Minutes
RCCDFA/CCA/CTA/NEA
February 13, 2018
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Assoc Pres)</td>
<td>Jeff Rhyne (MV FT Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Truttmann (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>Rhonda Taube (Riv 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 Philippson (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Cameron Young (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) President Report—Dariush Haghighat

3) Dariush extended the Faculty Association’s most sincere congratulations to the RCCD stakeholders for finally bringing on board, a true educator, a noble individual, a visionary leader, and a genuinely dedicated individual to our district as our new Chancellor.

4) During his tenure at our district, Dr. Isaac has truly earned the respect of all stakeholders from all three colleges and the Faculty Association could not be any more excited in working with such a dedicated individual tackling some of the most sensitive issues facing our stakeholders.

5) Finally after so many years we have an individual at the helm of our institution that shows up to work with a genuine commitment to the well being of our great institution.

6) Dariush implored the faculty to hold to the standards for high school concurrent enrollment college courses. He has had two incidents recently from outsiders not understanding that in college courses uncomfortable and adult topics are discussed. Parents need to realize that an underage minor enrolled in college courses will be present in class when adult subjects are examined. The union and Academic Senates need to make a joined effort to safeguard our standards and academic freedom. Parents sign a release form to allow minors to enroll in college courses, but not all parents understand that they may not ask questions regarding their child’s progress and they may not interfere or censor the topics discussed in the course.

7) Dariush has been attending meetings regarding the PPO health plan. Unfortunately, our former Chancellor Burke dropped the ball on our negotiated PPO plan document since no district administrator has signed off on it. There are a number of arbitrary
and unilateral changes to the plan document by the plan administrator that the Faculty Association has identified and is working diligently with the Benefit Committee to correct. Those changes had led to a number of refusals by the plan administrators that the Association worked hard to rectify.

8) The Benefits committee has been reading and editing the agreement to make sure the PPO Health Care Plan Document will protect the participants based on the negotiated agreement between the Faculty Association and the District.

9) Dariush has been, and plans to continue attending meetings every Thursday to ensure this issue is resolved efficaciously.

10) Fabian, Rhonda, and Dariush had a number of meetings with the board of trustees and future candidate. They have met with Tracey Vackar, Bill Hedrick, and Jose Alcala.

11) Social media statements are being sent on behalf of Jose Alcala to spread his vision for RCCD to the students, staff, faculty, and community.

12) We must take this race so seriously. Everything we’ve worked hard for can be lost so easily if we don’t get supportive trustees on the board.

13) **Moreno Valley College**

14) **Fabian Biancardi.** Fabian and Jeff were able to speak to faculty on FLEX day. They emphasized how pleased the association is about our new chancellor. It is wonderful to have a chancellor in place that shares our values and vision for the district.

15) Fabian is happily running again for Faculty Association Vice President due to the great leadership at Moreno Valley College and at the district. Fabian is energized and looking forward to a new term to come up with ideas to help the students and colleges now that the leadership is so supportive.

16) An issue that surfaced early this term at MVC was that a full time faculty member did not make his/her full load due to a course cancellation. The faculty member might need to teach a schedule that is not ideal in order to “make load.”

17) **Ervin Slavick.** Ervin reported that faculty are appreciative now that administrators are on campus in the evenings and Saturdays.

18) A faculty member was frustrated with a staff member and wanted to file a grievance. The union does not file grievances against staff. If there is a conflict (personality clash) it is not a “grievable” problem. When administration goes against the negotiated contract, we can grieve. Faculty may go to HR and file a complaint but it
is much better to go to the appropriate dean to resolve conflicts.

19) **Riverside City College**—

20) **Garth Schultz.** Garth made and distributed a flyer for Jose Alcala meet and greet event upcoming on February 27th.

21) Motion (Taube/Schultz): To approve $1500 for catering for Jose Alcala event on February 27th. Approved unanimously.

22) **Rhonda Taube.**

23) Rhonda reported that the Association held a faculty meeting on FLEX day. The faculty seemed content; no one had any rumblings on issues other than Department of Education and the Supreme Court.

24) Rhonda was approached about agreements with local high schools regarding the RCC calendar. Dariush advised that district calendar should be followed, not the school districts’ calendars.

25) Unfortunately, the job description was not changed for the Principal HR Analyst. HR does not want to increase the education level from Bachelor’s degree to more advanced degrees. Faculty and staff do not want to diminish educational standards to “race to the bottom.”

26) Abject sadness and horror reverberated throughout the college on Monday morning due to a suicide of a former student. Since there was no way to hide the body, students, faculty, and staff were in tears as they walked past the scene while the investigation was being done. The parking structure was closed causing more angst and consternation for all those trying desperately to get to the college on the first day of the semester.

27) **Emily Philippsen.** Emily attended the full time and part time faculty meetings on FLEX day.

28) She also was notified that the part time faculty mailboxes are going to get moved to the fourth floor of the digital library. The vision is to have a welcoming faculty center equipped with computers and a copy machine. Concern was shared that since the 4th floor does not provide easy access for faculty; retrieving mail will be challenging for faculty who want to quickly get in and out to teach. There are multiple reasons why the faculty development center is unused including lack of easy access.

29) Emily boosted a post for Jose Alcala on the Association Facebook page.

30) **Norco College**
31) **Monica Gutierrez.** Monica reported that Norco hired two new instructional deans now that the college has been reorganized into a new structure.

32) President Reece wants to hire an assistant athletic director. May he just name someone or does it go through a search? *Most positions go through a search unless a person is placed in a position as “acting.”* Dariush believes that “acting” positions do not need to be advertised.

33) Does President Reece need an agreement with us? *Nope. The position is in the contract so it has already been negotiated.*

34) Dr. Monica Green wants to extend giving a faculty member a released time of 0.2 for the guided pathway program for another two semesters. *No problem.*

35) Due to extenuating circumstances, the Sciences and Kinesiology chair needs to receive 0.8 release time which is exceeds the allowable release time per the contract. He requested to keep .8 for this semester but will split the release time in future terms.

36) Motion (Gutierrez/Boelman): To approve the letter of agreement for the Sciences and Kinesiology chair to keep the 0.8 until the end of spring 2018 semester. Approved unanimously.

37) **Cameron Young.** Cameron has an upcoming meeting with a faculty member this Thursday.

38) Over the winter, Dr. Parks solved the JFK technology problems. Cameron greatly appreciated Dr. Parks help with the tech issues.

39) There was an issue with the college resource center but, in the end, all of the copies requested were distributed to the faculty.

40) **Secretary: Shari Yates.** Shari has been meeting with Susan Brucks regarding the Reemployment Preference applications. The reemployment preference committee also met over the winter term. There were 158 applications submitted for preference. Educational Services and HR have been working on the list of applications to determine eligibility. Faculty must have taught a specific course for a total of 2.0 at a specific college and have received three satisfactory evaluations regarding the specific course at the college. Many of the faculty have not met all the requirements. Since we are at the starting point of this reemployment preference process, we know that it will take time for faculty to earn preference status. The committee is determined to hold to the outlined standards in the law and the MOU in order to grant preference. Deans and Department Chairs should receive a reemployment preference list on or before March 1, 2018 for developing Fall 2018 schedule.
41) **Treasurer: Leo Truttmann.** Leo reported that the audit is going to cost $3000. Leo has sent the engagement letter.

42) Faculty Association Part time representatives’ stipends will be included in their next paychecks.

43) **District Academic Senate: LaTonya Parker.** LaTonya reported that the next District Academic Senate meeting will take place on February 26, 2018 at the district office at 3:00pm.

44) **Open Hearing.**

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

46) Closed Session: Four items discussed.

47) Adjourned 3:15pm.