



ACE Newsletter: June 1, 2023

Last week we announced ([and the news reported](#)) that ACE and CUSD have reached an agreement in bargaining. What does that mean?

After a long day in mediation with the district administration on Monday, May 22, we reached an agreement on the final few issues that hadn't been previously resolved during collective bargaining over the past year. School Psychologists and MHSPs are now voting on the [Tentative Agreement](#) that includes all the articles and attachments. It's called a *Tentative Agreement* because it isn't finalized until the ACE Psychs/MHSPs and the District officially ratify it.

Ratification is the process where all ACE Psychologists/MHSP members and the CUSD Governing Board get to vote on whether or not it should be adopted. If majorities of both groups are in favor of ratification, the Tentative Agreement will become the Collective Bargaining Agreement (CBA) and will take effect immediately.

If ratified, the CBA will increase the salaries of all school Psychologists and MHSPs by 13.75% retroactive to the beginning of this school year. It will also provide for an increase next year (2023-24) of 3.5% or any larger increase received by any other employee group. The Psychologist and MHSPs will then continue to negotiate their salary schedule for 2024-25. After that, the entire contract will be open to renegotiation starting in 2025-26.

The agreement also includes updated job descriptions negotiated by the Psychs/MHSPs and, for the first time, an evaluation form that is specific to their role. The CBA would establish hours of work with flexibility in start and end times, set the first ratio for students per School Psychologist, and would create a process for settling disagreements.

These are just a few of the 19 total articles that ACE members are voting on. We bargained all of these articles so that Psychs and MHSPs can better focus on supporting the students who need us. School Psychologists and MHSPs will be voting until this Friday, June 2nd. If passed, it will then go to the CUSD school board for their ratification vote on June 14th.

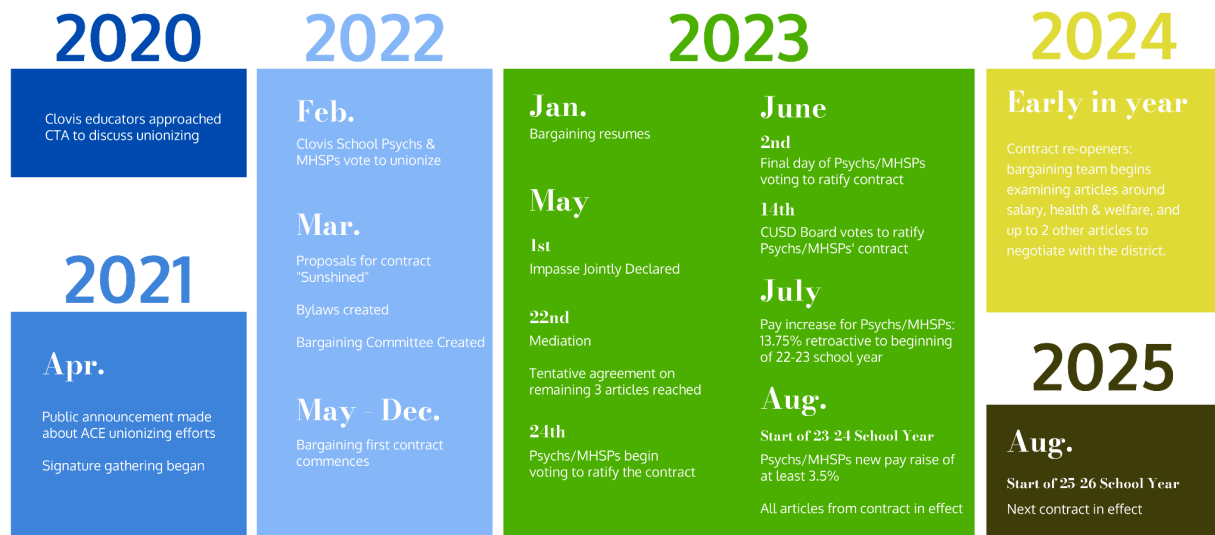
It took a lot of work to achieve this agreement and we are proud of it. Our goal all along was

to provide the environment that Psychologists and MHSPs need to best support students' success. This contract sets a strong foundation by allowing Clovis to attract the professionals our students deserve with a competitive salary, a sustainable workload, and most importantly a voice in our work.

We are strongly recommending a "YES" vote!

<p><i>I'm voting YES!</i></p>  <p>I am passionate about teaching students ways to improve their mental health and overall well-being. This contract will increase my comprehensive site time providing me with more time to counsel and support students who are not currently on my caseload.</p> <p>Xochitl Garcia Psychologist Cole Elementary</p>  <p>#ACEisTheAnswer</p>	<p><i>I'm voting YES!</i></p>  <p>To be able to better support CUSD students in mind, body, and SPIRIT!</p> <p>Tiffany Masten Psychologist Dry Creek</p>  <p>#ACEisTheAnswer</p>
<p><i>I'm voting YES!</i></p>  <p>A union and all it entails is long overdue and our only hope for change.</p> <p>Tamara Soemali Psychologist Special Ed</p>  <p>#ACEisTheAnswer</p>	<p><i>I'm voting YES!</i></p>  <p>Protects our department and will increase morale, sustainability, and recruitment.</p> <p>Cy Hiyane Psychologist PLC</p>  <p>#ACEisTheAnswer</p>

TIMELINE OF THE CONTRACT



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.

SPED Educators and IA Evaluations: Follow Up!

Earlier this month we shared that employee evaluations should only be conducted by those holding an administrative services credential. As you all know, this was not the case in Clovis Unified. Many teachers have come forward to tell us that although they are not credentialed administrators, they have been tasked with conducting employee evaluations of their IA colleagues.

Last month, after ACE brought this concern to the district and advocated that it be addressed, the district agreed and communicated to all administrators that employees without an admin credential could no longer be asked to conduct employee evaluations, and that this responsibility going forward would be exclusively held by admin.

Some site administrators misunderstood the message and directed teachers to continue to conduct the evaluations of their colleagues while an administrator sits in and signs off on the evaluation. To be clear, that wouldn't remedy the issue.

We worked to find a solution that would support both our educators and their admin. Our SPED Dream Team and Executive Cabinet member Nancy Welch reached out to Associate

Superintendent of Human Resources and Employee Relations Barry Jager, requesting the following:

"Given that evaluations are due on June 1st, it seems that it would be helpful for administrators to have an extension on this deadline. It appears that as a result of the lack of understanding and clear guidance on how to move forward, they are pushing this back onto teachers in fear that they will not meet this deadline. Please consider an extension on the deadline and a clarification of the IA eval procedure (i.e., Clear steps and who is responsible) to support those dealing with this change."

In response, Barry Jager wrote the following:

"Good afternoon,

I do know that a common expectation has been sent from School Leadership as well as Special Education Leadership reinforcing that teachers are not responsible for completing or conducting IA evaluations. If you have specific examples or emails, I'd be happy to address them.

I will communicate an extension for evaluations. But I'll be communicating that via site and department administration since they are the ones that will be conducting the evaluations.

Barry"

We appreciate the level of cooperation and concern from the district to resolve concerns and make positive changes in a timely manner.

If you have an issue or have questions regarding your workplace, please feel free to reach out to ACE by emailing ace@cloviseducators.org.

Personal Expression Policy: Does It Affect You?


This year the district introduced policies that forbid the display of personal items that reflect religion, social movements, and/or personal ethics. Many educators have been asked by their administrators to remove materials the district deems "inappropriate" without a clear reason.

This has had a chilling effect on many of our colleagues, and ACE is working to address this issue legally. If you are someone who has been asked to remove personal items deemed inappropriate by the district or have been reprimanded for failure to do so, we want to hear from you. Please feel free to contact us via email at ace@cloviseducators.org so we can discuss your experience in confidence.

CALENDAR

June 2023
(June is Pride Month)



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	1	2	3
Memorial Day Weekend	 Memorial Day					
4	5	6	7	8	9	10
					LAST DAY OF INSTRUCTION	
11	12	13	14	15	16	17
			CUSD Board Meeting			

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