

# *ACE Update Newsletter*

**ACE - Association of College Educators**

**West Valley-Mission Community College District**

**November 2006 Volume 15 Number 1**

## **From the President**

Greetings my fellow WVMCCD faculty members! Hope the fall semester has gone well for everyone.

The Executive Council has decided to try a new method of communicating with its members. We will be sending out more of these short newsletters than the traditional longer ones.

**The Contract:** Thank you for taking the time to ratify 2005-2008 contract. We know that many of you are interested as to when you will receive the raises and retroactive pay. The District reports that the regular paycheck at the end of November should reflect all the pay raises to date, namely a 4% raise for 2005-2006 and an additional 5% for 2006-2007. Retroactive pay for 2005-06 should be ready in January and for 2006-07 in February.

As soon the Board of Trustees accepts the Tentative Agreement, now on the agenda for the November 16 Board meeting, the Council will be putting out a call seeking faculty to serve on some new contractual *ad hoc* and long-term committees.

While there has been a lull in negotiations, actual negotiations have not yet been completed. There are still articles to be negotiated for the 2005-08 contract; see the following article, "Negotiations Update." Once these articles have been negotiated and agreed to by both sides at the negotiating table, they will be placed before the membership and the Board of Trustees for a vote.

**The Council:** In the near future there will be an election for a West Valley full-time faculty Council representative to serve a 3 1/2-year term - a normal 3-year term plus a one-semester replacement term for Tom Golbetz, who will be going on leave for the spring semester and whose term ends June 1, 2007. I want to acknowledge and thank Tom for his contributions and support to the Council as well as to the faculty of the District. We hope that he enjoys the spring semester.

**ACE webpage:** Please use the ACE webpage as a source for information: HYPERLINK "http://www.wvmccd.cc.ca.us/ace" [www.wvmccd.cc.ca.us/ace](http://www.wvmccd.cc.ca.us/ace).

Thank you for your support and continued support in the future. The Council looks forward to working with you.

Ed Kleppinger, ACE President

## **Negotiations Update**

By Randy Castello, ACE Chief Negotiator

First, a big thank you to the faculty for your patience and support during this rather “extended” negotiations process. We hope you find that the contract articles just ratified do reflect the priorities that you shared with the ACE Council at the beginning of this process (if you can remember that far back—ha!).

In a few weeks we will be meeting with the District to review our ground rules. We still have several articles to finish off in the current contract and we intend to make sure the negotiations process works in a more expeditious manner.

We will re-commence formal negotiations in February on these remaining articles. Many of the changes in these articles are “cosmetic” in nature—we are simply trying to re-word the articles so that they are easier for everyone to read and interpret. Following are highlights of some of the articles yet to be negotiated.

**Article 20**—WSCH/FTE PERFORMANCE GOALS—we will be asking the Division Chairs and Performance Goals Committee members to help us in making sure this process works effectively as enrollment management continues to be a concern for us all. We will also be discussing issues about setting the goal and making sure that the goal is not used to simply manipulate the associate faculty salary budget. We also need to discuss funding and sharing revenue in times of growth and we need to discuss the concept of large lecture classes.

**Article 26**—PERFORMANCE APPRAISAL—We are re-assessing the appraisal outcomes and timing of the appraisal requirements. The District has also presented a sample of a new “streamlined” form (note the singular) that could be used in the appraisal process.

**Articles 32 and 42**—MATERNITY LEAVES and OTHER PAID LEAVES—We are discussing possible ways to allow for paid leaves for maternity, family illness, and religious observances.

**Article 37**—CONFERENCE LEAVES—We have proposed a new system in which faculty could access conference funds in excess of \$200—this proposal also allows for conference reimbursement for associate faculty.

**Article 48**—GRIEVANCE PROCEDURE—We have proposed an arbitration process in

this article.

We also have proposed two new articles—TECHNOLOGY and INTELLECTUAL PROPERTY.

As far as the associate faculty articles, we are assessing which of the full-time articles need to be included in the associate portion of the contract—where ever possible, we want to make sure that the articles are the same.

Finally, the Council will be moving ahead with a study of lab load issues—we will be asking for lots of input from those departments which offer labs.

Once we reach agreement with the District on these articles, it will be time already to start discussing the “new” contract commencing July 1, 2008.

As always, if you have comments on any of these articles or on proposed changes to the articles, please let me, one of the other negotiators, or one of your Council members know.

## **ASSOCIATE FACULTY MATTERS**

### **Big Changes for Part-Timers**

Louise Lodato, Associate-Faculty Negotiator

The parity agreement we signed with the District a year ago defining parity as 88% of salary and benefits, became my guide in negotiating the contract articles for this year. Before our parity definition was established we were at 66% of the full-time salary schedule. With the agreement established, we moved to 70% last year and now we will continue that move to 72% by the end of this contract. Other changes to the salary schedule were also dictated by our parity agreement. The Administration would not agree to 100% parity as a goal, because they said we do not have institutional responsibilities, so we no longer will do the 150 hours of PG&D activities to move on Steps 10-12. These steps will now be regular steps and require only an accumulation of .8 load to move to the next step. We also added Steps 15, 18, and 21 to our schedule which will now be called “longevity steps” and require an accumulation of 2.2 load.

Foremost we will all be getting big increases in our paychecks!

2005-2006 = 4%; 2006-2007 = 5%; 2007-2008 = COLA (estimated @ 3+%) minus .7%

To these increases please add 1.5% to '06-'07, and 1.5% to '07-'08 years, making our increases for this contract a huge 15%!

While these increases are great, this was not the most important part of the contract for part-timers, because what good does a salary increase do if you do not have a job! Job security is what we need most. Another huge problem has been part-time faculty who have not received REP even though they have been working for the District many years. In Article

100 I have attempted to work on that problem by getting Seniority Rights negotiated for those with Re-employment Preference (REP). Now assignments for part-timers will be based on the date of first hire in a department and on the history of load a faculty member has been assigned. We will also be given a priority in assignments over full-time faculty from other departments. While this is not a totally pure seniority system, we are close - and even have some advantages over the De Anza/Foothill model that only gives one class assignment instead of looking at what an instructor's load has been.

If you have not received notification from HR that you have REP (please check with Rose White in Human Resources), notify ACE and next semester evaluations will be done and we will make sure you receive REP. REP will be important for seniority and benefits.

The last major change to our contract is in Benefits. Now if you have REP with just a .067 load, you are qualified to use the benefit. We have doubled the reimbursement fund from \$30,000 per year to \$60,000 per year, increasing the semester reimbursement to a possible \$1,000 per semester.

While this may not be enough to cover all health insurance costs, it comes close to being usable to buy an individual coverage. We also expanded the types of insurance that a member could get reimbursed for, to include Dental, Vision, and Prescription Insurance. I hope you will find these changes make this fund more useful. I will keep working on it!

## **Notes from Your Associate Faculty Representative-at-Large**

If you want a copy of the April 22, 2006 Retirement Workshop DVD, send me your full name, college, department, and subject you teach plus cash or check for \$5 (if check-please make it out to Will Paicius) and I will send you a copy. The DVD has the STRS DB and CB PowerPoint presentation, Social Security, Apple, ZUK, VALIC, PERS, and more in a four-hour presentation with Q and A from the audience. Most of the people who have purchased it were in attendance but found there was a great deal of important information they needed more time to digest.

Please check with Rose White if you are not sure if you earned REP (Re-employment Preference). Without this, an emergency hire can take your classes away. Unless Human Resources sent you a letter saying you have Re-employment Preference, you may not have it. To find out call Rose White in Human Resources at West Valley, 408 741-2057 and Mission, 408 855-5130.

If you did not get a copy of the Fall 2006 CPFA News, please email me with your full name, college and subject you teach and I will interoffice mail you the semi-annual newspaper: Donna Frankel [HYPERLINK "mailto:donna@dancingcruises.com"](mailto:donna@dancingcruises.com)  
[donna@dancingcruises.com](mailto:donna@dancingcruises.com).

Also I would like to encourage you to join CPFA (California Part-time Faculty Association) - a fine statewide organization - of, for, run by and about part-time faculty. Fill out the form in your copy of the CPFA News or go to the CPFA website: <http://www.cdfa.org/>. You will find many important items there including:

### **Resources for Activists**

Sixty Percent Law Information Page; Equal Pay for Equal Work for Part time Faculty Blog - Mike Dixon; Table of Release Time by California Community College District California Community College Contracts and Union Reps (Negotiators); COCAL-CA - The Coalition of Contingent Academic Labor; California Higher Education Listservs: A Guide to Acronyms and Organizations in Higher Education; The California Ed Code, indexed and on-line version - California State Legislators Community Colleges & Unions; General Academic Resources Unemployment Benefits - Your Rights and Responsibilities.

### **Reports**

Twelve District Adjunct Salary Comparison - History; Part-time Insurance Benefits by Community College District (updated 11/20/2004) - A Chronic Problem by Martin Goldstein ; Compensation Fund Report, April 1, 2004 by Chris Storer; Adjunct Instructors, the Burros of Academia - by Burton Fletcher; Important Legislators - by Jonathan Lightman (California legislators on key education committees); Defining the Professional Expectations of Faculty - by Jane Buck; Remarks on "Defining the Professional Expectations of Faculty" - by Chris Storer; The Parity Disparity - by Martin Goldstein; Why I Won't Meet with You Outside of Class - Why 100% Pro-rata Pay; Community College Part-time Faculty Unemployment Compensation Handbook; Retirement Primer For California Community College Part-time Faculty Updated 08/06 - prepared by Cliff Liehe; A Proposal to Abolish the Part-Time Faculty System in the California Community Colleges by Lantz Simpson; 10 Best Practices among California Community Colleges.

Donna Frankel, Associate Faculty Representative-at-Large  
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### **DATES TO REMEMBER**

**November 27** All faculty (associate, full-time, tenured and non-tenured) observations should be complete.

**November 27** All student appraisals should be complete.

**December 1** All applications for a sabbatical leave for 2007-08 due in the Human Resources (HR) office.

**December 21** Enrollment form for the 2007 Health Care Reimbursement Account plan due in the HR office.

### **For the spring 2007 semester:**

**February 2** Pre-retirement banked leave plan must be submitted to HR for fall 2007.

**February 9** Banked leave usage request for fall 2007 must be submitted to HR.

**February 12** FSA request must be submitted to HR to be reviewed week of February 26.

**April 2** FSA request must be submitted to HR to be reviewed week of April 16.

**April 6** Associate faculty due date to apply for insurance reimbursement.

**NOTE:** In general, 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 WVMCCD Contract, Article 48.)

### **ACE COUNCIL**

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Vice-President	Roberta Berlani	WVC Biology
Secretary	Susanna Pancella	MC Computer Applications
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Web site: <http://www.wvmccd.cc.ca.us/ace/>

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