



ACE Newsletter: March 9, 2023

How do evaluations work in unionized districts?

For Clovis educators who've ever found themselves in the sometimes baffling and often frustrating situation of trying to navigate the evaluation process, the good news is that there's a better way! A union contract can *precisely* outline the process, roles, and rights for evaluations. Even better: it's legally binding.

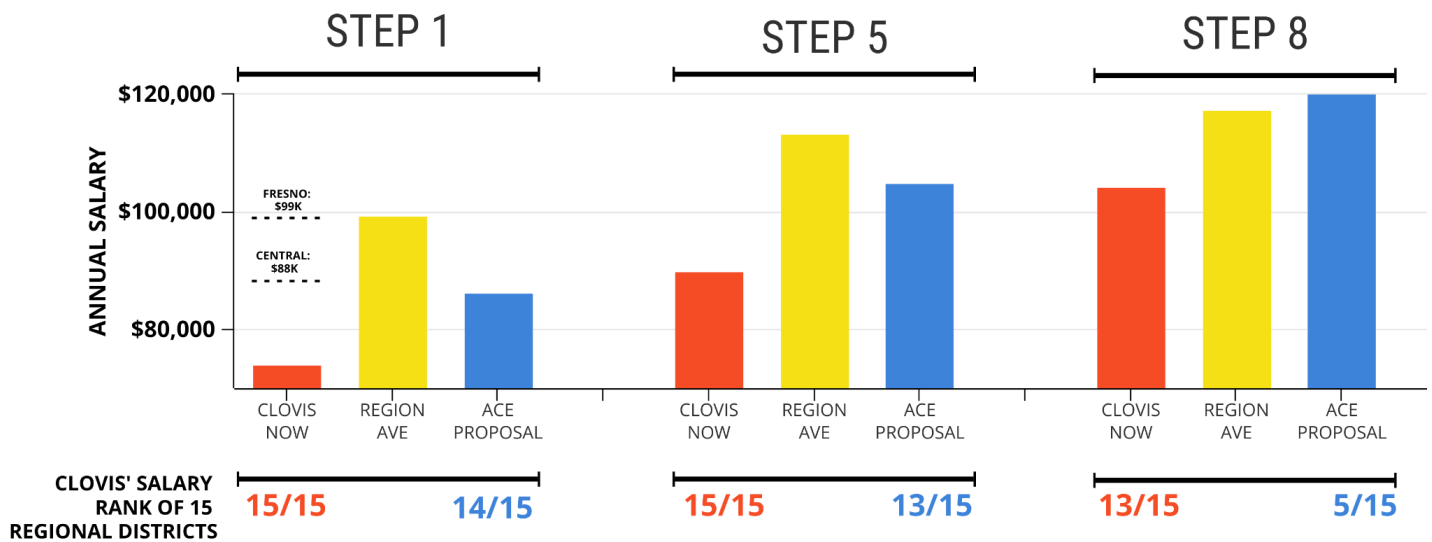
Take a look at how Clovis currently deals with evaluations, what a union contract could do, and the real-world example of what the ACE Psychs/MHSPs are negotiating:

CLOVIS NOW	UNION SOLUTIONS	ACE PSYCHs/MHSPs
<p>CUSD admin maintains full authority over the evaluation forms, metrics, and process which may or may not be relevant to the employee's work.</p> <p>If the process or policies aren't followed, there is little to no recourse for the employee.</p>	<p>Unionized educators can bargain the forms, rubrics, and processes for the evaluations.</p> <p>Admin still has the full authority to conduct the evaluations within those parameters, but if they don't follow the policies or procedures, the employee can challenge the evaluation.</p> <p><u>Central Unified</u>, for example, with forms for each job classification, requires evaluators to "<u>complete an annual training and demonstrate proficiency in the evaluation process</u>."</p>	<p>ACE Psychologists and MHSPs have negotiated <u>contract language</u>, the <u>evaluation form</u>, and the <u>rubric</u> so that they are relevant to their role and an effective metric of their work.</p> <p>The contract language sets out a timeline, the process, and opportunities to respond.</p>

Bargaining salaries benefits students!

We know that our students are facing an unprecedented mental health crisis. We've talked about that before here. One of the MOST important things that must be done for our students facing a crisis is to take seriously the need for sufficient staffing levels. **Without enough educators, caseloads increase, burnout occurs, and, ultimately, students suffer.** In order for Clovis to succeed in the retention and recruitment of School Psychologists and MHSPs, the basics of economics need to be met: supply and demand.

In this case, there's a high demand for educators across the entire region. Only by supplying competitive salaries will Clovis stand a chance of meeting sufficient staffing levels to best meet the needs of our students. For the Bargaining Team, it's been a clear path. We currently have some of the lowest salaries in the area - and that needs to change. A Step 1 School Psychologist, for example, has a salary that's dead-last compared to fifteen other regional districts. Take a look at the chart below to see where we are now, how we compare to the regional average, and where our proposals would put us relative to the other regional districts across a few salary steps. ([See the data here](#))




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



March 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
5	6	7	8	9	10	11
12	13	14	15	16	17	18
Daylight Savings 	Psychs MHSPs Bargaining		CUSD Board Meeting	ACE Town Hall w/ CUSD Board Members	St. Patrick's Day! 	
19	20	21	22	23	24	25
				Psychs MHSPs Bargaining		
26	27	28	29	30	31	1
			CUSD Board Meeting		Cesar Chavez Day	

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