

ASSOCIATION OF CLOVIS EDUCATORS

EST. 2021



ACE Asks the District to Compensate Teachers for Independent Study Work

The ACE Executive Cabinet Team met with CUSD Executive Cabinet last week to discuss several current pressing issues. In particular we presented CUSD with the results of our COVID-19 survey. Based on the results, we requested that the district compensate all teachers doing extra work for independent study and to streamline the paperwork process. The compensation has been handled with discretionary funds at the site level and has not been available for all teachers across the district. Superintendent O'Brien stated she would take those requests to her team and get back to us. The other pressing issue presented by ACE's Executive Cabinet was in regards to APU and staffing. There is a state budget concern regarding attendance for this year due to COVID-19. We requested that if the state legislature addresses the attendance concern this year, that the district not reduce APUs. The district did not yet respond to any of these requests at this time.

ACE Legal Committee Update: Today's Injunctive Relief Hearing

Due to the continued and ongoing favorable treatment CUSD gives to Faculty Senate, ACE filed a legal challenge (called an unfair practice charge) in June 2021. The charges have been investigated by the Public Employees Relations Board (PERB). We met several times with CUSD administration over the summer and fall in an attempt to get CUSD to stop giving favorable treatment to Faculty Senate - to no avail. So in August, PERB took the very rare step of requesting Injunctive Relief from Fresno County Superior Court. The concept of injunctive relief is to stop further harm until the facts of the case can be litigated. If your neighbors came onto your property and defaced your rock garden, you could ask the court for a temporary order, an injunction, to stop your neighbors from entering your property and further defacing your garden until the court could hold an evidentiary hearing to fully examine all sides of the conflict. Similarly, ACE and PERB are asserting that there is reasonable cause to believe that CUSD engaged in unlawful labor practices, and they are asking the Fresno Superior Court to enjoin or stop CUSD from continuing to engage in these practices until PERB can fully adjudicate CUSD's alleged unlawful practices. Today the Fresno Court heard arguments from PERB, ACE, and CUSD based on the evidence submitted by the parties. The matter was taken under submission, meaning that the court will further consider the matter and issue an order within a reasonable amount of time. Regardless of the outcome of today's hearing, CUSD has taken steps to be more in compliance with the law and include ACE in consultation meetings regarding important issues that impact our students and schools. PERB will continue to hold hearings on the facts of the case next month and we are expecting a ruling from PERB, potentially next school year.

PSYCHS & MHSP'S LOOK TO THE FUTURE

ACE Continues to Celebrate their Win

We are still celebrating the historic achievement of the Psychologist/MHSP election! The election win was reported in the CTA Magazine, California Educator as the ACE Organizing Committee members shared their story about building a union in Clovis.

What are the details of the election? 69% of the votes were for ACE/CTA. Only 22.5% were for the group Clovis Psychologists for Clovis (who are affiliated with the Goyette, Ruano, and Thompson law firm that is also associated with ICUE). Only 7% of the votes were for No Representation! The Psychologists and MHSPs on the ACE bargaining committee are now inviting and welcoming everyone, including those who supported other choices, to provide input to finalize their priorities to bargain a fair contract for Clovis' Psychs and MHSPs!

Q & "ACE" with Rachel Allen What's Next...

First off, congratulations on your win in becoming the first educator union in CUSD! How does it feel to be a part of this historic event?

Answer: For me, I definitely felt a sigh of relief and then excitement. I am beyond excited for our next steps ready to represent our awesome group of Psych/MHSPs. We can now proceed with one less obstacle in our path.

ACE Psych/MHSPs recently created the bargaining platform. How did the Committee come up with the issues that are on it?

Answer: Last year we sent out a survey to all Psych/MHSPs to gather input. We asked them to identify what they felt were issues. After receiving the responses, we looked at all of them and prioritized the issues based on the input from the survey.

Now that the election is over, what are the next steps for the ACE Psych/MHSP Organizing Committee and Bargaining Committee?

Answer: We are checking in with Psych/MHSPs again so that we can gather additional input to make sure that our platform is inclusive of the most widely felt issues. Then our next step would be to negotiate a strong union contract so we can serve our students better, protect the things we love about Clovis Unified, and have a true seat at the table in transparency and decision making.



RACHEL ALLEN
PSYCHOLOGIST
GARFIELD ELEMENTARY
7 YEARS

Meet Your ACE Bylaws Committee

Bylaws are an organization's constitution regarding its mission and function and the duties and roles of the leaders and membership in running the organization. Our ACE Bylaws committee met last year into the summer to develop our preliminary bylaws. At that time, the committee created bylaws that would include the entire unit. However, once the ACE Organizing Committee decided to move forward with the Psychologist/MHSP campaign to create an initial unit while we continued organizing all Clovis educators, we now need to revise the bylaws. As a result, our ACE Bylaws Committee will meet soon to integrate the Psychologists/MHSPs into the draft bylaws for preliminary approval by the Organizing Committee. After preliminary approval, the ACE Organizing Committee will develop a plan for disseminating the bylaws out to all Clovis educators for review, discussion, and adoption.



Donna Lutjens
English, Buchanan
31 years



Elizabeth Houtsinger
2nd Grade, Maple Creek
20 years



Silvia Berst
3rd Grade, Boris Elem.
21 years



Cy Hiyane
School Psychologist
10 years



Toni Ognibene
Chemistry, CNEC
4 years



Amy Kilburn
English, Clovis East
21 years



Melissa Saunders
MHSP, REC
22 years



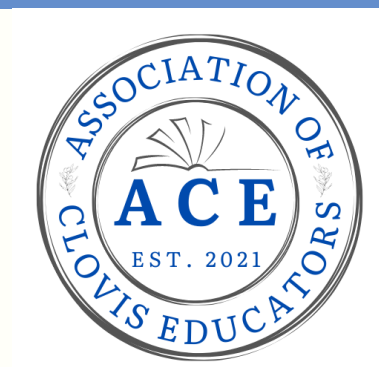
Teresa D'addoto
2nd Grade, Tarp
33 years



"I wanted to help build a strong, teacher-led infrastructure in a union that supports and values educator input. Joining the bylaw committee was one way that I could help teachers have a voice in the decision making processes of our district."



Katie Green
Dance PE, Clovis High
13 years



Nancy Welch
SDC, ATP
8 years