



---

# WHAT WE STAND FOR

## ACE PSYCHOLOGIST BARGAINING PLATFORM

---



*As ACE Psychologists, we value being employees of Clovis Unified and are passionate about protecting the practices that make us great while advocating for the changes needed to improve outcomes for our students and uphold CUSD's core aims (Aim I: maximize achievement for all students; Aim II: operate with increasing efficiency and effectiveness; Aim III: hire, develop, sustain and value a high-quality, diverse workforce).*

**AS YOUR BARGAINING COMMITTEE, WE WILL FIGHT FOR THE FOLLOWING CAUSES:**

### PROTECT WHAT WE LOVE

- Collegiality and collaboration
- Participation in specialized interest groups
- Access to job-related resources and materials
- Part-time opportunities
- Autonomy and flexibility within the role and work day



### **ENSURE COMPETITIVE SALARIES & BENEFITS THAT MAXIMIZE JOB SECURITY**

- Establish a base salary that is competitive and is adequately compensatory for our skill/time
- Maintain current healthcare and life insurance benefits
- Establish reasonable family and personal leave agreements to maximize work-life balance
- Transparent procedures for determining layoffs and managing disciplinary action



### **ESTABLISH SUPPORTIVE WORKING CONDITIONS**

- Clear job description that yields a consistent standard of practices and expectations
- Access to support during time-intensive cases/caseloads
- Provision of stipends for additional roles and time worked outside of standard contract
- Access to confidential, designated workspace per assignment needs
- Allotment of funds per psych to access PD, purchase job-related resources, and/or maintain credentials/memberships



### **RESTORE TRANSPARENT DECISION-MAKING & POSITIVE DEPARTMENT CULTURE**

- Inclusion of psych voice in decision-making regarding role, responsibilities, and concerns/practices related to student services
- Clear and confidential process for communicating with admin/leadership
- Platform for advocacy of issues impacting diversity and inclusion
- Transparency in selecting group members for specialized projects/teams



Yes, I would like to join with my Psychologist and MHSP colleagues to publicly support the ACE Bargaining Platform!

Name	Signature	Date
What is your key issue?		
Name	Signature	Date
What is your key issue?		
Name	Signature	Date
What is your key issue?		
Name	Signature	Date
What is your key issue?		
Name	Signature	Date
What is your key issue?		