



ACE Newsletter: March 2, 2023

Psych Bargaining Update

The ACE bargaining team has met with the district dozens of times with several hours each meeting and put in hours off the clock to prepare, consult as a full unit of School Psychologists and MHSPs, and gather relevant information.

So, was it worth the effort? And what's the benefit of unionizing and bargaining a contract? You decide.

The latest salary offer from the district for our bargaining unit is a 12% pay raise (with full retro pay). As for the benefits of being part of a unionized group of educators? [Check them out for yourself.](#)

WE ENGAGE UNDER OUR OWN TERMS

WE GET THE FACTS

WE CONTROL OUR OWN VOICE

AND WE'RE ALREADY MAKING PROGRESS... ON SALARIES, EVALUATIONS, WORK-DAY, THE TRANSFER PROCESS, AND MORE!

How Could a Union Impact Class Sizes?

Last week we gave examples of numerous issues we could be addressing through a union contract. Each week we will take a deeper look into each topic. Did you know that class sizes can be negotiated during collective bargaining? Let's take a look at how class sizes are handled here in Clovis versus a union's possible approach, and what has already started to happen with the ACE School Psychs/MHSPs...

CLOVIS	UNION SOLUTIONS	ACE SCHOOL PSYCHS/MHSPs
K-3 cap of 27 based on an agreement with Faculty Senate in 2013* (above state cap of 24)	Class size caps can be negotiated each year Collectively negotiated alternatives to K-3 ratio consistent with state law	Negotiating caps for student/psychologist ratios: Latest proposal

Other grades have no class size caps

Class size caps for other grades

**FS agreement has no end date, no compensation for teachers, and likely does not comply with state law*

Stipulate that B for exceeding class size cap-should be go e information readily available to educators

Additional resources for exceeding class sizes

CHECK OUT:

- [Elk Grove Union Contract](#)
- [Corona-Norco Contract](#)
- [Central Unified](#)

Superintendent Search Update

Representatives of the ACE Organizing Committee and Bargaining Team met with the Governing Board’s subcommittee on the Superintendent search, Trustees DeFrank, Awtry, and Stoker-Madsen. The three board members had offered to meet with each employee organization and we invited them to meet with us in a classroom at Buchanan High.

The meeting created a sincere and productive conversation with the board members. We asked questions about the selection process and panel, and responded to their questions about our priorities and desired qualities in a superintendent.

We asked the sub-committee how they were interpreting the results of the community feedback gathered through the [Community Thought Exchange](#), and how they intended to use it in their selection process. They acknowledged that there are some guiding themes from the feedback that they need to take into consideration.

We shared how a few of our priorities aligned with the Thought Exchange feedback:

- A Superintendent should set an example for the district and for students by insisting that CUSD make every effort to comply with the law, in our case, California Ed Code and Labor Law.
- Our next Superintendent should see through the political polarization within our district and greater culture and lead from common ground and be a unifying force within the district and the community.
- Our Clovis community and the student population is diverse by any measure – district leadership should be respectful and inclusive of that diversity.

ACE Delegation to the Superintendent Search Sub-Committee:	Jaime Arredondo Silvia Berst Jenny Chavera	Teresa D'addato Jade Edwards Kristin Heimerdinger	Elizabeth Houtsinger Amy Kilburn Toni Ognibene
---	--	---	--

Women's History Month

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

Women's HISTORY MONTH

76%

Of public school teachers in the US are female.



Women's HISTORY MONTH

Women have historically played an important role in the teaching profession.

In the 19th century, teaching was one of the few professions available to women, and many women became teachers as a way to earn a living and contribute to their communities.



Women's HISTORY MONTH

Women in the Workforce: DOMINANT INDUSTRIES

EDUCATION
76% of public school teachers in the United States are female, and women also make up a significant portion of administrators and support staff in the education sector.

HEALTHCARE
Women make up a significant portion of workers in the healthcare industry, particularly in nursing and other caregiving roles. 85% of registered nurses in the US are women.

SOCIAL WORK
Social work is another field that is heavily dominated by women. According to the National Association of Social Workers, about 86% of social workers in the US are women.

COMMUNICATIONS
Women comprise a majority of workers in roles such as public relations specialists, social media managers, and writers. 63% of public relations specialists in the US are women.



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

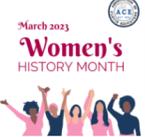
SPED SURVEY

FACILITIES SURVEY

COMMUNITY SUPPORT SURVEY

Calendar

Mar 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
			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! 	
19	20	21	22	23	24	25
				Psychs MHSPs Bargaining		

CONTACT & FOLLOW



- ace@cloviseducators.org
- [Get involved](#)
- [Facebook](#)
- [Twitter](#)
- [Instagram](#)
- [YouTube](#)
- [Tiktok](#)
- [ACE Podcast](#)

SHINY ACE STUFF!

[Get your ACE logos, zoom backgrounds, phone wallpapers, and other printables here!](#)

