

	<p><b>ACE</b>  <b>Association of College Educators</b>  <b>West Valley Mission Community College District</b>  <b>Office at Mission S3-204A (phone:408-855-5339)</b>  <b>or send email to: ace@wvm.edu</b>  <b>Web Site <a href="http://wvm.edu/ace/">http://wvm.edu/ace/</a></b></p>
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**APPROVED OPEN MINUTES**  
**Thursday, November 5, 2009**  
**Mission College Room N N2-301, Open session 3-4:00PM**

**MEMBERS PRESENT**

Present	Member	Present	Member
x	Roberta Berlani, WVC, FT Rep, President	x	Ellen McAlister, MC, Negotiator
x	Randy Castello, WVC, Chief Negotiator, Budget Analyst	x	Eric Pape, WVC, FT Rep
x	Donna Frankel, AF Rep At-Large, Secretary	x	Rod Pavao, MC, FT Rep, Grievance/FSA Specialist
x	Richard Greco, WVC, Grievance/FSA Specialist	x	Rick Rivas, MC, FT Rep, Vice President
x	Pat LaVallo, MC, FT Rep	x	Leslie Saito, WVC, FT Rep
x	Rob Leadbeater, MC, AF Rep	x	Marge Thronson, WVC, AF Rep
x	Louise Lodato, MC, AF Negotiator		Jim VanTassel, MC, FT Rep
	Beatrice Matenciuc-Antonescu, Web Master (attendance optional)		

**Guests:** Diane Lamkin  
Steve Mansky  
Anna Szabados

**3:00-4:00pm Open Public Meeting**

Reports from Council officers:

**President's report:**

**A. Reorg:** There is no consensus on the reorganization proposals and responses submitted to GAP.

**B. Forums:** Two more forums have been held on each campus with very respectable turnouts.

**C. Article 13 Compensation and Article 14 Benefits:** Most of those who came to the faculty forums were interested in holding on to what we have and many were opposed to any adjustments to salary or benefits. It was noted that any pay cuts have a disproportionate effect on those about to retire.

**D. Calendar** committee met. A limited 4 week winter session has been proposed. Our calendar is still very tentative.

**E. The district's offer has been formally rejected. We do not intend to cut FTEF above workload reductions already requested and taken. Faculty have done**

**their part.** We need to let nervous faculty know that everything is temporary, though we have a structural deficit. The faculty wants to survive in tact and will take no permanent reductions. Again it was discussed that faculty had not taken the full COLAs in the past, like SEIU and others did, and the money was set aside to cover increases in benefits costs. That was compensation we gave up. If our district wants collaborative bargaining, they have lost that chance with this outrageous proposal. Alternatives were discussed, and ideas from other colleges entertained.

**Alternatives to cutting salary and benefits:**

**A. Land Corp** contributions. The Land Corp was set up as a non-profit organization for educational and charitable purposes, and the money belongs to the colleges, not the BOT's. The land was donated to Mission College to provide stable funding for community projects and creative endeavors/works the college could not have afforded. A guest asked ACE to find the State Charter to determine who owns this corp. and if it is indeed being handled according to its original purpose. The Land Corp. has bailed us out before when we had HBA and other issues. We will ask Bezemek to help us sort this out.

**Motion:** Made by Eric and seconded by Leslie **to investigate the history of the process, examine land corp. holdings, and clarify how funds are to be allocated. Motion passed unanimously.**

B. Other ideas included moving to a CALPERS plan the way Los Angeles CC district did. We need to weigh the trade offs. Randy has asked Brad Davis for the figures and information on our current benefits so we can understand restructuring plans, current deductibles and look at cafeteria plans.

C. Communications with faculty is critical: A guest pointed out that we want and need solidarity, but without regular ACE communication, this is very difficult. The district has migrated to Microsoft Exchange Server, and by Jan. 2010, it is hoped the district will have everyone on this system. We are also looking at starting an ACE Google site, which includes functions like threaded messages and chat, which Rick needs to publicize. ACE is considering bringing back the ACE Newsletter for improved communications.

D. Article 21, 12.335 Reassigned time: What do we need to do to get additional reassigned time? It is not true that WVC has more reassigned time than Mission has. The reassigned time index is based on efficiency or FTEF and should also be based on the number of faculty being managed. Division chairs get .5, and are another level of administration. The job description, if done correctly, will show their duties as different from the dept. chairs, though both advocate for faculty in their areas. The division chair counsel is concerned with enrollment and strength of programs but should advocate from a faculty perspective. Their job will be smoother once we have our SOC's back.

Randy passed out information on Article 18 Load and Article 20 WSCH/FTE Performance Goals in addition to Associate Faculty Article 100 and Appendix CC, which will be discussed further at the next meeting.

**Report out of Closed Session:**

We discussed articles comparing the contract language of other districts.  
Grievances and composition of the council were discussed.

**Upcoming ACE Council meetings:**

**November 12, 2009, Mission College, closed session only.**

**November 19, Mission College, N2-301, Open session 3-4, Closed session 4 – 5:30.**

Highlighted articles for discussion: 26 and 112 Performance Appraisal, 19  
Assignments

Respectfully Submitted,  
Donna Frankel,  
ACE Secretary