



ACE
Association of College Educators
West Valley Mission Community College District
Office at Mission or send email to: ace@wvm.edu
Web Site <http://wvmccd.cc.ca.us/ace/>

APPROVED MINUTES
Thursday, April 16, 2009
West Valley College BU9 at 3:00 pm

I. MEMBERS PRESENT

Present	Member	Present	Member
x	Roberta Berlani, WVC, FT Rep, Vice President	x	Susanna Pancella, MC, Secretary
	Randy Castello, WVC, Chief Negotiator, Budget Analyst	x	Eric Pape, WVC, FT Rep
x	Donna Frankel, AF Rep At-Large	x	Rod Pavao, MC, FT Rep, Grievance/FSA Specialist
x	Richard Greco, WVC, Grievance/FSA Specialist	x	Leslie Saito, WVC, FT Rep
x	Ed Kleppinger, MC, FT Rep, President	x	Ashley Sousa, WVC, FT Rep
x	Pat LaVallo, MC, FT Rep		Doug Temkin, WVC, Newsletter Editor (attendance optional)
x	Rob Leadbeater, MC, AF Rep	x	Marge Thronson, WVC, AF Rep
x	Louise Lodato, MC, AF Negotiator	x	Jim VanTassel, MC, FT Rep
x	Ellen McAlister, MC, Negotiator		Sallie Wisner, Web Master (attendance optional)

Guests: None

I. CALL TO ORDER The President called the meeting to order at 3:05 p.m.

II. ORGANIZATION

III. AGENDA: No changes

IV. MINUTES Motion: To approve the minutes of the March 19 meeting. (M/S/P) (Frankel/Pavao)

V. REPORTS

A. President:

- There has been talk about the organization structure. The WVC DCs were informed by the VP of Instruction that the Chancellor directed both VPs of Instruction to develop and implement a plan for the reorganization; the MC VP of Instruction said she did not know about this. At a forum at MC on April 15 the MC VP of Instruction presented various options for the structure.
- We have requested joint discussions on the structure between the ACE Council and both Senates. The WVC discussion will take place on April 21 and the MC discussion will take place on April 23.

B. Vice President:

- Benefits Committee: if either SEIU or ACE accepts the proposed prescription card plan then it will be setup. This would mean a two-tiered system until the other group joins.
- WVC DCC meeting Monday, April 13 –presented at this meeting was the idea that the change to a dean structure was being done to fix problems at MC and that this is a good thing for MC. Thus, WVC should go along to keep consistency. (Comment: MC has been told the problem is at WVC.) It was stated that the Chancellor was trying to accelerate the pace of moving toward a dean structure

and that MC was moving faster than WVC. The Chancellor doesn't want the colleges to be at different points in the process. Points made by the DCs: having deans is not necessarily a cost cutting measure – there are 8-10 DCs doing this work for 4-5 FTEF per semester; these people are paid (back-filled) at the AF rate. It is impossible to get that many deans for that amount of money. None of the DCs believe that the deans would be accountable. The VP of Instruction pointed out that at some other colleges the Academic Senate is in-charge of prioritizing hiring, etc. What is the difference between the Academic Senate representative doing the hiring or having a DC do this? The difference is reassigned time. If the goal of the reorganization is to pull work away from the DCs then who will do this work? The work could fall on the Academic Senate, random faculty members and the SOCs.

- WVC PGC: Rep. Frankel attended this meeting for VP Berlani. At this meeting the after census headcount was distributed. Music Department concerns were discussed.
- C. Secretary:** None
- D. Treasurer:** will send reports as soon as they are complete.
- E. Budget Analyst:** None
- F. Newsletter Editor:** please send any articles to the ACE Secretary; a date for the next newsletter will be determined.
- G. Associate Faculty:** CPFA conference will take place on April 18; everyone is welcome and encouraged to attend.

VI. CLOSED SESSION

- A.** Confidentiality
- B.** Negotiations: prescription plan, status of negotiations, evaluation-accessibility legal requirements, summer load
- C.** Election: president
- D.** Personnel Matters/Grievances

REPORT OUT OF CLOSED SESSION:

- Negotiations: there was discussion and direction on the proposed prescription card and contract organization.
- The ACE President for 2009-2010 will be WVC Rep. Roberta Berlani.
- Personnel matters were presented and a brief status report given; there are no grievances at present.

VII. OLD BUSINESS

None

VIII. NEW BUSINESS

Negotiation Update:

- We are working on organizing and producing a copy of the 2005-2008 contract. Every effort is being made to have this completed before the end of this semester.
- Summary of the LOUs signed:
 - Maximum load for associate faculty teaching in summer is 0.667.
 - Agreed on a form and guidelines to be used for distance learning evaluations.
 - Compensation for the faculty whose maximum class size was unilaterally increased by the WVC VP of Instruction during winter 2009.
 - The MC "Distance Learning Coordinator" job title will remain with the person currently in that job until they retire or resign or a change in position is negotiated.
- At the April 17 negotiation meeting we again asked the District for budget information so that we can prepare for negotiations. The lack of information impacts our ability to negotiate.

- Generally ACE does not negotiate in summer for various reasons – faculty are not present to provide feedback, we are 10-month employees, if we negotiate in summer then the faculty must pay the entire cost for negotiations.
- For the next meeting the Council should decide the approach they will take to give the negotiators direction for the next contract. Will certain member spearhead certain articles? How will the articles be discussed with the faculty?

Organizational Structure Discussion/Comments:

- Article 21 Organization Structure states that each college decides the structure. Any revision or alteration of the organization structure is to go through a shared governance committee. This is what happened the first time the structure went to division chair.
- The District saying we are not having DCs doesn't change the ACE contract. The contract states that there are DCs and specifies their compensation. If the District were to change the structure they will be paying for both deans and DCs until the contract is negotiated.
- MC is not in favor of the dean structure. With little to no faith in the administration the faculty are concerned that the dean structure will be imposed on the colleges. This would be a major violation of several articles in the contract; we would be filing Unfair Labor Practices.
- The District should delineate what the problem is. Why are they coming up with a solution that isn't going to solve the District's problems? The DCC does a good job of good job of dividing up the small amount of discretionary funds available. What is the issue there? There is none. The real issue might be class cancellation. How does changing the organization structure change Article 20 in the contract? The District must delineate the perceived problems so that we can help come up with what we think are the better solutions.
- Our current Chancellor was at DVC when they greatly expanded their administration. A move that was very costly to that district; they were almost bankrupt.
- What were the problems with the dean structure in this District? There were problems with accountability; they weren't doing their job; the schedule and catalogue were not completed in a timely manner; budgets were not correct. When the faculty attempted to hold the deans accountable, reprisals were used by the deans against the faculty – they were abusive. There were examples of faculty being scheduled to teach until 10pm and then to start teaching the next day at 8am. Many changes had been made during the summer that adversely affected the faculty.
- Having reviewed contracts from the other community colleges the dean structure reads like K-12 contracts – faculty come and teach and administration makes all of the decisions. The administration has all of the authority. When the structure was changed we negotiated for the faculty to have this authority in their contract. To get this authority the faculty had to give something up during negotiations. The administration currently wants all of this authority back but the authority has already been negotiated for the faculty. All of the rights and responsibilities in the department and division chair job descriptions were negotiated for those faculty positions to have this authority. The administration cannot just take the authority back.
- The District is not only attempting to eliminate all DCs but also all department chairs. This is an attack on the academic culture of the District. The District is attempting to change the way it sees itself. Instead of an academic institution with academic freedom and shared governance and tenure, they want to make it more like a trade school. This change will affect everyone. Everyone must be involved in this discussion. It could be the single most important discussion/decision in everyone's career.
- When you have a department chair that person is committed to the department. They are a faculty member of that department. With deans there is another layer of administration; they are people with no direct contact with the running of specific departments. For example, if there is a

class with 18 students they might cut that class because they don't know that it is being balanced with another class that has 38 students.

- Before the change to the DC structure there were operating units with a coordinator and deans; this was contractual. The problem with this structure was that the department people still had to do all of the work. The operating unit head was not necessarily from your department. The culture was different at this time; there was a much different administrative culture. It was the early 90's; the District had just gone through the budget cuts. It was after AB1725 had been passed and everyone was interested in shared governance. There was a year of meetings to see what structure would work. The process, which was selected and which we have now, requires time to make decisions; this is how consensus and participation work. At WVC there were no VPs – there was a President and four deans (one for Student Services, one for Budgeting, one for Instruction, and fourth – not sure of their title.); in total five administrators. At MC there was a big problem with the deans. None of the MC instructional areas were getting reasonable budgets. It was discovered that a dean had a tremendous pool of money; this money wasn't going to the instructional areas.
- The Chancellor is just going forward with the Brain Trust recommendations. The Academic Senates and ACE have asked several times for the chance to verify and/or eliminate the recommendations but to no avail. It appears that shared governance has been thrown out the window.

“Matrix”: this document will be reviewed at the next Council meeting. Review it carefully and be prepared to discuss the items that ACE must handle.

Safety Issue: concerns were raised from WVC that the administrator responsible for such matters is not responsive to handling safety matters. There was a discussion about this concern and suggestions presented.

SLOs and “Green sheets”:

- The MCAS President sent a message to all DCs a message that she had received from the State Senate Office concerning the insertion of SLOs into the faculty “green sheets.” This message was sent to both Academic Senate Presidents.
- This information has been sent to the attorney. It has been shared with other unions.
- It is problematic. The accrediting association is overstepping their authority by requiring these in the “green sheets.”
- We are waiting for legal advice on this matter.

WVC Representative: Ashley Sousa informed the Council that she will not be able to complete her term as representative; she will finish out this semester.

IX. FUTURE BUSINESS

Next regular ACE meeting: Thursday, May 7 at Mission College at 3pm in W1-602.

X. ADJOURNMENT The meeting ended at 5:05pm.

Respectfully submitted,
Susanna Pancella, Secretary