union contract can also include things such as guaranteed prep time, the process for transfers, and professional development opportunities?

Over the next several weeks, we'll do a deeper dive into the details of what can be included. For now, check out a quick overview of what could be in a collectively bargained contract for classroom teachers and how students benefit and, for the curious, [here's a link to Central Unified's contract.](#)

What can be bargained in a contract?

... and how this benefits students!

Class Sizes



Caps on class sizes.
Can be specific to grade level.

Students benefit from smaller classes, & more individual attention.

Prep Time



Teachers can have guaranteed blocks of prep time that is protected from interruption.

Students benefit when their teachers have adequate time to prepare materials, review assignments, collaborate with colleagues, & connect with students' support network.

Stipends



Specified stipends for non-classroom instructional activities.

Students benefit when teachers are able to participate in co-curricular activities, which includes being fairly compensated for their time.

Evaluations



A clear process for evaluations, including who conducts them and the evaluative criteria.

Students benefit when teachers have clarity about performance and processes to improve, if needed.

Transfers & Reassignments



How transfers/reassignments are conducted, including prioritizing current district employees.

Students benefit when they have "the best fit" of teachers - which requires educators to have a say in the process of where they land.

Salaries & Benefits



Contractual guarantees on step increases for salaries, and competitive benefits.

Students benefit when they have the most talented teachers - which requires competitive salaries and benefits for recruitment and retention.

Professional Development



The amount of paid time for professional development, reimbursement related expenses.

Students benefit from teachers who continue to grow in their expertise. For CTA/NEA teachers, there is specialized training available on a variety of topics.

Working Conditions



Recourse when there's a conflict with administration, bell schedules, safety, and more.

Students benefit when teachers' morale is high because teachers are more likely to stay with the district and can devote their full energy to excellent teaching.

Textbooks & Curriculum



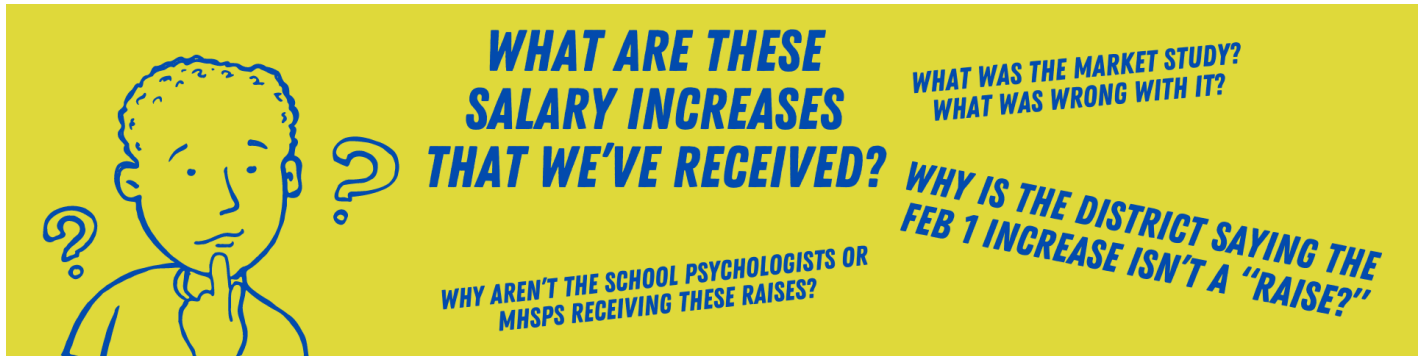
A clear process for the adoption of textbook and curriculum materials.

Students benefit when subject area grade level educators' opinions are part of the decision-making process.



#ACEisTheAnswer

FAQs on Salaries



Some of the most frequent questions we hear are about salaries. We've spent a lot of time showing how the historically low salaries in Clovis are a detriment to the district and our students.

[CLICK HERE to find answers to some of the most common questions!](#)

Know Your Rights Training Update

Educators attended the "Know Your Rights Training" last week. It was very informative and gave us access to great resources. Karen Taylor, CTA staff member and specialist in special education, led the training. The whole tone of the training was geared to educators' rights with IEPs, what is required of us, what is required of the district, and what is required under ed code, so we can effectively support students. **Too often we get filtered information from the district, so it was refreshing to get unbiased facts!**

READ: The [full overview](#) of the training from an attendee

WATCH: [Recorded video of the "Know Your Rights Training"](#)

BOOKMARK: [Special Education Resources Book](#)

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.

BLACK HISTORY MONTH
Lets Celebrate Together!

BLACK HISTORY MONTH THEME
Changes each year and is intended to focus on a specific aspect of African American history and culture. Past themes examples:

- 1941 - The Career of Frederick Douglass
- 1972 - African Art, Music, Literature; a Valuable Cultural Experience
- 1981 - Black History: Role Model for Youth
- 1998 - Black Business
- 2011 - African Americans and the Civil War
- 2017 - The Crisis in Black Education
- 2021 - The Black Family: Representation, Identity, and Diversity

ASSOCIATION OF CLOVIS EDUCATORS
ACE
EST. 2021

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:

<u>CLASS SIZE SURVEY</u>	<u>SPED SURVEY</u>
<u>FACILITIES SURVEY</u>	<u>COMMUNITY SUPPORT SURVEY</u>

CALENDAR

FEB - MAR 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
19	20	21	22	23	24	25
				Psychs MHSPs Bargaining	Psychs MHSPs Bargaining	
26	27	28	1	2	3	4
		Women's History Month begins tomorrow!	CUSD Board Meeting			
5	6	7	8	9	10	11
12	13	14	15	16	17	18
Daylight Savings 			CUSD Board Meeting		St. Patrick's Day! 	

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