

ACE Update *Newsletter*

ACE - Association of College Educators

West Valley-Mission Community College District

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PRESIDENT'S REPORT

Short and Sweet

Welcome to the last newsletter for the 2006-2007 academic year. It has been a most interesting and productive year. We started with an agreement on compensation. The negotiating team has continued to work on conditions of employment. ACE and the District have reached tentative agreement on many articles, and it is anticipated that a vote will be held on these and additional articles in the fall semester. Please see Chief Negotiator Randy Castello's article below for more information.

As graduation approaches, faculty are encouraged to participate in the ceremony and to show their support for the students, but please remember that faculty are not obligated to attend or to inform their respective administrators.

In anticipation of the 2007-08 academic year, full-time faculty have a six-hour (6) Flex obligation for each of the fall and spring semesters, a total of twelve hours (12) annually.

Please see the request later in this newsletter for volunteers to serve on various ACE committees. Please consider serving your union.

Remember too to check the ACE Web site, <http://www.wvmccd.cc.ca.us/ace/>, for deadlines of interest to faculty.

Wishing you a wonderful summer. Enjoy and relax!

Ed Kleppinger
President, ACE

NEGOTIATIONS UPDATE By Randy Castello, ACE Chief

Negotiator

Each Friday this spring semester, the ACE and District negotiating teams have been faithfully negotiating the remainder of the contract, which will expire on June 30, 2008.

With one month of negotiating to go in this academic year, I'm personally pleased by the progress we have made. We were very ambitious in terms of updating the wording in so many of these articles. However, if we can get most of it accomplished in this contract

run, it should make it easier for the Council to focus on priorities for the new contract. I also feel it is only fair to give the District team some kudos for coming to the table each week prepared and willing to discuss with an open mind the issues in these various articles.

Articles on which we have reached tentative agreement include:

Article 1 Recognition No substantive change.

Article 4 Nondiscrimination Wording updated.

Article 7 District Rights--Moved Chancellor's right of assignment from Articles 23 and 24 to Article 7.

Article 11 Personnel Files Wording updated to comply with Education Code.

Article 24 Administrative Assignment to Maintain Load Updated wording and definitions.

Article 25 Voluntary Changes to Permanent Assignment Articles 23 and 25 were combined into a single article; updated wording and definitions; clarification of process; removal of deadline dates.

Article 33 Bereavement Leave Updated wording to clarify that bereavement leave is not deducted from sick leave and that bereavement leave may be extended through the use of personal necessity leave.

Article 34 Legal & Civic Duties Grants full-time members leave with pay, including any overload courses; members must return to work when they do not have to report to work. Removed the subtraction of any jury duty reimbursement from pay.

Article 46 Legislative Leave No substantive change.

In addition, we have been discussing and our getting near agreement on the following articles:

Article 8 Association Rights Language updated; final issue is whether ACE can purchase additional release time from the District to compensate Council members and Council appointees.

Article 12 Safety Language on physical safety agreed; reviewing District and College policies on disruptive students; the most difficult part of this article will be coming up with language on minor students in the classroom. We need to make sure faculty understand their responsibilities and their potential liability related to these students.

Article 16 Calendar Although Article 16 was part of the October 2006 final agreement, some issues have arisen related to the flex days and the number of instructional days.

Article 21 Organizational Structure Updated wording.

Article 22 Institutional Responsibilities Updated wording; must comply with language in Article 18.

Article 30 Sick Leave Updated wording; awaiting clarification from STRS regarding sick leave earned by full-timers for overload courses.

Article 31-Personal Necessity Leave; Article 32-Maternity Leave; Article 44-Child-Rearing Leave; Article 42-Other Paid Leaves; Article 29-Provisions Regarding Paid Leaves. ACE has made a proposal to the District which could these articles, requesting the use of unused sabbaticals to build a leave fund that could be used for paid maternity leaves, paid child-rearing leaves, etc. We are waiting District response to that proposal.

Article 36 Disability Leaves No substantive changes.

Article 41 Academic Exchange Leaves No substantive changes.

Article 43 Unpaid Leaves No substantive changes.

Article 45 Military Leave No substantive changes; updating of Education Code references.

Article 38 Banked Leave Clarification of issues as to who can teach overloads and summer, winter session assignments and whether such assignments can be banked. Also clarifying language regarding severance from employment as an ACE member.

Last, we have been engaged in excellent discussions with the District on the following articles:

Article 6 Past Practices

Article 53 Technology We don't currently have a technology article in our contract we are getting very close to agreement with the District on this article.

Article 52 Intellectual Property We don't currently have an Intellectual Property article in our contract . Because of the legal expertise required, we agreed with the District to let our respective lawyers try to hash out contract language.

Articles 26 Performance Evaluation Based on the input we received from both Academic Senates and a discussion document we received from the District, it would seem both sides' main objectives for these articles include streamlining the process and eliminating redundant paperwork.

Article 20 Performance Goals We have not yet made a proposal on this article. The Council is having discussions related to giving the Performance Goal Committees more flexibility while protecting departmental offerings and programs.

Article 40 Sabbatical Leaves We are awaiting a District response to our proposal.

Article 47 Professional Growth & Development We will be responding to a District proposal.

SABBATICAL LEAVES By LeAnn McGinley, Sabbatical Committee Chair

The ACE contract provides the negotiated benefit of sabbatical leaves to its full-time ACE members. A sabbatical leave is a wonderful opportunity that eligible ACE members should consider at some point in their academic careers. An eligible member is one who has served 6 years of full-time service prior to the year of the leave or one who has fulfilled six years of full-time service after having taken a sabbatical leave.

According to the ACE contract and the Guidelines for Sabbatical Leaves (on PARIS under Faculty, Sabbatical), the purpose of a sabbatical leave is to provide a faculty member time to complete a substantial project that will benefit students and the college as well as the individual faculty. The purpose goes beyond the general needs that ACE members have for periodic rejuvenation. Rather, the sabbatical project should make significant and explicit contributions to the college community. Applicants should keep this purpose in mind in designing their projects.

Each year there are 11 semesters of sabbatical leaves available for distribution. If all semesters are not distributed, three semesters may be carried over to the next year to maximum of 14 semesters in any year. A sabbatical proposal may be for a one semester full-salary leave, a two-semester half-salary leave, or a leave of two consecutive

semesters at full pay. Sabbatical leaves can be granted for study, travel, work experience, curriculum development, other scholarly creative activities, and combination projects. Over the last three years the number of applicants, the number of leaves, and number of semesters granted has increased. Leaves granted for 2007-2008 were to six faculty for a total of nine semesters.

Sabbatical applications are due to the WVMCCD Human Resources Office (HR) by the first Friday of December the academic year prior to the leave request. HR removes identifying information so that the proposals are anonymous when they go to the Sabbatical Leave Committee.

The Sabbatical Leave Committee is comprised of an administrator and two appointed faculty members from each college. The Committee reviews and rates the proposals according to the requirements in the ACE contract. The Committee forwards a prioritized list of approved applications to HR. Ultimately, it is the Board of Trustees that approves the applicants' leaves.

As chair of the Committee, I encourage each eligible member to take some time to consider applying for a sabbatical leave next fall. It is not too early to start thinking about a meaningful project that fits the criteria outlined in the contract and the guidelines. Copies of successful proposals are available on reserve in the library of each college. There will be workshops next fall to help applicants as well.

Here are comments from two faculty, the first who has returned from a sabbatical; and the second, who will take a leave next year. It is obvious that their projects support their professional development and make significant contributions to their departments and the college.

“My love of my discipline has definitely grown. . . . I have a much stronger base in non-Western art which I think is important for a diverse student community such as ours. Also, I was able to [create]...abstract paintings [that will be installed] in the theater. I believe public art enhances our lives as a community and also allows others to see that the district supports the arts.” - Heidi Brueckner, Art, WVC

“I'm grateful to have a semester to work on a project of value to the ESL Department. I will be taking two classes at SJSU in Instructional Technology while compiling a workbook of activities for ESL teachers to use with their students in the new World Languages Center (language lab). My project will take the next step in assisting faculty and students to effectively integrate the new technology into our curriculum.” - Suzanne Overstreet, ESL, WVC

Note: Committee members Stephanie Mendoza, Max Crumley, and I are at the end of our terms and Rod Pavao has resigned. If interested in serving on the committee, look for ACE announcements of available positions.

UNEMPLOYMENT COMPENSATION By Louise Lodato, Associate Faculty ACE Representative

The end of the school year is fast approaching with many part-time faculty finding themselves out of work during the summer. Remember that when you are not working for the District during the summer, you are unemployed (laid off) until you start a new assignment, and might be eligible for unemployment insurance benefits. This is not

welfare or a handout of any kind. This is an insurance program that the District has been contributing to, in your name, all year.

It is easy to apply for and can be done over the phone (1-800-300-5616). Benefits are determined based on what you have earned over the previous year, and can run between \$300-\$400 per week. You will be required to look for work in your field, but most of us do that anyway. If you have any unemployment benefits questions or problems, my email is LGLODATO@EARTHLINK.NET. To start a claim call your nearest EDD office or go to <http://www.edd.ca.gov/>.

NOTICES

ACE Committee Vacancy Announcements

Faculty members are needed for the following ACE committees:

Sabbatical Leave Committee

PG&D (Professional Growth & Development) Committee

Academic Calendar Committee

The ACE Council also is seeking a faculty member to serve as budget analyst.

NOTE: Any faculty member, full-time or part-time, may apply for any of these positions.

Please contact Susanna Pancella at susanna_pancella@wvmccd.cc.ca.us if you have questions or would like to apply.

ACE Council Elections

The results from the recent ACE Council elections:

For the associate faculty at-large representative position: Donna Frankel

For the West Valley associate faculty representative position: Marge Thronson

For the Mission College full-time faculty representative position: Susanna Pancella

Thanks to all candidates and all who voted in the election.

ACE COUNCIL

President	Ed Kleppinger	MC	
Sociology/Humanities			
Vice-President	Roberta Berlani		WVC
Biology			
Secretary	Susanna Pancella	MC	Computer
Applications			
Treasurer	Ed Janke	WVC	Architecture
Full-time-Faculty Representative	Carol Beck	MC	Counseling
Full-time-Faculty Rep/Grievance Officer/FSA Specialist	Rod Pavao	MC	FireTechnology
Full-time-Faculty Representative	Benjamin Mendelsohn	WVC	Astronomy
Full-time-Faculty Representative	LeAnn McGinley	WVC	Assessment
Full-time-Faculty Representative	Ashley Sousa	WVC	History
MC Associate-Faculty Representative	Rob Leadbeater	MC	Business/Mgt.
WVC Associate-Faculty Representative	Marge Thronson	WV/MC	ESL/Business
Associate-Faculty Representative-at-Large	Donna Frankel	WV/MC	PE
Chief Negotiator, Budget Analyst	Randy Castello	WVC	Accounting
Negotiator	Ellen McAlister	MC	Learning Services

Associate-Faculty Negotiator
Grievance Officer, FSA Specialist
Webmaster
Newsletter Editor

Louise Lodato MC Work Experience
Michael Herauf WVC Counseling
Sallie Wisner MC Computer Applications
Doug Temkin WVC English

ACE Web site: <http://www.wvmccd.cc.ca.us/ace/>

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