

December 15, 2021

Subject: A better 2022...

Dear Clovis Psychologist and MHSP Colleagues,

As we head into the new year, we are very optimistic about our plan to protect what we love about Clovis and find strategic solutions to what needs to be changed. Over the past eight months we've done so much to build a strong and independent union. This includes:

- Over 70% of Clovis Psychologists & MHSPs signed our ACE union support petition.
- High participation in our ACE union bargaining prep survey to identify priorities for our union contract.
- Nominated and established an ACE Psych + MHSP union bargaining team comprised of eight psychologist colleagues from our schools selected by our co-workers.
- Collaborated with educators from across the district to win improvements around IA staffing, substitute coverage, Covid sick leave and more.

Now with our upcoming election right around the corner (ballots will be mailed by PERB on January 7th), we have three important next steps:

1. Vote for the Association of Clovis Educators/CTA/NEA
2. Support our ACE Bargaining Team as we start contract negotiations
3. Ratify our union contract with a vote by Clovis psychologists/MHSPs once our ACE bargaining team reaches a tentative agreement with CUSD

We are proud of our hard work so far and excited about the chance to show real unity in our January election. We believe that unity will put us in a good position to negotiate a strong union contract. An important factor we will take into account in negotiations is the very large reserves CUSD has maintained for years--much more than other similar districts. We look forward to ensuring these resources are used to support our colleagues and our students.

To find out more about CUSD reserves and how they relate to our negotiations, check out this [video](#).

We are also proud that ACE is part of a larger movement that supports and empowers educators. In fact, over 90% of educators in CA are members of the California Teachers Association. We look forward to sharing our expertise more widely with CA educators while, in turn, benefiting from the support and experience of other professionals from across the state.

Please join us for our upcoming ACE School Psych and MHSP Extravaganzas! We are providing two opportunities to gain insight and ask questions from a panel of CA school psychologists who are represented by CTA, including our former colleague Diana Thomas. You will also learn about our bargaining platform, have the opportunity to view psych specific contract language, learn about the perks of CTA, and meet your ACE Organizing Committee and Bargaining Committee.

- To RSVP for our January 12 @ 530pm virtual meeting, go [here](#).
- To RSVP for our January 13 @ 730p virtual meeting, go [here](#).

If you have any questions, or want to know how you can best help, please reach out to one of your ACE Psychologist & MHSP Bargaining Team or Organizing Committee Members. Enjoy your holidays!

Sincerely,

Your ACE Psychologist Organizing and Bargaining Teams,

Christina Luna

Cy Hiyane

Jade Edwards

Melissa Saunders

Rachel Allen

Tamara Soemali

Janet Ryska

Suja George

Keri Machado

Trish Orr

*PS-- It seems there have been some unfortunate rumors spread aimed at making our part time colleagues feel like their jobs might be precarious if we unionize. We want to address that clearly and definitively. **Nothing about joining the union or bargaining a contract will cause employees to lose their part-time status, unless we agree to it in the bargaining process. No members of the ACE bargaining committee would support such a proposition.***

Our part time colleagues play an important role in our district. Having the option of part time work helps with recruitment and retention of skilled psychologists. Denying such opportunities would harm working parents and would be detrimental to our schools. The truth is, union contracts often create **more** protection and fairness around supporting part-time educators. We look forward to working with you to achieve protections for part time psychologists in our ACE union contract in Clovis.