

12/07/2021

Dear Clovis Colleagues,

Over the past year, ACE has worked to build a *strong* and *independent* union that has the power, resources, and skills to support Clovis educators and help our students and staff thrive. We are proud of the progress we've made, and the community we've built.

Creating a successful member-led union takes time and energy. This process is not an overnight project created with a single email; our team is extensive and deeply rooted in its foundations, supported by many committees, and driven by hard-working and dedicated Clovis educators. We appreciate all of the Clovis teachers, psychologists, MHSPs, SLPs, counselors, nurses and other educators who have helped establish ACE by attending meetings, filling out surveys, signing petitions, and talking to coworkers.

That's why we are concerned about the recent announcement of yet another "employee organization" being formed as an alternative to ACE. Recently, we've been presented with the Faculty Senate, Clovis Teachers for Clovis, the Clovis Teachers Organization and now, ICUE, as the solution—by many of the same people. We are happy to see agreement that Clovis educators need a union, but this cavalier approach by ICUE is too risky with so much at stake.

ACE is especially concerned about ICUE's advertised relationship with the Goyette, Ruano & Thompson (GRT) law firm. Sadly, this firm has a bad track record supporting educators. That includes trying to undermine educator unions in places like [Gompers Prep Academy in San Diego](#), and working with educators right here in Fresno at West Park Elementary who negotiated a weak union [contract](#) and created [bylaws](#) that restrict educator participation in their own organization. We've heard many concerns that suggest that those behind ICUE have not done their research thoroughly.

ACE members took the decision to affiliate with the California Teachers Association very seriously. We believe much of what we do as educators in Clovis is exemplary, and respect the profession; therefore, we feel it's important to collaborate with experienced, trained educators from across California and share best practices to support one another. ACE values are still based on Clovis values, but we recognize the extensive benefits of CTA resources and welcome support from other unionized colleagues in districts in the Central Valley as well as across the state. Unfortunately, with ICUE, none of these resources, trainings or opportunities to collaborate will exist.

With 2022 fast approaching, there is still more work required to build a strong, inclusive educator union here in Clovis. In the new year, we look forward to expanding our leadership team and involving more educators from all sites to contribute to this important work. [We invite you to help lead ACE](#)—and to do your research into ICUE and GRT. Our students and educators are too important to take this lightly.

Sincerely,

The ACE Organizing Committee

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Dan Dritz, Mountain View Elementary
Kevin Slater, Mountain View Elementary Sped
Amy Kilburn, Clovis East High School
Nancy Welch, Clovis Adult Transition SD
Laura Riley, Buchanan HS
Andy Kilburn, Reagan Elementary
Shauna Everson, Alta Sierra Intermediate
Kaylee Laub, Alta Sierra Intermediate
Haylie Weakley, Weldon Elementary Sped
Michael Khus, Clovis East High School
Jason Roche, Clovis East High School
Lynn Paape, Buchanan HS
Barbara Kilburn, Miramonte Elementary
Amy Munkers, Buchanan High School
Tamara Soemali, Special Education
Cy Hiyane, School Psychologist
Silvia Berst, Virginia Boris Elementary
Aneitra Davis, Reyburn Intermediate
Korine Mooneyham, Kastner Intermediate
Sara Murray, Boris Elementary
Laura West, Clovis East High School
Scotland Moore, Boris Elementary
Doug Crumpton-Murray, Dry Creek Elementary
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Sent by Teresa D'addato on behalf of the ACE organizing Committee