

ACE Update Newsletter

ACE - Association of College Educators • West Valley-Mission Community College District
October 2008 • Volume 17, Number 2

In This Issue

- **President's Message**
- **Contract Negotiations**
- **Associate-Faculty News**
- **Faculty Deadlines**

President's Message to Faculty

I trust that your semester is going well and you are enjoying success.

In the past few weeks several topics and issues have come before the ACE Council:

At the ACE Council's invitation, the candidates for the WV-MCCD Board of Trustees positions were invited to appear before the Council. Over the past month the Council heard from candidates Wade Ellis, Chad Walsh, Frank Jewett, Chris Constantin, and Adrienne Grey. Unfortunately candidate Tran could not attend due to her work schedule.

After the candidates' visits, the Friends of the Association of College Educators (FACE), the PAC (Political Action Committee), met to discuss and endorse some of the candidates. Faculty will be informed of the Council recommendations via regular mail next week.

Recently the Council was made aware of an incident on September 13th of a faculty member being threatened by a student and the faculty member fearing for her safety. As a result of this incident Becky Perelli, West Valley College Crisis Intervention Coordinator, and Ernie Rodriquez, District police officer, were invited the Council meeting October 16 to discuss procedures for addressing similar situations in the future. After the meeting the Council voted to continue to look into this important area of concern in order to draft new contract language for Article 12 (Safety and Disruptive Student Policy).

The District Health Benefits Committee is sponsoring its annual health benefits fair, to be held at West Valley Wednesday, November 12 from 2:00 to 4:00 p. m. in the Baltic Room and at Mission Thursday, November 13 from 2:00 to 4:00 p.m. in Television Building, Room 130. Please take advantage of these events to become more familiar with your health benefits.

The Council has received the ACE health benefits consultant's review of the proposed pharmaceutical plan. The report will be posted on the ACE web site and forums will be held in the near future to solicit comments and opinions of our membership in regard to the proposed plan. Please review the report and forward your comments to me (ed_klepp@wvm.edu) or to ACE Council Secretary Susanna Pancella (susanna_pancella@wvm.edu).

Ed Kleppinger, President, ACE

Contract Negotiations Report

By Randy Castello, Chief ACE Negotiator

As reported previously, ground rules for negotiations state that negotiations on the successor contract to the 2005-2008 contract cannot begin until Article 18.1 (Job Descriptions), the Appraisal articles, Article 52 (Intellectual Property), and Article 53 (Technology) are ratified. It is becoming very apparent that the District would like to close the 2005-2008 contract and begin negotiations on the successor contract. They have made a proposal to that effect. The ACE negotiating team was directed by Council to make a counterproposal that had the additional condition of mutually agreeing to open some additional articles on which ACE had specific proposals. The District rejected that counter without hearing what the specific proposals were. In turn we indicated that we would then continue to operate under the existing ground rules.

On the 2005-2008 contract we continue to make progress on the appraisal articles. The Intellectual Property article will be the most problematic. The District had taken the extreme position that all faculty work product belongs to them. That was basically what they were offering to "give" us to close the contract--they were offering to "give" us intellectual property rights that we believe we already have. When we indicated that the current ground rules would remain in effect, they intimated that Intellectual Property would end up at impasse--a move that would only delay negotiations on the new contract even further.

For the 2008-2011 contract it is important that you let your Council members know what your priorities are, given the grim financial outlook for our District. The team believes that the District is anxious to open the new contract because they will be looking for concessions. So communicating your priorities to the Council will be critical.

ASSOCIATE FACULTY MATTERS

Medical Benefits Reimbursements Deadline Approaching

By Marge Thronson, Associate Faculty Representative, WVC

The deadline for the Associate Faculty Medical Benefits Reimbursement is Friday, November 7. Each eligible member will receive the amount of premium representing six months of coverage or \$1,000, whichever is less. If the amount available (\$30,000 per six months) is not sufficient to meet all claims, each eligible claimant shall receive an equal prorated share.

Eligibility requirements include having REP (Reemployment Preference) and maintaining a .067 load, though members can still be eligible if they have REP and their load falls below 40% for one semester. Please contact Luci Clementi in Human Resources at 741-2168 for an application. Proof of insurance payment must be submitted *at least three weeks* prior to the end of the semester.

NOTE: Medical bills are not eligible; only insurance payments can be counted for reimbursement.

Load Limit to Increase For Associates

By Louise Lodato, Associate-Faculty Negotiator

The associate faculty has always had a limit of 60% load placed of us by the administration. This was done to insure that no part-time faculty could sue to get a full-time position with the District, which they might otherwise be eligible for. In fact what this limit has meant to many was that they were never given even the 60% load limit prescribed for associates by the California Education Code. Many of us have hovered between 40% and 55% loads just to ensure that we never got over the 60% mark. Now, thanks to the efforts of many part-timers around the state, like the CPFA (California Part-time Faculty Association) and our own Donna Frankel, the legislature has now raised that 60% limit to 67%.

This law takes effect in January and through negotiations we were able to get the change in our contract so that we can all take advantage of the change as soon as it becomes law. This is just a small change and will not change the load assignments for many, but if you are an hourly faculty or teach a load that includes a .5- or 1-unit classes or perhaps a 5-unit section, it will mean you might have room for another class assignment.

Important Dates for Faculty

Fall Semester 2008

November 21

By third Friday in November associate faculty apply for insurance reimbursement (Article 102).

December 5

By first Friday in December) Article 40 all sabbatical leave applications for for 2009-2010 must be in the Human Resources office.

Faculty Evaluation Deadlines

For Contract (Non-Tenured) Faculty

September 29 through November 14

By end of eleventh week of instruction all observations should have been completed.

October 6 through November 14

Between sixth and eleventh week of instruction student and other appropriate appraisal surveys should be completed.

Week of December 8

Post-appraisal conferences should have been held and appraisal summaries forwarded to the Office of Instruction by the end of this week.

For Regular and Associate Faculty

October 6 through November 2

Between sixth and thirteenth weeks of instruction student and other appropriate appraisal surveys should be completed.

December 13

Last Friday prior to finals week: All observations should have been completed by this date.

Week of December 8

Post-appraisal conference should have been held and appraisal summary forwarded to the Office of Instruction by the end of this week.

Other Important Deadlines

Rejuvenation & Retraining Applications

Look for college president communication.

Column Advancement Applications

March 13, 2009 (second Friday in March) for fall 2009 salary adjustment.

Faculty Service Area Requests (FSA)

Submit an FSA request with HR before the Committee review date indicated below.

Recommendation: Submit the application to HR the week before the Committee Review date.

FSA Committee will meet to review the applications during the following weeks:

2008: October 13 and November 10

2009: February 23 and April 13

Grievances

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 Article 48.)

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
Full-time-faculty Representative	Ron Smebye	Computer Applications	MC
Full-time-faculty Rep/Grievance Officer/FSA Specialist	Rod Pavao	Fire Technology	MC
Full-time-faculty Representative	Leslie Saito	English	WVC
Full-time-faculty Representative	Eric Pape	English	WVC
MC Associate-Faculty Representative	Rob Leadbeater	Business/Management	MC
WVC Associate-Faculty Representative	Marge Thronson	ESL/Business	WVC
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
WVC Grievance Officer/FSA Specialist	Richard Greco	Business	WVC
Webmaster	Sallie Wisner	Computer Applications	MC
Newsletter Editor	Doug Temkin	English	WVC

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.

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

*ACE Update Newsletter • ACE: Association of College Educators, Inc.
West Valley-Mission Community College District • P.O. Box 2954 • Saratoga, California 95070*