

# The ACE Difference

## For VAPA Educators

"We are union members because we believe that all certificated employees should have a real voice in the decisions that affect us and our students. As an arts educator, we see first-hand how our students benefit greatly from having access to the arts. Being a union member in Fresno Unified has allowed us to have access to high quality professional development, coaches, and professional learning communities that drive our efficacy and affect our kids directly. As arts teachers we get a choice in how we approach challenges and design of learning to meet our kids where they are at. In our union (Fresno Teachers Association), we have a real voice to make sure Fresno Unified prioritizes the arts. We have worked to fund preps and stipends for extra work arts teachers do outside of their duty day. Professional Learning and VAPA Buy Back days are designed to give teachers choices in the learning that meets their specific needs. Through our union, we have formed a great community and an exponential fund of knowledge in Fresno Unified that supports our Visual and Performing Arts programs for all students."

- FTA Elementary Music Teachers




**Michael Dunlop, Teacher**  
Fresno Teachers Association  
Grades 3 & 4 - Music  
Grades 5 & 6 - Band & Orchestra

Once we are union, we will be able to negotiate a union contract that maintains and protects what we currently have and locks in needed improvements that will maximize support for our students and our colleagues. Unlike the Faculty Senate—which is advisory only—as ACE, we will have a real seat at the table. That means a voice for all of our colleagues—from SPED educators, to *all* secondary and elementary, to our visual and performing arts educators.

### Examples of What VAPA Educators have Won through their Unions

- ▶ 1) Professional learning communities for VAPA educators to meet and collaborate during the workday to enhance instructional practices for all students.
- ▶ 2) Preparation periods and stipends for VAPA educators to be compensated for their extra work outside of the normal duty day such as concerts, performances, etc.
- ▶ 3) A real commitment from districts to adequately fund our visual and performing arts programs, including supplies and materials, as an integral part of a balanced education for all our students.

### Contact

 [cloviseducators.org](http://cloviseducators.org)

 [ace@cloviseducators.org](mailto:ace@cloviseducators.org)

Follow ACE on social media:  
[@ClovisEducators](https://www.instagram.com/ClovisEducators)



**We look forward to making similar improvements in Clovis.**

# Other Union VAPA Educator Testimonials

"The only thing that protected the VAPA teachers from the whims of administration is being protected by our union since we don't fit within the parameters of other teachers. Especially itinerant teachers or those that cover "preps". An art show can take over 40+ hours outside of contract hours. We bargained for and won a stipend of \$500 for a show that we were required to do. We will advocate for more. VAPA requirements change yearly and are often unrealistic. We have gone from 5 classes of 1 hour per day to 10 classes of 30 minutes each, serving 3 schools to serving 8 schools. We have moved every trimester our entire classroom and expected not to miss teaching our classes or do "make-ups" when there has been a holiday. Truly, VAPA is valuable for a well-rounded education and often our students' highlight of the week. Being in a union has ensured our voices as VAPA teachers are respected and our rights protected."



**Naqiba Gregory**  
VAPA Teacher, Grades 1-8  
West Sacramento Teachers  
Association

**By unionizing with ACE, VAPA Educators will have a real voice in determining issues to prioritize in our first union contract that can make meaningful change for students.**

**Are you ready to join us?**

## **Here's what Clovis VAPA educators are raising as important concerns:**

- ▶ Adequate VAPA program funding so educators don't have to constantly fundraise for materials and supplies.
- ▶ Equitable representation for all of the subsets of VAPA: dance, junior high drama, elementary music, ceramics photography, and more.
- ▶ Appropriate and equitable schedules to support elementary VAPA teachers with ample driving time and lunch breaks.