

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

ACE Update Newsletter

ACE - Association of College Educators

West Valley-Mission Community College District

September 2007 Volume 16 Number 1

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PRESIDENT'S REPORT

WELCOME BACK!!

I hope you had an enjoyable summer break. The 2007-8 academic year will be an exciting and busy one.

Just a brief update:

Your base salary has been increased by 3.83%. A 0.7% of COLA (Cost of Living Allowance) was put into the Faculty Healthy Benefits Account. Due to the late start and census day associate faculty will see the first of four checks by Sept 10th.

You may now get a second parking decal for your second vehicle. Please contact your campus police office for details and the necessary form

The ACE Council will be scheduling forums in September to discuss the 30-odd tentatively agreed-upon articles still unratified for the 2005-2008 contract. Negotiations will continue until late in the semester and there might be a second round of forums and a vote. A ratification vote is expected later this semester. Spring 2008 semester will include forums, surveys and input for the 2008-11 contract negotiations.

In order to allow for increased input by the union members, the Council has revised the meeting format that has existed since the concept of the union. We will follow the mode of meeting that the Board of Trustees follows: Closed meeting, 2:30pm-3:30pm; open meeting on agenda (faculty invited), 3:30pm-4:30pm; open meeting for faculty communication/questions, 4:30pm -5:00pm.

Much has taken place since May concerning Hours By Arrangement (HBA). In an effort to facilitate the process, ACE negotiated with the State Chancellor's office a usable and equitable verification form. The form has been accepted by the District. However, the District has declined to sign a hold-harmless agreement. Without that signed document, the ACE Council can not urge its members to sign the verification forms.

The District did meet its 2006-2007 WSCH goals. That was done by using both the 2006 and 2007 summer sessions in the 2006-2007 academic year. Although the District enters the 2007-2008 year with a small amount of WSCH from the 2007 summer session, enrollment management will be critical. Departments should evaluate low-enrolled classes and see if that FTEF can not be used to open other classes to meet student demand.

Wishing you a great and successful semester!

Ed Kleppinger, President, ACE

Flex Requirements

The newsletter asked ACE Chief Negotiator Randy Castello, who helped write the contract articles on flex days and the academic calendar, to clarify faculty's flex obligations.

What is my flex requirement for the year?

The ACE negotiating team would like to clarify some issues related to the calendar. Last fall, academic calendars for academic years 2006-2007 through 2008-2009 were ratified. All of these calendars included what we believed would be two "flex" days. A flex day, under state guidelines, is a day in lieu of instruction. Instead of replacing a day in the spring calendar, we agreed with the District to add a day to the academic calendar if the state approved. This would also help increase our term length multiplier, which would increase our enrollment. The state indicated, however, that even if we added the day, they would not be changing our multiplier.

In the meantime, in spring 2007 Mission College held activities on the scheduled flex day, January 25, which many Mission College faculty attended. West Valley did not hold any activities and there was confusion by many as to whether there even was a required flex day. In addition to this issue, we also discovered, during Spring 2007 negotiations, that Veteran's Day was scheduled incorrectly on the 2007-2008 calendar.

Therefore, it was necessary to redo the 2007-2008 calendar. Veteran's Day is now scheduled correctly on a Monday because there are two Monday holidays and the semester must end on a Monday so that there are enough Monday meetings. In addition, in reviewing the whole flex day issue, we determined that we would go back to one flex day. This flex day (in lieu of instruction) is scheduled for February 19, 2008.

Finally, to address the problem that many Mission College faculty performed the required flex activities for Spring 2007, but many others did not, we agreed to a "Professional Development Day" for fall 2007. Our agreement was that (1) 6 hours of flex activities must have been completed in the academic year 2006-2007; (2) 6 hours of flex activities must have been completed in EITHER Spring 2007 OR must be completed in the academic year 2007-2008; and (3) 6 hours of flex activities must be completed in the academic year 2007-2008.

We are very sorry for the confusion. You'd think a calendar would be extremely simple, but there are amazingly complex issues involved. If any of you are interested in calendar issues, we would encourage you to please volunteer for the ACE Calendar Committee.

Hours by Arrangement (HBA)

If you have HBA for your course the instructor of record is not responsible for supervising these hours by arrangement unless the instructor is compensated with commensurate load.

HBA Verification forms: the ACE Council has not changed its position. It is recommended to the faculty that they do not sign these forms because the District has not signed a "hold-harmless" document that was requested by the ACE attorney. Our action is based on the District's unwillingness to fulfill their side of the agreement.

ACE Forums

Get involved! In the near future there will be forums to discuss the next contract (2008-2011). Please provide your input. If you cannot attend the meetings, please send your ideas to either ACE Secretary Susanna Pancella or an ACE Council faculty representative.

Remember also you can check the ACE website for contract information, minutes, announcements and other union information: www.wvmccd.cc.ca.us/ace

Contact: ACE Secretary, Susanna Pancella at susanna_pancella@wvm.edu if you have questions or concerns on any of the above reminders.

Associate Faculty ReEmployment Preference (REP)

By Louise Lodato and Donna Frankel

THE CHOICE IS YOURS!

We are just starting the fall semester and it is already time to start thinking about assignments for the spring. With the new contract in place there are many changes that I hope will help create a stable more predictable load for all associates with REP(ReEmployment Preference). Associates have a priority in assignments over other associates and full-timers from other departments.

However, you must have knowledge of what the section offerings for your department are before you make your requests for assignments. The REP associate with the most department seniority will have first choice of assignment(s) based on his history of load in the department, then the next person with the most seniority gets to choose, etc.

Please do not blindly submit all the times you are available to take a class without knowing the schedule and your place in seniority. Department chairs are still responsible for setting the schedules for class offerings, so you will have to work with what is being offered - ACE has no power to change the times class sections are offered.

So why should I care if my department forgets to evaluate me?

Every associate faculty member is supposed to be evaluated every year until they have earned REP (Re-employment preference.) After earning REP, you are to be evaluated once every six semesters. The two ways to earn REP, are either to be satisfactorily evaluated three times in a period of six semesters, or if your department has never evaluated you in six semesters, you can be grandfathered in with just one evaluation performed by your division, department or an ACE union representative. Please let ACE know if you need an evaluation that has not been performed on time.

So why is REP so valuable?

1) REP or a 40% load allows you to be eligible for health benefits, which are currently worth \$1,000 per semester in medical, dental and vision insurance re-imbusement.

2) With REP, you retain your step placement even if you do not receive a course assignment for a given semester.

3) REP gives you seniority over those part timers in your dept. who have not earned REP. This means that you are offered the courses you have historically taught without worry of being bumped by someone unless they are full time in your dept. or have earned REP in that dept. before you did.

Bottom Line: Tell your department chair you wish to be evaluated so you can get started earning REP, if you haven't received REP yet. Ask HR to review your files to see if you have earned REP or how far away from REP you are. Have a great semester everyone.

A NOTE TO ALL FACULTY ON EVALUATIONS: If you are due for an evaluation, please make sure that you are evaluated. Check with your department or division chair for this information. If there are any questions or problems, please contact the ACE Secretary (contact information below).

ACE COUNCIL

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Important Deadlines for Faculty

Fall 2007

Evaluations

Pre-Appraisal Conference completed	September 28
Observations completed	November 23
Student Appraisals completed	October 1 - November 23
Post-Appraisal Conference completed	Before December 11

September 21

An application for banked load leave must be submitted to your department chair and the appropriate vice-president if you are going to use banked load in spring 2008.

October 5

Submit a written request to your college president if you are going to start your pre-retirement banked load leave beginning spring 2008.

October 12

Submit written Professional Growth and Development proposal to the PG&D Committee chair.

November 2

Associate faculty apply for insurance reimbursement.

December 7

All applications for sabbatical leave for 2008-2009 must be in the HR office.

Spring 2008

February 8

An application for banked load leave must be submitted to your department chair and the appropriate vice-president if you are going to use banked load in fall 2008.

March 14

Submit column advancement application to HR for fall 2008 salary adjustment.

NOTE: In general, a grievance has a time limit. A faculty member has only twenty (20) days from the date they know or reasonably should have known of an alleged grievance to initiate the grievance (see Contract, Article 48).