

October 14, 2021

Dear Colleagues,

As you probably know, the Faculty Senate recently announced they are changing their name to the Clovis Teachers Organization (CTO) and seeking to be recognized as the exclusive representative of Clovis educators. Though we are not surprised by this attempt at rebranding, we are concerned that communications about their efforts are misleading and will have a negative effect on our schools. The Faculty Senate has a track record of failing to fix issues that matter most to our coworkers and community. The name change is an effort to remain relevant and distract from these shortcomings, but a name change cannot fix a system that is built to fail and will not result in more successful advocacy.

Below are the top 5 reasons why the rebranding of the Faculty Senate/CTO won't help Clovis educators or students make the improvements we need in our schools.

- 1. Faculty Senate/CTO has a long history of being missing in action:** Under their watch we've fallen behind while CUSD's financial reserves have [grown](#) to an astounding \$140 million! That's over 10 times what is legally required by the state and over two and a half times the level required by the CUSD Board Policy. So many issues have gone unaddressed over the years- from school site climate concerns, to insufficient IAs (which disproportionately impacts our SPED students), lack of support for VAPA programs, low stipends and high class sizes, increases in healthcare costs and decreases in provider coverages, salaries that don't keep up, and more. Think about it, improvements only started once ACE arrived on the scene in April of this year.
- 2. Not independent from administration:** This lack of independence has limited the ability of educators to advocate successfully when upper administration opposes efforts to address important issues. Collaboration is good, but to be effective it needs to come from a position of power. That has never been the case with the Faculty Senate and a name change won't change that. In fact, Faculty Senate/CTO states quite clearly in a recent communication, that if successful, CTO "will be the sole organization that represents Clovis Unified teachers, exactly how it has been in the past."
- 3. Illegal behavior:** For years, CUSD has provided the Faculty Senate with illegal assistance and the Faculty Senate has both requested and accepted it. This dependent relationship harms their ability to advocate effectively, as they are essentially under the control of the employer. Changing their name does not change this illegal arrangement. That is among the reasons why the Public Employment Relations Board (PERB) has recently raised significant [concerns](#). We believe this means the Faculty Senate/CTO cannot legally become the exclusive representative for Clovis educators.
- 4. Lack of integrity:** We are troubled that leaders of the Faculty Senate/CTO have recently been misleading about a number of important issues. From taking responsibility for the [hard work](#) of teachers at the Adult Transition Program that they had no role in, to avoiding the truth about the faculty senate car and other perks received from administration, certain leaders of the Faculty Senate/CTO have been less than candid. Now they are even saying that their rebranded organization will receive financial support, but no one will have to pay dues. With this track record, such claims are hard to believe.

5. **Distracts from needed improvements:** It is no coincidence that the Faculty Senate/CTO is starting this process at the same time as educators across Clovis are uniting to call on administration to make needed changes through our [ACE Fall Forward Campaign](#). If they were committed to making improvements, they would join with us in demanding CUSD spend their resources wisely.

If you are being asked to support CTO, we encourage you to ask questions. If you want more information, feel free to reach out to an ACE organizing committee member.

In the months to come, we look forward to working together across Clovis to protect what we love about our schools and make the improvements we need to support our students. You will be hearing more about our Fall Forward campaign soon!

Sincerely,

ACE Organizing Committee

Sincerely,

Teresa D'addato on behalf of the ACE Organizing Committee