Minutes
RCCDFA/CCA/CTA/NEA
April 23, 2019
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc Pres)</td>
<td>Dariush Haghighat (Riv VP)</td>
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<td>Shari Yates (Secretary)</td>
<td>Jeff Rhyne (MV FT Rep)</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>Peter Boelman (NC VP)</td>
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<td>Monica Gutierrez (NC 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>Peggy Campo (Dist Acad Senate)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

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

3) President Report—Rhonda Taube

4) Faculty were concerned about the tone set at the Norco College’s Dinner with the President: A Family Affair which included a Christian prayer invoking “Our Lord and Savior, Jesus Christ.” The Faculty Association adamantly believes that public educational institutions, especially those of higher learning, belong to the entire community regardless of religious persuasion. But even more importantly, institutions of higher learning are the established public organizations charged with nurturing tolerance and understanding within a multicultural community comprised of all faiths and backgrounds.

5) President Reece responded that in the future Norco College wants to make sure that they create an academic environment that balances core values and will make changes for future events. “We need to embrace all cultures. We need give people the space to express religious views. We need to give people the space to be free ‘from’ religious views. We need to protect freedom of expression.”

6) Rhonda reminded the Executive Board members that the CCA conference is this
coming weekend. Hopefully all the RCCD attendees can meet together and discuss the candidates.

7) Lorraine Jones, the DHR compliance officer contacted Rhonda regarding how there is not a process for faculty against faculty complaints—they are only pursued if based on discrimination. We need to have a process for faculty resolutions to resolve toxic situations and help faculty feel heard. If the colleges/district had an Ombudsman, it would help with these type of issues.

8) The PPO plan changes looks like “it’s a go” but still not finalized. Faculty/staff need ten years in the PPO plan to be vested for retirement benefits.

9) The early retirement plan incentives are diligently being worked on by Vice Chancellor Brown. Everybody who is contemplating retirement must speak with a retirement representative (PARS/PERS/STRS) to iron out their personal retirement situation and questions.

10) A possible for date for the Faculty Association Gala will be June 27th.

11) Moreno Valley College

12) Fabian Biancardi. A faculty member filed for retirement but then heard of the early retirement plan being negotiated. One can rescind a retirement date even after it’s been approved by the Board of Trustees. However, since the fall schedule was already completed, any faculty member in this position would have to make due with a fall schedule that may be less than ideal.

13) Ervin Slavick. Ervin would like to thank Wade from CalSTRS for meeting with Part-Time and Full-Time Faculty at the Ben Clark Training Center. The takeaways from the 4-22 meeting with CalSTRS:
   a) Go to https://www.calstrs.com/general-information/riverside-member-service-center and register and review your “progress report;”
   b) CalSTRS has disability coverage. Contact them for more details;
   c) Employees still working after age 70 may be forced to draw from their retirement or pay a penalty;
   d) Check your Progress Report and determine your supplementary benefits (which is different than defined benefits);
   e) Unused sick leave can be put toward service credit when you retire;
   f) Employees can purchase service credits. This might be best if you purchase service credits early in your career;
   g) Part-Time faculty are invested in CalSTRS after 5 years;
   h) There are “options” for your beneficiaries, but this can reduce your own payments. Talk with an advisor;
   i) When Part-Time faculty are ready to retire, they should maximize their load at their respective college (avoid teaching just one class at an institution your last year(s) as this will reduce your benefits);
j) If you are retiring with more than one retirement plan (PARS, PERS, etc) let all parties know well in advance to maximize your benefits and coordinate the retirement;

k) The best time to call CalSTRS is 7:00am and 6:30pm. The best time for appointments is in the Summer.

14) Riverside City College—

15) Garth Schultz. Garth presented hard copies of the proposal for the intramural speech competition. The idea would be that the stipend be added to the appendix section in the contract where existing stipends are described. Since many on the Executive Board have been caught up in various negotiations, there was not a consensus. We will take up discussion on the issue at the meeting next week at Norco College.

16) Emily Philippsen. Facilities changed the 30-minute parking signs in front of the administration support center to include “Staff Parking 30-minute.” Unfortunately, there’s still no parking for faculty that are coming around noon. Faculty complain that they hate trying to pick up copies in the middle of the day. It’s especially for faculty that teach on the outskirts of the college.

17) Vice President West contacted Emily about the annual recognition award ceremony and wants to include part time faculty to be recognized at this event. Emily is working on the event with VP West so it is more inclusive.

18) Norco College.

19) Monica Gutierrez. Monica asked for clarification of election guidelines when electing department co-chairs. In departments that are multi-disciplinary, separate elections are to be held when co-chairs are responsible for specific disciplines. The faculty member who receives the majority vote of the eligible voting members will be the departmental recommendation. If no faculty member receives a clear majority by secret ballot, voting by secret ballot continues for up to four times to determine the co-chair.

20) Diana Campuzano. Diana met with the president and discussed the updated process for reassignment time. President Reece was very receptive of publicizing opportunities for reassigned time and will appoint an administrator to be a “lead person” for Norco College.

21) The part time faculty will receive a shared office space so that they can meet with students. They are hoping to have the office space ready in the fall if not sooner.

22) Secretary: Shari Yates. No report.
23) **Treasurer: Asatar Bair.** No report.

24) **District Academic Senate Peggy Campo.** Peggy emailed District Academic Senate Report:
   
a) DAS met yesterday and approved to update the RCCD Military Credit Policy, and had our first read of changes to BPAP5160-Student Employment, that would permit student tutors to stay employed as PT tutors even after leaving RCCD, if at another community college or 4-year institution.
   
b) We were informed: The General Obligation Bond moving forward for March 2020; a districtwide taskforce is being formed with faculty, staff, and administrators from all 3 colleges. We need to have a common message and ensure the bond passes.
   
c) Much confusion is coming from the governor and chancellor’s office surrounding the Student Centered Funding Formula (SCFF). One thing is clear: our district will not fare well and we will lose approximately $6M from original estimates of the SCFF. Regardless, the three colleges will continue to be dedicated to access, success, and equity (coincidentally, pillars of the formula).
   
d) Districtwide campaign going on for students to properly register in their Math and English courses for the Fall 2019 semester with the full rollout of AB705 and the elimination of basic skills courses. Please encourage all students who have not completed college level math and English this year to complete a simple survey they can find in their WebAdvisor account that will assist them to enroll in the proper courses in the fall.
   
e) District Academic Standards did not approve the restructuring request of the Com discipline to require Com 1, 1H, 6, 9, or 9H for RCCD GE Area B2D.
   
f) College VP’s and deans are looking to put together a proposal to provide funding for Communities of Practice for PD for affected disciplines of AB705.
   
g) Course caps taskforce will have another meeting in later May.
   
h) Creating a Districtwide Accreditation Workgroup that will begin meeting in May.
   
i) Two applications were received for 2019-2020 yearlong sabbaticals; college presidents will be notifying faculty of their decisions shortly, as stipulated in our labor contract.
   
j) District Curriculum Committee is thinking of making changes to SLO’s a Minor Modification (if they do not affect course requisites). DCC is seeing many noncredit courses and certificates going through the curriculum process. The Chancellor approved up to a total of 240 hours for six faculty to receive special project to update the District Curriculum Handbook over the summer.
   
k) Some reminders for important submission dates: Applications for Spring 2020 Sabbaticals must be received in the office of the VC- Ed. Serv. (susan.mills@rccd.edu; susan.brucks@rccd.edu) by May 15, 2019. Materials can be found: https://www.rccd.edu/faculty/Pages/SabbaticalLeave.aspx
   
l) Applications for FT Faculty Plans for Professional Growth and Request for Salary Reclassification must be received in the office of the VC- Ed. Serv. (susan.mills@rccd.edu; susan.brucks@rccd.edu) by May 9, 2019. Materials can be found: https://www.rccd.edu/administration/educationalservices/Documents/pgsl/Profess
m) Proposals and college president letter of endorsement for tenured FT Faculty applying to teach a semester abroad in Barcelona, Spain Spring 2020, and Florence, Italy Fall of 2020 must be received in the Study Abroad Office (study.abroad@rccd.edu) by May 14, 2019. Interviews will be held on May 24, 2019. Materials can be found: https://www.rccd.edu/services/studyabroad/Pages/Faculty.aspx

n) Applications for Senate sponsored Educational Assistants must be received by local college senate presidents (jennifer.floerke@mvc.edu; mark.sellick@rcc.edu; peggy.campo@norcocolege.edu) by May 24, 2019. Materials can be found: https://www.norcocollge.edu/as/Documents/Educational_Assistant_Program_Application_2019-2020.pdf

25) **Open Hearing.** None.

26) **Election.** Fabian reminded the Executive Board that the RCCD Faculty Association election committee for college representatives is now accepting candidate statements. Those who are running for office should send his/her candidate statement to the VPs of the college for distribution including: Fabian Biancardi at MVC, Peter Boelman at NC, and Dariush Haghighat at RCC.

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

28) **Closed Session.** Two items discussed.

29) **Adjourned 2:25pm.**