



# The ACE Difference

*Professional educators in Clovis Unified are building a strong and democratic organization to have a real say in decision-making so we can better advocate for our students and our schools.*

## On Educator Salary & Benefits

	Association of Clovis Educators	CUSD
<b>Voice in Salary Decisions</b>	<p><b>For Positive Change</b></p> <p>By unionizing, Clovis educators can negotiate a legally binding contract to address issues that matter to Clovis educators such as improving salaries to keep up with the rising cost of living.</p>	<p><b>The Status Quo</b></p> <p>CUSD administration and the school board sets Clovis educator salary scales without any obligation to raise salaries thus perpetuating Clovis educators ranking at the bottom in salary in the Central Valley.</p>
<b>Voice in Benefit Decisions</b>	<p><b>For Positive Change</b></p> <p>By unionizing, Clovis educators serving on EBC will have access to complete, unabridged and unbiased financial information. Our union will then negotiate a legally binding contract to address issues like improving health care benefits for educators and their families.</p> <p>Once we are union, changes to your health benefits such as Micare cannot be made without negotiating with our ACE leadership.</p>	<p><b>The Status Quo</b></p> <p>The EBC votes on options gathered by the Standing Benefits Committee. But EBC doesn't have access to the full financial picture when it comes to CUSD budgets and revenues.</p> <p>Clovis is legally prohibited from making any negative claims that your current health benefits will worsen because Clovis educators are unionizing.</p>
<b>Comparisons with Other Unionized Educators</b>	<p><b>For Positive Change</b></p> <p>Comparisons with 8 surrounding unionized districts in the Central Valley using public information from school districts clearly show much higher salaries and benefits for unionized educators.</p>	<p><b>The Status Quo</b></p> <p><b>Clovis educators rank last</b> in comparisons with 8 surrounding school districts in salaries and benefits. We also rank last when compared with other districts with similar LCFF funding levels</p>
<b>Lifetime Earnings</b>	<p><b>For Positive Change</b></p> <p>Comparisons with 8 surrounding unionized districts in the Central Valley using public information from school districts clearly show much higher lifetime salary earnings for STRS retirement over a 30-year career.</p>	<p><b>The Status Quo</b></p> <p><b>Clovis educators rank last</b> in comparisons with 8 surrounding school districts in lifetime earnings over a 30-year career (nearly \$200,000 average less). That low pay as an active employee <b>also means less retirement income!</b></p>
<b>Valuing Educators</b>	<p><b>The Choice is Clear:</b></p> <p>By unionizing, educators have a greater voice in salaries and benefits as part of valuing educators and their families.</p>	<b>Is the status quo working?</b>

*Ultimately, once we unionize, administration can no longer make changes to our salaries, benefits, or teaching/working conditions without negotiating with us. No more unilateral decisions. No more getting input from surveys only to make decisions that disregard our concerns.*

