

ACE Update Newsletter

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ACE - Association of College Educators • West Valley-Mission Community College District

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President's Report

My Fellow WVMCCD Faculty Members:

Spring has come to our colleges! Next week we will have a break in which we can take time to catch up with our families, friends and self - and then the dash to the end of the semester.

The District is facing challenges on many fronts. As usual, the faculty have come forth with inventive solutions and a resolve to protect the students and our programs. As has been our past practice, faculty will work with the classified staff and with the administration (when we are allowed to participate in a meaningful manner) to find solutions and produce results.

In recent weeks there has been much talk about a retirement incentive, and ACE has expressed interest and eagerness to come up with a plan that is a true incentive. In fact negotiations of terms of a retirement incentive are ongoing between ACE and the District. The goal is to help reduce District costs through a reduction in the number of full-time faculty positions via retirement. But there is a feeling among some in the administration and on the Board that senior faculty members should retire "for the good of the District" to help the District save money. In the real world, though,, companies spend money to save money. These companies offer packages that are true incentives advantageous to potential retirees. The company is then rewarded with empty employee slots. In the course of the recent ACE surveys, to the credit of many senior faculty, some simply stated that they were enjoying teaching and would need a strong incentive to get them to retire. ACE has been trying to get the administration to understand this fact - that just because someone is of retirement age does not always mean that they are interested in retiring or can even realistically retire with financial security. If the retirement group is to be sufficiently large to provide the District significant savings, the enticements must be greater.

Instead, there has been a constant mention by the administration of pink slips and layoffs. This is not working together; this is confrontational. ACE will continue to look after the best interests of the faculty at all levels.

- Ed Kleppinger, ACE President

Contract Negotiations Reports

By Randy Castello, ACE Chief Negotiator

Contract Ending June 30, 2008 The final three articles on which we continue to work are Article 53-Technology; Article 52-Intellectual Property Rights; and Article 26-Performance

Appraisal. Based on our agreement with the District, these three articles must be completed before

negotiations can commence on the new contract.

New Contract Beginning July 1, 2008 The Council has received a lot of the surveys back from faculty; if you haven't completed yours, please do. Our expectation is that the District will want to open the benefits article. The Calendar Committee should be meeting soon to discuss the future academic calendars. The issue of lab loads is still ongoing. Your input on any or all of these issues, or any other issues is greatly appreciated and desired. As soon as possible after spring break, we will post the "cleaned-up" versions of all the newly ratified articles on the ACE web site. We will also be discussing with the District getting a new contract printed.

Faculty Deadlines/Dates to Remember

DATES TO REMEMBER

For Spring 2008

April 4 (by first Friday in April):

Written compliance reports due to the PGD committee (Article 47)

Associate Faculty apply for insurance reimbursement (Article 102).

FSA Requests Submit an FSA request to Human Resources before the committee review date indicated below.

In spring 2008 the committee will meet the week of **April 14**.

Evaluation Dates

March 1 through April 25: Student and other appropriate appraisal surveys should be completed

for Contract (Non-Tenured) Faculty

March 1 through May 2: Student and other appropriate appraisal surveys should be completed for Regular and Associate Faculty

April 25: All Contract (non-tenured) Faculty observations should have been completed by this date.

May 2: All Regular and Associate Faculty observations should have been completed by this date.

Week of May 12: Post appraisal conference should have been held and appraisal summary forwarded to the Office of Instruction by the end of this week (**May 17**).

For Fall 2008

September 19: (by third Friday in semester prior) Banked Leave, Article 38: 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 2009.

October 3: (by fifth Friday in semester prior) Preretirement Banked Load Leave, Article 15: Submit a written request to your college president if you are going to start your pre-retirement banked load leave beginning spring 2009.

October 10: (by second Friday in October) Professional growth and development, Article 47: Submit written professional growth and development proposal to the PGD Committee chair.

November 21: (by third Friday in November) Insurance reimbursement Article 102: associate faculty apply for insurance reimbursement.

December 5: (by first Friday in December) Sabbatical Leave, Article 40: All applications for a sabbatical leave for 2008-09 must be in the Human Resources office.

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

ACE Council Meetings, Spring 2008

<u>Date</u>	<u>Campus</u>	<u>Room</u>	<u>Starting Time</u>
4/10	WVC	Bus 8	2:30pm
4/17	WVC	Bus 8	2:30pm
5/1	MC	E3-401	2:30pm
5/15*	MC	E3-401	2:30pm

*If necessary

Closed session: 2:30pm - 3:30 pm; open session: 3:30pm - 4:30 pm; questions/comments not on the agenda: 4:30 pm - 5:00 pm. All regular Council meetings are held on Thursdays.

Reminders to All Faculty

- You can regularly check the ACE web site for contract and union information, Council minutes, and announcements: www.wvmccd.cc.ca.us/ace.
- *Don't Forget to Write* All are welcome communicate with the ACE Council. Let Council members know what you think. Send communications to Susanna Pancella, Mission College, MS#21 or email susanna_pancella@wvm.edu

ASSOCIATE FACULTY MATTERS

Medical Benefits Application Deadline

By Marge Thronson, Associate Faculty Representative, WVC

Please be aware that the deadline for application for medical benefits is Friday, April 4. Unfortunately, this date falls during spring break and cannot be changed.

In order to qualify for benefits, associate faculty must have valid insurance and REP with a .067 load OR must have worked at least a 40% assignment in each of the previous three consecutive semesters. Members who have previously earned eligibility with a 40% assignment may fall below for one semester with at least a 20% assignment. Proof of payment must be submitted at least three weeks prior to the end of the semester. The funds will be paid at the end of the semester.

To obtain a request form or for further information, please contact Luci Clementi at 741-2448.

Appendix CC Takes Effect

By Louise Lodato, ACE Negotiator

The faculty approved a new Appendix CC by an overwhelming margin of over 500 votes. A new Appendix CC has been put into effect for all departments to use when making assignments. Appendix CC does not change the contract language of Articles 19 and 100, but it does give examples of how assignments should be made that will leave little doubt as to how seniority should work.

Article 19 clearly states that the priority of assignments goes to those who have REP (Re-employment Preference) over all full- time faculty *from other departments* and part-time faculty

without REEP. It is important to arm yourself with as much information as you can before you accept an assignment for upcoming semesters. You need to know when sections that you have a priority to teach are being offered. The department chair has the right to set the schedule of classes, but you have a right to know what that schedule is before you accept the assignments. A faculty member does not have the right to change the times classes are being offered, only to accept or reject scheduled

sections already developed by the department.

CPFA (California Part-time Faculty Association)

By Donna Frankel, ACE Associate Representative-at-Large

Every faculty mail box at Mission, West Valley, De Anza, Middlefield and Foothill Colleges been stuffed with a copy of the CPFA newspaper. If you did not receive a copy of the newspaper, please let me know and I will see that you get one. I am hoping you will take the time to read it and discover what is new in our state. I encourage full-time faculty to read it as well, especially the center article written by a full-timer with some interesting experiences in several college districts. If you wish to recycle your copy, or you received multiple copies because you teach at several colleges, please send it to Donna Frankel, PE Department at West Valley or Mission College.

May 3-4, CPFA is holding it's 10th Anniversary Conference, titled "The Road to Regularization", hosted by Santa Monica City College. All associate faculty are invited, with CPFA members getting a slight break in the cost. Please contact me for a flyer and additional information. I plan to attend the conference as your Northern CA Representative to CPFA, and encourage you to send me your

statewide concerns - or better yet, attend and participate in person.

Survey I want to thank everyone who filled out/turned in the recent ACE survey. These surveys help us, your elected representatives, know your priorities for items we will be negotiating as we begin

the process of forming our next contract.

REEP For those who think they have recently earned REEP (reemployment preference), you should have received a confirmation letter from Human Resources. If you are not sure you received a letter, I suggest you ask to see your file in Human Resources to make sure all is in order.

ACE COUNCIL

President	Ed Kleppinger	Sociology/Humanities	MC
Vice-President	Roberta Berlani	Biology	WVC
Secretary; Full-time-faculty Representative	Susanna Pancella	Computer Applications	MC
Full-time-faculty Representative	Ashley Sousa	Social Science	WVC
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Associate-Faculty Representative-at-Large	Donna Frankel	Physical	
Education	WV/MC		

Chief Negotiator, Budget Analyst	Randy Castello	Accounting	WVC
Negotiator	Ellen McAlister	Learning Services	MC
Associate-Faculty Negotiator	Louise Lodato	Work Experience	MC
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Newsletter Editor	Doug Temkin	English	WVC

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

ACE Update Newsletter: Published during the academic year by the Association of College Educators, an independent California corporation certified by the California PERB as the exclusive employee representative for the Faculty of the West Valley-Mission Community College District Letters. Questions and comments on topics in the newsletter are welcomed and should be sent to the appropriate ACE Council member(s); communications concerning the newsletter itself should be addressed to the newsletter editor.

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