Minutes
RCCDFA/CCA/CTA/NEA
March 15, 2016
Moreno Valley College

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
<td>Lisa Iyer (Riv PT Rep)</td>
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<td>Shari Yates (Secretary)</td>
<td>Tim Wallstrom (Nor Rep)</td>
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<td>Ervin Slavick (MV PT 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>Leo Truttmann (Treasurer)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Peggy Campo (District Acad Senate Pres)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>MVC Faculty</td>
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1) Call to Order 1:05pm

2) Motion (Taube/Rocco): Approval of minutes. Approved unanimously.

3) **Open hearing.** Dariush welcomed the MVC faculty. He thanked Chris, Fabian, and Ervin for hosting the meeting for the Faculty Association. “We enjoy meeting with our colleagues at each college. We genuinely want to hear from all of you. We want to learn about any issues or concerns from MVC. We really appreciate that you took time out of your busy schedule to meet with us.”

4) A faculty member inquired about the association thoughts regarding scheduling workshops on Saturdays to develop and improve curriculum. We have two workshops coming up on two Saturdays. Are faculty mandated to show up to the workshops?

5) Dariush responded that faculty couldn’t be mandated to show up on a Saturday. Under our collective bargaining agreement, the administration cannot mandate faculty members to report to work on Saturdays. So the administration cannot take any action against a faculty member who would not show up to those workshops.

6) Then Dariush asked if this decision was made by faculty to meet on a Saturday. Dariush suggested if special project money is being offered, then faculty are welcome to be paid and attend the workshops. If faculty agree to attend the workshop, then the Association cannot stop it unless faculty members are mandated to attend those workshops or if those who show up do not get compensated—but faculty are not mandated to attend Saturday meetings. The union is not interested in unraveling sincere efforts of our colleagues to improve and assess curriculum.

7) A faculty member lamented that it seems that there are more and more meetings scheduled on late Fridays. Dariush replied that according to our contract faculty are obligated to be available five days a week, Monday through Friday. As such faculty/administrators have the right to call a meeting on Friday afternoons. That is different from the workshops on

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MINUTES
Saturdays.

8) A faculty member mentioned that the MVC Honors Coordinator is currently given a .2 reassigned time but it is inadequate. In reality, a .4 reassigned time is needed. Dariush indicated that Fabian should assist the MVC Honors Coordinator seek another .2 from the MVC administration and, if successful, after four semesters the Faculty Association can memorialize the deal. MVC association representatives will negotiate with President Mayo to increase the reassigned time. Chris responded that it would be the top item discussed when Chris and Fabian meet with Dr. Mayo on Thursday.

9) A faculty member explained that in the past when working lab hours, faculty would get paid .05 or .1 for one or two hours, respectively. Now that the labs are funded through special project money currently, faculty only receive 83% of the time. The lab compensation is for 50 minutes now instead of one hour. This creates a real loss of revenue for faculty. It also brings a ten-minute gap for helping the students. We are finding that there are these problems associated with the new accounting for labs. This probationary period has not been good.

10) A faculty member voiced concerns that it has been difficult getting library invoices paid. The dean was sent the invoices seven times but subscriptions expired. Dariush recommended that this issue should be handled in-house. MVC representatives can raise the issue with MVC administrators. If not resolved at that level, then we will raise the issue at the district level.

11) President Report—Dariush Haghighat

12) An unsettling issue was dropped in our lap during a district safety meeting. An offhand comment was made that the district is utilizing software that tracks down some key words in our communiqués and raises a red flag with the district. Dariush indicated that Mark Sellick and Dariush have already contacted the district with their inquiries about this matter. We do not have any information about this matter other than what was indicated above. The Faculty Association has scheduled a meeting with the district to find out more about this matter and submit a report to its executive board. We just need to do our due diligence and do all the fact-findings before jumping to any conclusion. We just need to make sure freedom of speech, academic freedom, and right to privacy are not violated. We don’t want to jump to any conclusions but we have the right to know. We should see the policy. What are the key words? Where is information going? Who is administering this? It might be nothing but we want to find out what’s going on.

13) Our bylaws were sent back. Again. The reviewers suggested that we might consider using the template the state CTA are using. The language that is required is written in our bylaws. The first time the bylaws were rejected it was by one individual. We assumed that they read over the document in a cursory manner and must not have read every word. Now this second rejection, the bylaws were read by a completely different person and she has also missed what is right in front of her. Apparently, they cannot read. There is no other way we can explain it. The language they want is in our bylaws in the template that they want us to use.
14) This process is absurd. It’s wasting our time and our energy. We have scheduled a conference call on March 28th to point out what they think is missing. We have to update our bylaws every few years. It is astonishing how well crafted the bylaws are written by a labor law attorney. This a really damn good document. We have gone beyond the call of duty and word-by-word and drafted our document to be compliant with the state CTA.

15) We have a major issue right now with the district that faculty were not on the hiring committee of the compliance officer. The Chancellor and the Board of Trustees have assured the Faculty Association that during the April Board of Trustees meeting, a new board policy would be introduced assuring stakeholders’ participation in key hiring committees in the future, particularly hiring committees that directly impact faculty and his/her programs. Faculty and staff must have a voice in hiring very important people. We participated in the General Counsel hiring who has a major impact on working conditions. As indicated above, the district will introduce a board policy at the April 5th Board of Trustee meeting.

16) Dariush and Peggy Campo are offering a joint Norco Academic Senate and union meeting to invite the Area 1 Board of Trustee candidates. More details will come forth as the date is ironed out.

17) Moreno Valley College—

18) Fabian Biancardi. Fabian and Chris have a meeting with Robin Steinback at 3:00pm today. They will be meeting with President Mayo on Thursday.

19) Discussion ensued on the performance and faculty/staff confidence in a certain administrator. This is a continuing if ever changing challenge that Chris and Fabian have been dealing with for many months. Unfortunately, there has been almost no progress to report.

20) Chris Rocco. Chris assured the MVC faculty that they would bring all the concerns to the scheduled meetings with the administration.

21) Ervin Slavick. Ervin announced through an email that we are trying to get the part time professional development form online. The MVC part time faculty were quite pleased to hear that the form would be online.

22) Until the form is available online, use the hard copy for now. We don’t want part time faculty to be held back from receiving compensation for assessment work or professional development meetings. [Part time Professional Development Form is available on the Faculty Association website: http://www.rcc.edu/cta/Pages/Part-Time-Faculty-Resources.aspx]

23) LaTonya Parker, MVC Academic Senate President. The MVC Academic Senate has a lot on their plate. There is concern at the APC regarding hiring priority requests. The positions that are requested should go to the APC first, then to Academic Senate. We installed the language in the minutes. LaTonya also reported that Sheila Pisa is very
involved Institutional Effectiveness.

24) **Sal Soto.** The Budget Allocation Model distribution of funds was discussed. Historically it has been 25% to MVC; 25% to NC; and 50% to RCC. At MVC, we have budgetary demands and expensive courses. Instead of splitting these positions in a purely commensurate way, the positions should be split according to the needs of the colleges. RCC will keep getting more and more becoming an amazing college. We should prioritize the needs of the district by first getting MVC and Norco to a position where they can thrive. The Board of Trustees were happy to see the Ben Clark Training Center grow and become an autonomous center generating over 1000 FTES. However, Ben Clark FTES are not paid at the same rate, which drains resources from MVC. The district strategic planning counsel cannot continue to distribute 25/25/50 without causing an accreditation problem. One thing that all three colleges agree on is holding the district accountable to spend monies on faculty positions not on administrative positions.

25) There was an appeal to faculty to look at the new district offices. As the three colleges are going at each other to get more money we need to come together on a united front regarding the district expenditures. Let’s not go after each other. Dariush is concerned that faculty and members of the community will never vote again for a bond. The bond money was not supposed to be spent on administrative offices. We have two facilities sitting vacant at RCC that need to be renovated and we are spending Measure C money on district offices. Culinary Arts faculty are reporting that they were short for money for the new Culinary Arts space but the administrative offices do not appear short any money.

26) Sal stated that we need leadership in the strategic planning positions. Faculty need to be on the committees to see how the budget is being distributed. We need to truly look at our region and district. It’s unfair that the programs that MVC received when the colleges were split up that MVC inherited the expensive programs—they were handed to us. What are the needs of the region? The distribution of funds really needs to be about what the students need and where the students reside.

27) **Norco College—**

28) **Joe Eckstein.** Norco celebrated its 25th Anniversary on Friday. Not too many faculty came to the celebration.

29) Joe and Tim are meeting with Interim President Hendrick on the 28th.

30) **Emily Edwards.** Emily received an email from a department chair that he would never allow his part time faculty to fill out the professional development form and send him/her off in search of the signatures. The department chair had the part time faculty member sign the form and then the chair secured the rest of the signatures. “It was so nice to read a positive spin on the part time professional growth form. The more that the chairs can help the part time faculty, the better.”
31) **Riverside City College—**

32) **Rhonda Taube.** Rhonda was asked if faculty are reimbursed for gas since they now have to serve on hiring committees at sister colleges. There is no requirement that a faculty member has to serve on the committee. Mileage and class substitutes may be paid by individual colleges but probably only in extreme cases (e.g. second level IoI where a deadline needs to be met).

33) Faculty members are upset because they found out that multiple faculty located in the math and science buildings have key cards that open other faculty offices. (The faculty that have access are not the department chair.) It is probably a mistake where some faculty were allowed clearance to every room in the building rather than his/her office and classroom.

34) A faculty member inquired if the maximum annual load can be broken up differently between terms. Each fall/spring the faculty contract requires them to teach in the range of .9666 to 1.0333. The annual max load for full time faculty should fall within a range of 1.9333 to 2.0666. *With the consent of the faculty member involved, the range may go beyond 2.0666 FTE per years without the additional assignment being considered overload (Article X.D).* Faculty cannot break it up differently without requesting a Reduced Teaching Service Program –Article XV, page 54. Faculty can teach and/or perform special projects during winter and summer to increase their workload and compensation.

35) Fabian added that MVC has an issue with the new choir director that courses and labs take him to a .7 overload. But anything less, he’d have to give up a class. The faculty member chose to keep all the work. Fabian stated that we are still working on the issue. We cannot go afoul of Ed code but we need him to have his classes.

36) Rhonda reported that a faculty member is getting cyber stalked. He/she doesn’t teach the student, but the student is at RCC and seeks him/her out. Rhonda is advising the faculty member to contact student services.

37) There are math faculty waiting to be paid for JumpStart for winter. The faculty members are being pressured to do JumpStart for summer 2016 but the winter payment hasn’t been made yet. Rhonda will contact the administrator of the program and seek an explanation before proceeding forward.

38) **Jacqueline Lesch.** Jacqueline was asked to clarify about jury duty wondering if the faculty should cancel his/her class. Faculty are paid for jury duty but that doesn’t mean that there is a budget for substitutes. The administration looks at the jury duty on a case-by-case basis. You can defer jury duty to August when not teaching. There is no standard practice at RCC.

39) Jacqueline reported that last week the part time faculty professional development forms were forwarded to payroll. It’s time to get people paid. *Part time Professional Development Form is available on the Faculty Association website: [http://www.rcc.edu/cta/Pages/Part-Time-Faculty-Resources.aspx]*
40) The three college VPs of student services met and agreed to adopt software that now shares student information throughout the district. If a student is given warnings at one college, then the other two colleges will now know.

41) **District Academic Senate: Peggy Campo.**

42) The Student Code of Conduct has been approved by all the senates.

43) The senates are also expanding the audit policy.

44) We do not have an internal policy regarding a self-plagiarism policy and that is now being discussed.

45) Closed Session: Five items discussed.

46) Adjourned 3:15pm.