

# *ACE Update Newsletter*

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**ACE - Association of College Educators**

**West Valley-Mission Community College District, Saratoga, California**

*INSIDE: President's Report, Contract Negotiations, Retirement Incentive, Deadlines, Associate Faculty*

## **President's Report**

By Ed Kleppinger, ACE President

It has been a challenging and successful academic year. In the fall 2007 semester the membership ratified over 36 contract articles. Our negotiating team, headed by chief negotiator Randy Castello, with full-time-faculty negotiator Ellen McAlister, associate faculty negotiator Louise Lodato, and notetaker Susanna Pancella were tireless, creative and persistent in negotiating the regular contract with the added responsibilities of a retirement incentive. The retirement options, other than the SERP, were the result of their research and creativity. They have served the memberships well. THANKS!

Three remaining articles of the 2005-8 contract need to be negotiated. Two are new – Technology and Intellectual Property. The third is Appraisal. We hope to have these negotiated soon and will not begin the 2008-11 contract negotiations until they are completed in 2007.

While HbA is not a direct concern of the union, ACE has been active in working with the faculty senates and the district. In mid-fall 2007 I asked the two senate presidents to review their respective program discontinuance procedure. Earlier this week I was informed that the Mission College senate president had received a report from Mission's Performance Goals Committee (PGC) of a 3-year program/departments review of the goals and actual accomplishments. It is anticipated that in the fall 2008 semester the two senates will be reviewing programs/departments in order to achieve the Faculty Obligation Number (FON).

Acknowledgment and thanks should be extended to the Load Committee. The two ACE representatives (Benjamin Mendelsohn and Ellen McAlister) have done an outstanding job of getting that committee to function, including setting definitions and formulas. More needs to be done, especially on Supplemental Instruction (SI) since there is a push to convert as much West Valley HbA to SI. Mission seems to be only interested in adding SI to basic skills courses and ESL.

Benjamin's term ends this May. ACE will need a new West Valley representative on the committee. The ACE Council will be asking in early fall for volunteers. If interested, please forward your name to Susanna Pancella, ACE Secretary.

Another contractual committee that has worked unseen by the membership is the Health Benefits Committee. Under the able leadership of Mike McDonald, the committee has reached a level of knowledge and ability that it has lacked for several years. The Benefits Committee has representatives from all employee groups as well as the Board (Chris Stampolis) and retirees. The District benefits advisor Gallagher has been very helpful, supportive and knowledgeable. I must also acknowledge and thank Carol Beck (MC), who has served on this committee for several years. She has been persistent and tenacious in her stewardship.

I want to also acknowledge and thank two of the most visible ACE committees, Sabbatical Leave and Professional Growth & Development, for their diligent work.

Randy Castello, as the ACE Budget Analyst, ably represents our interests at the District Budget Advisory Committee (DBAC).

I would also like to thank the ACE Vice-President, Roberta Berlani, for her persistence and commitment, especially in attending the West Valley's Division Chairs Council and the Performance Goals Committee as an observer and reporting back to the ACE Council on their deliberations. I do the same with the Mission councils. Serving as representative on the District Council (DC) has also been an interesting exercise.

*Continued >>>>>*

*Cont'd.* What's for the future? The District should have a new chancellor by July 1st. There will be a honeymoon period while all the employee groups get to know the individual. Both the Division Council and District Budget Advisory Committee (DBAC) will be meeting over the summer. The ACE president will be the representative to these two committees. One issue that will be on the agenda is the correct structure of the District, given its fiscal capabilities. The 2008-2009 budget will be submitted to the Board of Trustees by July 1st. It will have to be balanced and reflect a reduced allocation of funds. Over the summer there will not be any contract negotiations, which will resume early in the fall semester.

It has been a challenge, privilege, and honor to be the president of the union for the past year. I have tried to be as open and approachable as possible and to make the union also approachable. I feel that this has been accomplished. I have established a good working relationship with many administrators. I don't claim to have that with all of them. The president of the union does have to represent the interests of its members, just as the president of the Board of Trustees needs to represent that body.

The next ACE president will be announced shortly, following an election at the ACE Council meeting May 15.

# Contract Negotiations Update

By Randy Castello, ACE Chief Negotiator

## The 2005-2008 Contract

Several contract articles remain in negotiations. Any articles agreed to in principle between the negotiating teams will be presented to the faculty for ratification.

**Article 53 Technology** This will be a new article in our contract. We have reached agreement with the District on language for this article, but we have agreed with the District that this article won't be signed by both parties until agreement is reached on the Intellectual Property article.

**Article 52 Intellectual Property** This will also be a new article in our contract. The negotiating teams have begun trading proposals that will hopefully get us to an agreement in the near future.

**Article 26 Performance Appraisal** Work continues on the article. The main focus has been on the timing of the process and also making sure that the article appropriately addresses all faculty in all job descriptions. The finalization of this article will include reviewing forms and an attempt to reduce the paperwork involved in appraisals.

**Once these** articles are completed, finalization of the entire contract will include the structure of the contract. We have considered changing from the full-time and associate contract to a format of articles that encompass full-time and associate faculty, articles that apply to full-time members only, and articles that apply to associate members only. This type of structure would eliminate the need to duplicate articles for the full-time and associate section as in our current contract. (Currently, provisions that apply to both full-time and associates were not necessarily duplicated exactly.)

Given that the contract expires on June 30, 2008, all ratified provisions will simply roll over to the 2008-2009 year.

## The New Contract: 2008-2009 and Beyond

The Council will begin the 2008-2009 school year by analyzing the results of the faculty surveys and coming to agreement on the articles they wish to open.

In the fall, the Council will be calling for faculty interested in serving on the negotiating team for the new contract.

# Retirement Incentive Offered

Weeks of negotiations ended recently with a retirement incentive offer to eligible faculty, pending acceptance by a minimum number of retirees.

Several retirement options are available. Terms of the offer and related information are available at the ACE Web site: <http://www.wvmccd.cc.ca.us/ace/>.

## Questions and Answers

Check both faculty email and the ACE Web site, <http://www.wvmccd.cc.ca.us/ace/>, for information on the retirement incentive terms, developments, and Q and A.

Currently the ACE Web site homepage has links to the terms of the retirement incentive proposal, a calendar of informational meetings, and FAQs. Please check the site periodically as information is updated.

For the SERP option of the incentive, general information sessions were held in early May. If you missed these sessions and want an individual consulting session, please contact Human Resources for more information.

For the STRS "Plus 2" part of the incentive CalSTRS counselors will be available to meet members at the CalPERS Retirement Planning Fair at the Santa Clara County Office of Education, 1290 Ridder Park Drive in San Jose on May 16-17, 2008. No registration is necessary. The dates and times are:

**Friday, May 16, San Jose, 9 a.m.–3:00 p.m.**

**Saturday, May 17, San Jose, 9:00 a.m.–1:00 p.m.**

The election form for the incentive should be available the week of May 12-16.

Remember: For both incentive windows and all election form options must be physically in the District HR office by 5:00 p.m. on June 16, 2008 – this is a hard and fast date and time.

Both the ACE and Human Resources Web sites feature links to a document with questions and answers pertaining to the incentive. Please check periodically as this document is updated.

Questions can also be directed to ACE Secretary Susanna Pancella at [susanna\\_pancella@wvm.edu](mailto:susanna_pancella@wvm.edu) and 408 855-5362.

# Faculty Deadlines and Important Dates

## Spring 2008

### Week of May 12

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

## Fall 2008

### September 19 (by third Friday in semester prior) Article 38

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) Article 15

Submit a written request to your college President to start your pre-retirement banked load leave beginning spring 2008.

### October 10 (by second Friday in October) Article 47

Submit written professional growth and development proposal to the PGD Committee chair.

### November 21 (by third Friday in November) Article 102

Associate faculty apply for insurance reimbursement.

### December 5 (by first Friday in December) Article 40

All applications for a sabbatical leave for 2008-09 must be in the HR office.

**Note:** 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.

# ASSOCIATE MATTERS

## California Part-time Faculty (CPFA) News

By Donna Frankel , Associate-faculty Representative-at-Large

Please look for your spring 2008 copy of the CPFA News, which will be placed in your faculty mailbox in the next few days. To recycle extra copies or when you are done reading yours, please send via interoffice mail or place in my mailbox in West Valley's Physical Education office or Mission College's Part-Time Center.

Thank you, and have a wonderful summer.

## Associate Faculty Offered "Golden Handshake"

By Louise Lodato, ACE Negotiator

Eligible associate faculty will be able to take advantage of the same STRS+2 retirement incentive which is being offered to full-time faculty. If you are close to retiring or already plan to retire in the 2008-2009 school year, this could be a good boost for you. The plan is being offered to any faculty member who has earned 5 years of service credit in STRS and is at least 55 years of age. The plan will add 2 additional years of service credit to your retirement, which for many of us part-timers would take almost 4 years to earn. The main drawback for part-timers is that once you retire you can not work for this district for 5 years and any work you do for any other district will no longer contribute to STRS credit.

Some things associate faculty will need to do to become eligible for the incentive plan:

1. Declare by June 16, 2008 that you plan to retire; forms are available from Human Resources.
2. Move accumulated sick leave from other colleges to the Mission-West Valley District.

### ACE COUNCIL

President	Ed Kleppinger	Sociology/Humanities	MC
Vice-President	Roberta Berlani	Biology	WVC
Secretary; Full-time-faculty Rep	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 Rep	LeAnn McGinley	Assessment	WVC
Full-time-faculty Rep	Eric Pape	English	WVC
MC Associate-Faculty Rep.	Rob Leadbeater	Business/Management	MC
WVC Associate-Faculty Rep	Marge Thronson	ESL/Business	WVC
Associate-Faculty Rep-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 Web site: <http://www.wvmccd.cc.ca.us/ace/>

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