



ACE Newsletter: May 11, 2023



Promises and Pink Slips

CUSD has historically claimed that their relatively high budget reserve levels allowed them to avoid layoffs during the Great Recession. This isn't supported by the facts.

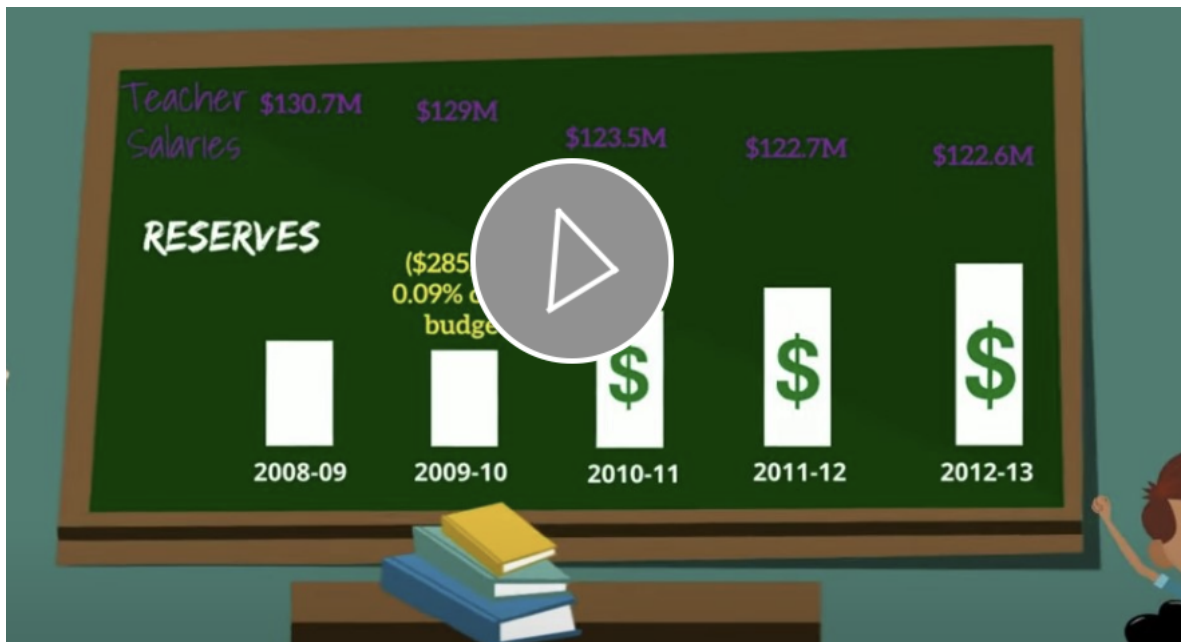
The subject deserves continuous attention (as we've discussed [here](#), [here](#), [here](#), and [here](#)), because it is used as justification to put large amounts of ongoing funding into reserves rather than investing in student needs now. The District may have information that supports their claim that we're not aware of, but for now we're going to look at information that is [available publicly](#).

CUSD, just like some other districts, reduced costs without layoffs. That's a good thing, naturally, but how did they do it? For one, they cut teachers' pay and gave them [furloughs](#), and they also reduced the workforce through attrition. However, what Clovis *didn't* do was rely on its reserves.



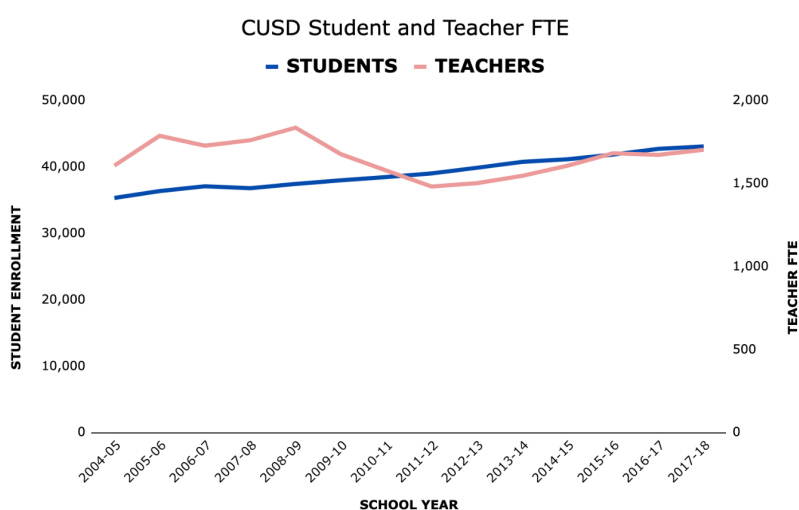
During the recession (2008 - 2013), CUSD added over \$20 million into the reserves while *cutting* teacher pay by around \$8 million.

We explained this in the [animations](#) we developed last year.

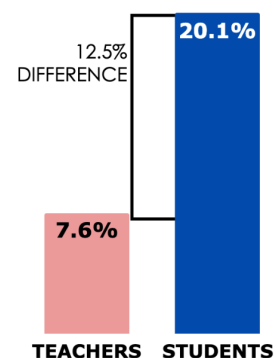


If CUSD had truly relied on the reserves to avoid losing teachers, they could have increased the number of teachers during that time and still had money left over.

Maybe there was another reason to cut teacher pay and the number of teachers? The most logical explanation would be a reduction in student population. But that's not what happened either. **The chart below shows that Clovis saw a steady increase in student population during the Recession, but made reductions in the number of teachers during the Recession. Additionally, Clovis didn't replaced the teachers relative to the overall growth in student population once the Recession was over.**

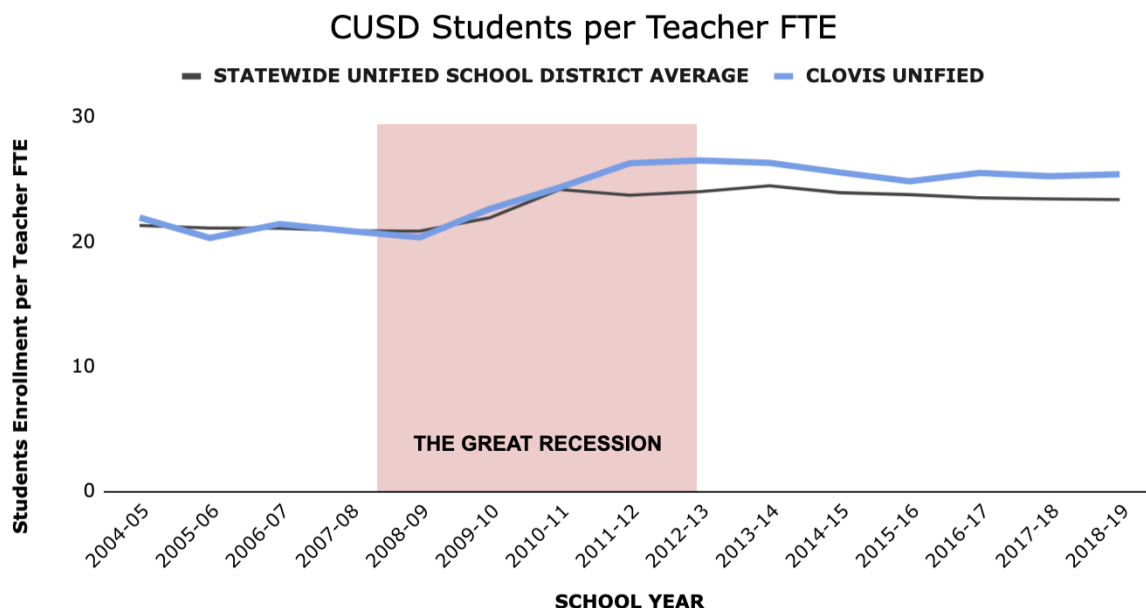
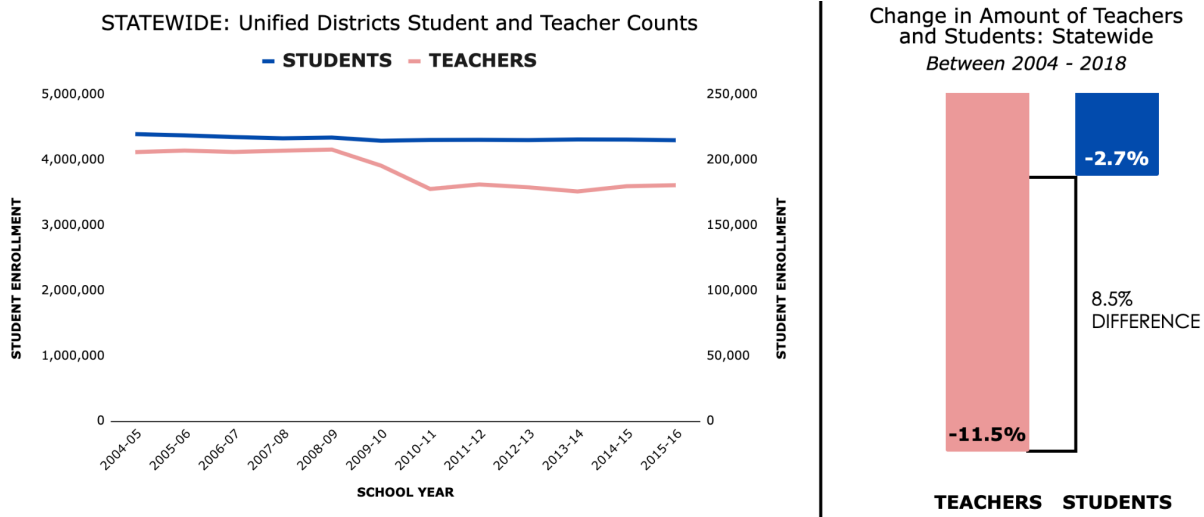


Change in Amount of Teachers and Students in CUSD
Between 2004 - 2018



We can also look at what happened compared to the rest of the state.

As Clovis was increasing class sizes, what were other districts throughout the state doing? From publicly available data, we can see that the average unified school district in California went through a similar increase in student ratios for the first few years, but then leveled off while Clovis continued to cut staff and put more students into classrooms. Furthermore, the difference between the change in the net number of teachers vs number of students was 4% smaller statewide than Clovis.



It's not our intention to look back and criticize the decisions that people made without knowing how history would unfold.

The reality is that Clovis' ongoing messaging that their reserves allowed them to avoid layoffs is not borne out by the facts – which actually show that Clovis made more cuts on a per-student basis than other unified school districts, while also putting money into their reserves that could have been used to avoid those cuts.

So what explains the different outcomes? In other districts, unionized educators worked with their districts through their Union to respond to the Recession. They were able to push back when the cuts went too deep. They were able to see the same information as their administrations and be part of the decision-making process. They may have preferred to take pay cuts as Clovis did, reduce staffing voluntarily, or let the district go through the pink slip process. However, at the end of the day, educators were empowered to decide.

ACE knows that the only way to bring win-win solutions is to have a real seat at the table where the decisions that impact our work, our schools, and our students are made. **The only way to achieve that is to continue to build a strong, independent, and inclusive Union for all Clovis educators.**

We hope that sharing this information is helpful so that as educators, the community, and even admin and board members can see differing sources of information that are backed by evidence.

Get answers to more questions you have or how you can get involved by emailing us at ace@cloviseducators.org. Your communications are held confidential within our ACE Organizing Committee.

CALENDAR

May 2023 (Mental Health Awareness Month)						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
7	8	9	10	11	12	13
	Week of the Educator					
			CUSD Board Meeting			
14	15	16	17	18	19	20
Mother's Day 						
21	22	23	24	25	26	28
	Bargaining Mediation					 Memorial Day Weekend
29	30	31				
 Memorial Day Weekend	 Memorial Day					

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