



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**  
**Aneitra 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***