Minutes
RCCDFA/CCA/CTA/NEA
April 2, 2019
MVC, HM 202

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc Pres)</td>
<td>Monica Gutierrez (NC Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Garth Schultz (RIV FT Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Dariush Haghihat (Riv VP)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Jeff Rhyne (MV FT Rep)</td>
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<td>Emily Philippsen (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>MVC Faculty Guests</td>
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1) Call to Order 1:00pm

2) A great turnout of faculty attended the MVC Faculty Association executive board meeting.

3) A faculty member inquired about his/her Teaching Assignment (TA) that has not been approved nor has he/she rejected it. The faculty member says the dean is aware of the issue and the IDS is working on the TA. Fabian will contact the dean and research the issue.

4) A faculty member asked about MVC Career Development and College Preparation (CDCP) non-credit courses. Are faculty paid the same rate for teaching non-credit courses? It depends on how the course is coded but the district collects the same apportionment for CDCP enhanced funding noncredit courses so therefore the faculty member would be paid as a regular course. In the contract, XX H 1-9, faculty should be paid on our salary scale for enhanced funding for CDCP qualified courses (see page 65

5) If faculty are interested in teaching CDCP non-credit courses, it will be important to: (1) notify administration of CDCP courses to be taught and enhanced funding will be received; and (2) make sure the TA is set up for our faculty based on the current
salary scale.

6) A faculty member asked about a “golden handshake” possibility. An early retirement golden handshake is currently being negotiated. We are waiting for the green light to announce the discussion. We are hoping that faculty may retire in December 2019 or June 2020 for those taking advantage of the early retirement offering. There have been several meetings with the Chancellor Isaac and Vice Chancellor Brown. They are working on all the details. We are negotiating that the early retirement option will include 80 percent of the last year salary or two years service credit. We caution those that are contemplating about early retirement about taking the two years service credit option that they cannot work for the district or the STRS system for five years. The positive side of two years service credit is that that option adds to the retirement base rate but the negative side is that the retiree cannot work in any STRS system for five years. If faculty choose 80 percent of salary, they cannot come back to teach for six months.

7) Rehire preference rights apply to full time faculty retirees when they are eligible to come back and teach for the first semester, they are eligible to teach. After the first term as part time faculty, full time faculty have the first right of refusal, but they must apply.

8) Executive board members are not financial advisors so all faculty who are contemplating about taking advantage of the early retirement incentive plan being offered next year should do their own independent research and consult with a retirement expert and proceed with prudence.

9) A California State Teachers’ Retirement System (STRS) retirement session will take place on April 22nd at 2:30 at Ben Clark Training Center.

10) A faculty member asked about healthcare. Dariush spoke that we are trying to shore up the PPO health care plan for retirees while making the PPO plan a sustainable option for the long haul. Our negotiations with the district only involves the PPO plan and does not affect Health Net and Kaiser plans.

11) The PPO plan is a self-administrated plan offered and managed by our district, where as Kaiser and Health Net have their own set of rules and negotiation processes which are separate from the PPO plan.

12) The PPO plan has faced huge increases in prescription drug costs for our retirees. Our position has been trying to alleviate the sudden costs that retirees face in the PPO health care plan.

13) The guiding principle of negotiation is to bring the run-away cost for the PPO health care plan for retirees more affordable and while maintaining the quality health care they are enjoying. We also want to make sure to keep the PPO plan a sustainable and viable options for all those who enroll in that plan for years to come. We need to
implement some cost saving measures, so we are “hitting two birds with one stone.” The negotiations underway are that the changes to the PPO plan will be: (1) substantially reduce the out-of-pocket expense by the retirees over the age of 65 who are on the PPO plan and (2) make sure the PPO plan remains a viable option for the district. Both the Association and the District are also determined to maintain the integrity and the quality of the PPO, Health Net, and Kaiser health plans.

14) In summary, there are two separate agreements being negotiated: (1) an early retirement plan and (2) a modification to the PPO health care plan. Remember that early retirement is not correlated with health care.

15) A faculty member asked the union’s stance by the administration insisting that faculty wear full regalia including hats at graduation. Can administration force the issue? The administration may encourage faculty but not mandate. Due to personal and community safety, we need to be cautious about heat exhaustion and dehydration.

16) Chancellor Isaac joined the meeting and thanked the MVC faculty for the opportunity. The Chancellor addressed the faculty that he hopes as academics the faculty recognize the dignity that graduation requires. The students, families, and community are not happy when faculty are dressed disrespectfully of their role. The students and administrators show respect by dressing appropriately. Faculty should set the tone for respect and dignity.

17) Chancellor Isaac congratulated the Faculty Association in working collaboratively with the administration. It is pleasant that we are on the same side. We are striving, struggling, to establish the best community college district in the nation. We have the same goals in how we organize resources. Thus far, we haven’t had any principle disagreements.

18) The Chancellor stated that as an institution when we are not efficient, we are not operating effectively. We have tried to increase efficiencies. Working together with academic affairs, we are looking at course caps from three angles: (1) pedagogically; (2) economically; and (3) in terms of work equity. Looking at all elements of efficiency, then we need to invest the district money. This is simple logic. When we clean up course cap offerings, we want to invest back in the district with more full time faculty hires.

19) Regarding health care, we can make the costs lower in order to save the PPO plan but be assured that no person is going to get a substandard drug. The savings will be reinvested back into our PPO health care plan. We want to get the best services for our employees and invest in the future.

20) RCCD is researching going for a new bond. Measure C is almost finished. We our considering going for $840 million dollars. One important item in our favor is that the community loves RCCD. We are studying what our economic impact is to our
community. In 2017, the district contributed $819 million dollars and offered 13,000 jobs to our community. Our alumni live and work here in our community and two-thirds of the economic development comes from our alumni.

21) The interest of RCCD is large in our community. The community wants to know how we are addressing the issues of society. “I cannot tell you how important it is to have all faculty on board for the bond measure.” The major goal of the bond measure is to make MVC and NC become a comprehensive college—a complete college. Each college deserves to give their community a holistic college experience. In this effort, we should all be working together. There is tremendous amount of excitement for the new bond measure.

22) We have choices going out for the bond in March 2020 for the primary election or in November 2020 during the general election. The district is weighing the pros and cons on which election would garner the best results.

23) The district is working on updating the budget allocation model. There is a general feeling that colleges are not getting their “fair share.” The budget model allocation model is based on the principles of: (1) Fairness; (2) Transparency; and (3) Equity. FTES have an “exchange rate.” Not all FTES are equal. We need to see what load disciplines are carrying and what cost.

24) In addition to the aforementioned principles, the Vice Chancellor for Institutional Advancement and Economic Development will work toward raising at least 30 percent of our budget from outside resources. We have lots of good ideas and more and more work to be done to reach our goals.

25) One important caveat is that we cannot afford any hiccup with the upcoming accreditation visit. Please, please—we really need to get all our work done. We have four important standards to address. By the end of June, we should have a good clean draft.

26) A faculty member asked Chancellor Isaac if there are any more part time faculty committees and correlating compensation? Full time faculty have the primary responsibility for committee work. For part timers, first and foremost, the most important assignment is assessment since that is connected to improvement of teaching and learning.

27) Motion (Campuzano/Schultz): To approve minutes with amendments. Unanimously approved.

28) President Report—Rhonda Taube. Two different faculty members in kinesiology contacted Rhonda regarding some discussion that the athletic director could be included in Improvement of Instruction (IOI) committees within the department. The executive board unanimously agreed that the contract stipulates only academic deans may evaluate faculty on IOIs. Classified managers are not allowed to
29) Rhonda distributed a draft of the MOU on retiree PPO healthcare.

30) Motion (Haghighat/ Biancardi): To approve MOU regarding retiree healthcare.

31) **Moreno Valley College**

32) **Fabian Biancardi.** Concerned faculty have approached Fabian regarding selection committees that have a huge pool of applicants. One committee had to screen 178 applications for full time faculty position. It’s time to think about some limitations for committees and start having conversations. One committee cannot adequately screen and complete two hundred applications. Of course, the most important thing we do is to get the right person for the job. But for some committees, screening is an enormous burden.

33) Fabian will send out an email regarding the upcoming spring Faculty Association election.

34) **Jeff Rhyne.** MVC has received a number of release time requests. Jeff volunteered to be on a subcommittee to review reassign/release time and get the assignment aligning to the contract. Release time consistent for a .2 is six hours a week.

35) Rhonda appointed Jeff to a Reassignment/Release Task Force. She also appointed Monica and Shari to join Jeff. We need to encourage faculty to track hours and document hours.

36) Rhonda will be meeting with the Chancellor after spring break.

37) **Riverside City College—**

38) **Dariush Haghighat.** Dariush reiterated that the District Safety Committee needs to address the RCC permanent bollards. One person cannot speak for the entire committee.

39) RCC President Anderson communicated with Dariush that RCC is planning a college day for FLEX. Dariush admired the initiatives that the college will be addressing at “college day” but, of course, it can’t be mandatory per the contract.

40) A discussion ensued about faculty that review the success rate and retention rate of specific courses. Chairs are allowed this information but we need to be cautious so that the data is not used to hurt faculty. We need to consider how to protect faculty and institutionalize keeping the data private.
41) **Garth Schultz.** Garth distributed an email for the speech competition event. The executive board will discuss the item after spring break.

42) **Norco College.**

43) **Peter Boelman.** Peter asked a sabbatical question. Is it okay to teach a summer course if taking a sabbatical? Yes, for summer since it is outside of the academic year. Winter term? No, it would be an abuse of the yearlong sabbatical purpose. If sabbatical were one semester, teaching winter would be fine.

44) A faculty member asked about a reduced teaching load. If the faculty member is on reduced load, can they do a 1.0 TA? Rhonda answered that it depends on the type of reduced load. For example, if faculty are on a “reduced load” for medical reasons, they cannot exceed the doctor’s work restrictions.

45) **Diana Campuzano.** Diana is pushing for a space at Norco College where all faculty can meet with students. Currently there is a workspace but not a private meeting room where part time faculty can meet with students.

46) **Secretary:** **Shari Yates.** No report.

47) **Treasurer:** **Asatar Bair.** No report.

48) **California Community College Association (CCA).** No report

49) Closed Session. None.

50) Adjourned 3:05pm.