Dear Clovis Unified Community,

For over 60 years, Clovis Unified educators have dedicated themselves to providing our community’s students with a first-class education. Through our hard work and unwavering determination to do what is best for ALL children, we have sustained the high standards our district is known for and have succeeded in educating the whole child - in mind, body and spirit. We are the people who cultivate students who will one day connect to and invest in their community as our fellow citizens. As Clovis educators, we know that it truly is “people, not programs,” because our daily interactions with students matter immensely and ensure that every kid “gets a fair break.”

We also know that change and innovation are necessary for us to remain true to our district’s core values and to maintain the excellence for which we are known. Through careful analysis and deliberation, we have identified areas for growth and improvement in our district, including, but not limited to, educator representation and inclusion in decision making, district transparency and communication, diversity in our representation, both in culture and in subject area, and productive dialogue and collaboration. The continued success of Clovis Unified, its students, and its educators depends upon our addressing these needs immediately and effectively. In order to play an integral role in effecting the changes we wish to see, we are establishing ACE, Association of Clovis Educators, a recognized community of teachers, psychologists, itinerant specialists, school counselors and other educational professionals.

We acknowledge that educators in our district hold varying opinions regarding unionization. Some are concerned that a union will make it difficult to remove ineffective teachers, cause budget strains, and create an “us vs. them” mentality on school campuses; some worry that teachers will stop putting students first. These attributes are not reflected in the spirit or design of our union. The members of ACE do not aim to work against the values or standards of Clovis Unified, but rather, to better support them. In order to do our important work as educators, we need to stay true to the roots of our traditions, but not let habits and stale systems hamper our commitment to innovation and accountability.

We believe our work requires a culture and structure that gives our diverse voices equal footing and decision-making power in the collaborative conversations among district stakeholders about issues that impact our students and our district as a whole. With opportunities for genuine dialogue, transparency, and inclusivity, we can advocate meaningfully for decisions that respect the unique perspectives we gain from our day-to-day interactions with our students, their families, and our community. In a decision-making climate where advocacy is welcomed as a positive catalyst for improving students’ educational experiences, we aim to uphold the important values on which our district was founded.

We are not abandoning our strong relationships with our district’s stakeholders; instead, we are offering a new path to create a truly unified district. We are proud to be Clovis educators, and we have created ACE because we want to see our schools, students, teachers, staff, and administrators thrive. To this end we have been organizing for several months. During this time, the district has become fully aware of our efforts and in response has begun producing discussions around bonuses and other incentives. These, and other recent gestures, reveal that our efforts to organize are making a positive difference. Going forward, we ask Clovis Unified to respect our legally protected, collective decision to unionize and to not exercise influence, interference or intimidation around our efforts, but instead, to work with us to make our district the best place in our nation to teach and to learn.
Sincerely,
ACE Organizing Committee

Amy Kilburn, Reyburn Intermediate
Kristin Heimerdinger, Buchanan High School
Tamara Soemali, Clovis Unified Psychologist
Mike Khus, Clovis East High School
Laura Andrew, Alta Sierra Intermediate
Kaylee Laub, Alta Sierra Intermediate
Shauna Everson, Alta Sierra Intermediate
Jeannette Pires, Clovis High School
Dan Dritz, Mountain View Elementary
Kevin Slater, Mountain View Elementary SPED
Mark Mushegan, Mountain View Elementary
Scott Garvis, Reyburn Intermediate
Donna K. Lutjens, Buchanan High School
Melissa Ferdinandsen, Clovis North HS
Korine Minyard, Kastner Intermediate
Steve Elsberry, Granite Ridge Intermediate
Silvia Berst, Boris Elementary
Laura Riley Buchanan High School
Amanda Ramirez, Tarpey Elementary
Jason Roche, Clovis East High School
Rosario Sánchez Mayoral, Clovis East High School
Adrian Cárdenas, Miramonte Elementary
Aimee Blackstock, Jefferson Elementary
Anelita Davis, Reyburn Intermediate
Haylie Weakley, Weldon Elementary School SPED
Jennifer Appleby, Clovis High School
Katie Green, Clovis High School
Emily Johnson, Elementary Music Clovis High Area
Moira Harada, CART
Susan Currier- CART
Amy Scott, Elementary Music Clovis High Area
Stacey Taniguchi, Sierra Vista Elementary
Sarah Perkovich, Clovis High School
Susan Arkelian, Cole Elementary
Michele Niehoff, Gateway High School
Elizabeth Henderson, Maple Creek
Lynn Paape, Buchanan High School
Amy Munkers, Buchanan High School
Joel C. Abels, Clovis North High School
Janet Ryska, Clovis Unified School Psychologist
Andy Kilburn, Reagan Elementary
Laurel Hager, Fugman Elem
Ken Canales, Kastner Intermediate
Jenna Arkelian-Brown, Reyburn Intermediate
Scotland McGregor-Moore, Boris Elementary
Nancy Welch, Adult Transition Program
Anna Capper, Clovis East High School Teacher
Melissa Saunders, School Psychologist/Mental Health Support Provider
Jason Hamel, TK Elementary
Crystal Logue, Student Services and School Attendance
Paula Prendergast, Young Elementary teacher
Laura West, REC teacher
Linda García, Virginia Boris Elementary
Sara Murray, Virginia R. Boris Elementary
Suja George, School Psychologist
Vu Wagenlitner, Reagan Elementary
Barbara Kilburn, Miramonte Elementary
Tyler Akers, Clovis East High School
Nathan Pantoja, Reyburn Intermediate
Debbie Hawk, Red Bank
Lisa Scott, Red Bank
Suzanne Ruiz, Freedom Elementary
Elvira Frantz, School Psychologist
Robert Prado Granite Ridge Intermediate
Amy Grannis, Granite Ridge Intermediate
Doug Crumpton-Murray Dry Creek Elementary
Michael Perales - Buchanan High School
Peter Tragitt, Clovis High School
Ladene Rios-Reagan Elementary
LaShaye Leopold, Clovis North High School
Erin Prieto, Temperance Kutner Elementary
Suzanne Streeter, Buchanan High School
Chad Hayden, Clovis North High School