

ACE Update Newsletter

ACE - Association of College Educators

West Valley-Mission Community College District

September 2008 • Volume 17, Number 1

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

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ACE President's Report

WELCOME BACK!!

This will be a busy year at both colleges. Enrollment at both institutions has been reported as up. West Valley has its multiple construction projects to contend with, while Mission is in the process of beginning its second remodel/construction project.

We begin the 2008-2009 academic year with a new chancellor, Dr. John Hendrickson, replacing Dr. Stan Arterberry, who retired July 31st. Some of you will already know that two West Valley administrators have accepted the retirement incentive, with President Phil Hartley and Vice-President of Student Support Services Ernie Smith retiring August 2009. In other retirement developments the faculty retirement incentive program was approved by the Board during the summer, with over thirty faculty taking advantage of the program. Retirement incentives were offered to several other district bargaining units as well.

By the time that this newsletter is printed and distributed, the selection of the individuals to perform the District's Organizational Review will have been made. That review and its recommendations are due mid-November, at which time faculty will be informed of the findings of the review via the Shared Governance structure.

Wishing you a great and rewarding fall 2008 semester -

Ed Kleppinger
President, ACE

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Contract Negotiations

After a summer respite, negotiations will resume on the 2005-2008 contract, with two contentious articles remaining, Article 52, Intellectual Property, and Article 26, Performance Appraisal. (Agreement has been reached on the third remaining article, Technology, but both sides have agreed not to sign off on it until agreement is reached on intellectual property.) ACE chief negotiator Randy Castello expressed optimism that the sides were fairly close to agreement, with the first negotiation session scheduled for the first week of the semester.

Once agreement is reached and approved by faculty and the Board, negotiations will begin on the 2008-2011 contract.

Retirement Incentive

The 37 applicants for the retirement incentive hammered out for faculty last spring were approved by the Board at the July 17 trustees meeting. The breakdown of retirees by college and retirement window is as follows:

West Valley: 25 Full-time faculty: 21 Part-time faculty: 4 Window 1: 3 Window 2: 22

Mission: 12 Full-time faculty: 7 Part-time faculty: 5 Window 1: 1 Window 2: 11

Window 1: Retirement August 2008 Window 2: Retirement July-August 2009

Human Resources will contact these faculty members to explain the process they must follow to retire and receive the incentive benefits.

In the meantime questions about the incentive program can be directed to Susanna Pancella, ACE Secretary at 855-5362 and susanna_pancella@wvm.edu; ACE Council representatives; and James Andrews, Associate Vice-Chancellor of Human Resources, at 741-2011.

ACE has requested figures from the Board of Trustees on the savings the District will realize from the incentive program.

COMMENTARY Retirees, Replacements, and Responsibilities

By Roberta Berlani, ACE Vice-President

It is an unavoidable fact that every one of us is getting older. But, as a group, the faculty of our district is about to get significantly *younger*. This paradox is brought about by the fact that almost thirty of our longtime faculty members will take the retirement incentives by the end of this school year. As almost thirty of our over-age-55 faculty retire, and all (or almost all) of the under-age-55 faculty remain, the average age of the faculty in the district will probably be lower, even allowing for new faculty. These changes will affect the faculty of our district.

First, in the near future, many of the retirees' sections will be filled with associate faculty. So if your department's part-timer pool has become a mere puddle, now is the time to start the hiring process to bring the roster of eligible associate faculty up to par.

Also, now more than ever, we must make sure that all associate faculty receive timely and thorough evaluations, and have the opportunity to advance to Re-employment Preference (REP).

Many of us will be called upon to serve on hiring committees as vacant positions are refilled with full-time faculty. Advertising and outreach are key activities to ensure that applicant pools are acceptable in every way. The hiring process can be long, complicated and occasionally frustrating, yet hiring the best new faculty is perhaps the most important endeavor to maintain the strength and quality of our colleges!

Formally and informally, we will all serve as mentors for the new faculty. With so many retirements in a short time, we stand to lose the accumulated wisdom of many faculty members in leadership positions such as department and division chairs, and the people who served on so many of the councils, senates, committees, task forces, etc. Of course, retiring faculty might be replaced with new hires of a nearly similar age and experience, but typical new hires are quite a bit younger than the retirees they replace.

As a union, we will continue to pay careful attention to the issues that are most likely to affect the new and mid-career faculty, who will be an even larger proportion of our district. We need also to make sure that those concerns are voiced, especially as we move into negotiating the new contract.

Once faculty members join our district, they stay and serve for a long time, and the continuity and consistency of our faculty are crucially important in maintaining the outstanding education we offer our students. In the next year or two, as a group we may look younger, but our commitment to our ideals will remain.

DATES TO REMEMBER: 2008-2009 Faculty Deadlines

Fall 2008

September 19: (due by third Friday in semester prior) Contract, 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: (due by fifth Friday in semester prior) Article 15

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

October 10: (due by second Friday in October) Article 47

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

November 21: (due by third Friday in November) Article 102

§ Associate faculty apply for insurance reimbursement

December 5: (due by first Friday in December) Article 40

§ All applications for a sabbatical leave for 2008-2009 must be in the Human Resources office.

Other Important Deadlines Throughout the Academic Year

Rejuvenation & Retraining Applications: Look for communication from college president.

Column Advancement Applications: March 13, 2009 (second Friday in March) for fall 2009 salary adjustment.

Faculty Service Area Requests (FSA):

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

Recommendation: Submit application to HR the week before committee review date.

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

2008: Week of October 13 and November 10

2009: Week of February 23 and April 13

Evaluations

For Contract (Non-Tenured) Faculty:

September 26: (by end of fourth week of instruction)

§ Pre-appraisal conference should have been completed by this date.

September 29 through November 14: (by end of eleventh week of instruction)

§ All observations should have been completed by this date.

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

For Regular and Associate Faculty:

October 3: (by end of fifth week of instruction)

§ Performance appraisal pre-appraisal conference should have been completed by this date.

October 6 through November 26: (between sixth and thirteenth week of instruction)

§ Student and other appropriate appraisal surveys should be completed.

December 13: (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.

Introducing Your Grievance Officers

West Valley College Business Department instructor Richard Greco came aboard last academic year as ACE Grievance Officer. He joins Mission College Grievance Officer Rod Pavao.

Richard's Statement: *My name is Richard Greco and I am the grievance officer for West Valley College. I represent all of the faculty at West Valley in any grievance they might have against the school. I have been an attorney for well over 20 years and am experienced in working with problems people might have with their employers. Please feel free to call me at (408) 293-4844 or e-mail me at r.greco@sbcglobal.net.*

*Sincerely,
Richard Greco*

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).

ASSOCIATE MATTERS

WELCOME

*West Valley-Mission Community College District
ASSOCIATE FACULTY*

As ACE associate-faculty reps, we welcome you for another academic year. We sincerely trust your summer was restful and relaxing. As we start this new year, there are many issues facing ACE and we intend to keep everyone informed on a timely basis. Of course, we continue to be interested in supporting you and your issues. Please feel free to contact one of us at any time with your questions or to discuss issues. In past years your involvement and feedback have been highly significant in obtaining and retaining many of the benefits we all enjoy today.

Thank you and good luck this year.

*Louise Lodato, Mission College, Associate Faculty Negotiator
Donna Frankel, Associate Faculty Representative-at-Large
Marge Thronson, West Valley College, Associate Faculty Representative
Rob Leadbeater, Mission College, Associate Faculty Representative*

ACE COUNCIL

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