Minutes
RCCDFA/CCA/CTA/NEA
March 19, 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>
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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 Haghhighat (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>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>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Open Hearing.

3) Motion (Haghhighat/Rhyne): To approve with Minutes. Unanimously approved.

4) Erik Kaljumaghi, President of the Faculty Association at Mt. SAC, visited our Executive Board meeting who is also running for president of CCA.

5) President Report—Rhonda Taube

6) Rhonda met with Vice Chancellor Terri Hampton regarding the issue that if an employee is overpaid, the employee has to pay the excess back to the district. The employee should be informed and will work out a payment plan to pay back the money each paycheck.

7) Rhonda also discussed the new state law that all employees must complete prevention sexual harassment training every two years. The law was signed in October 1, 2018. Rhonda is negotiating that part time faculty be paid to complete for the online training. For full time faculty, the training will be treated as professional development and be approved for FLEX.
8) The problem of processing more “forms” was discussed. The prevention sexual harassment training is another form and “process” for part time faculty. We wish that the FLEX system could be used for part time faculty.

9) A faculty member asked about what would happen if faculty do not complete the sexual harassment training. Rhonda answered that just like with any other law, progressive disciplinary action will be followed and could include a reminder, warning, reprimand, deducted pay, and then a possibility of a 90-day notice.

10) Rhonda was asked about faculty release time for those involved in strategic planning. We need to negotiate and make decisions this spring about the upcoming fall term. We are in the “crosshairs” from faculty as we are trying to be equitable across all three colleges and work through all the side-negotiated deals.

11) Rhonda will not be able to meet next week as she will be recognized as an outstanding alumnus by her undergraduate alma mater, Northern Illinois University, and will be giving a presentation on her recent research at that University.

12) Moreno Valley College

13) Fabian Biancardi. Fabian distributed the process and timeline for the upcoming spring Faculty Association election for the full time and part time representatives. Election will start Wednesday, May 8th, and will continue for two weeks. The election ends on May 20th at 5:00pm.

14) Jeff Rhyne. MVC Senate did not vote on a resolution to change the faculty distribution across the colleges. But the MVC senate offered a voice of hearty support on behalf of the union for the efforts that are being made toward examining a new way for faculty distribution. Rhonda appreciated the support and kind statements. She agreed that the way the resolution came across, was not the way it was intended.

15) Jeff inquired if there are other colleges that are funding faculty coordinators for AB705 with release time and/or stipends. Faculty leadership is needed to continue with the implementation of AB705.

16) Ervin Slavick. Ervin asked about special projects for part timers. Does it affect load? No, it doesn’t affect load during winter/summer terms. Yes, for the most part, during fall and spring unless the duties are part of professional ancillary activities.

   a) (Contract XJ2): Service as a substitute on a day-to-day basis and service in professional ancillary activities including, but not necessarily limited to, governance, staff development, grant writing, and advising student organizations shall not be considered part of part-time faculty load in accordance with Education Code 87482.5.
17) Ervin will be offering a workshop for CALSTRS on April 22nd at Ben Clark Training Center for part time and full time faculty. See PDF attachment.

18) An email was kindly sent to Ervin thanking the Faculty Association for the subsidy negotiated on behalf of part-timers participating in the district healthcare system. It has given a comfort and piece of mind to those in need.

19) Riverside City College—

20) Dariush Haghighat. Dariush received a proposal from RCC Facilities for permanent bollards with a lock-box (for emergency personnel) at each location.

21) After several minutes of discussion, all Association Board members unanimously agreed that the proposal needs to go to the District Safety Committee for their consideration and approval.

22) A faculty member received a check from his/her health insurance company to pay for a treatment to a surgeon has contacted Dariush. The Blue Shield Insurance company is currently being sued for such a shady practice. Dariush is planning to get rid of the byzantine circuitous practice of faculty being sent checks—and then being asked to send the amount due to a health care provider. The health care provider should be paid directly from the health insurance. We should not put our members at risk for health insurance fiduciary responsibilities.

23) Dariush clarified the minutes from March 5th:

a) 14) Jeff was asked if part timers get paid for 75 hours for a 4-unit class. No, part timers get paid 72 hours for a 4-unit class.

b) Part time faculty are paid per hour and receive one hour per unit for office hour and one hour per unit for sick leave. Full timers teaching overload receive one hour for sick leave. Remember that the sick leave for overload is different from regular load in fall/spring versus overload. We need to separate on the paystub each sick leave account so faculty may verify their usage.

24) Dariush is really getting sick and tired of all the rumors being floated around by many individuals in our district regarding his potential retirement. Apparently some individuals have decided to add some spice to the rumors and include Chancellor Isaac into an early retirement conspiracy plan. Those who are spreading rumors are also coming up with different dates for the early retirement incentive plan being negotiated between the District and the Faculty Association.

25) Dariush once again wishes to make it crystal clear that he does not have any immediate plan for retirement, and he is absolutely convinced Chancellor Isaac is not going anywhere soon. And as far as the date and the details of the early retirement plan being negotiated, the District and the Association are shooting for...
early retirement incentive plan for 2019-2020 academic year. Hopefully both sides will eventually agree on one track on the Early Retirement Incentive plan for December 2019 and another one on June 2020.

26) The incentive will be exactly as it has been offered during the last two rounds: Either 80 percent of the last year’s base salary or a two-year service credit. The person who takes a two-year service credit cannot come back to teach for five years. That is the law. The person who takes the 80% of last year’s base salary cannot teach or work for the district for six months. Again that is the law.

27) The following retirement calculator may help those who are contemplating about retirement

28) Dariush sincerely hopes with these statements he will put an end to his and Chancellor Isaac or the date the final negotiated retirement plan and its detail. We all have a lot more important issues including, but not limited to, the bond measure our District is sponsoring during the next March election than simply wasting our time with spreading baseless rumors.

29) Health care, reassign/release time, and course caps have been thrown in our lap and we are at the receiving end and being seen as the bad guy. Faculty are contacting us advocating for their needs. We need finish these decisions as soon as possible.

30) Garth Schultz. A faculty member sent his/her Teaching Assignment (TA) to Garth asking for help concerned that he/she is working an extra hour. The faculty member needs to go through the department chair and dean. If they are not satisfied, they have every right to go to the VP Academic Affairs. Garth will send an email to the dean and Cc Dariush and Rhonda regarding this issue.

31) Emily Philippsen. Emily and Diana attended an Etrieve meeting. The district will fix some of the technical issues that will help streamline the process. We need to let chairs know that they might receive emails from Etrieve and should respond. The discussion ensued why part timers cannot use the FLEX program that full timers use.

32) Norco College.

33) Monica Gutierrez. Monica reported that the Norco College Faculty Association meeting would be held on April 30th in ST 107.

34) A faculty member inquired about overload hours to clarify if they can be before 8:00am and/or after 2:00pm. The faculty would like to make sure that a class could be divided that on the TA. We’ve never heard of a dean saying no, but they should
get administrative approval just in case.

35) Monica and Peter met with President Reece last week. They shared that faculty are concerned about how quickly some changes are being implemented at Norco but he has made all the decisions transparent.

36) Diana Campuzano. Diana asked how a part time faculty is “assigned” a home college because the paystub is sent to the home college. She was told to contact her IDS.

37) Secretary: Shari Yates. Shari distributed a proposed new salary structure for ECE child development teachers.

38) Motion (Philippsen/Haghighat): To approve proposed new salary structure. Approved unanimously.


40) District Academic Senate Peggy Campo. No report.

41) California Community College Association (CCA). No report.

42) Closed Session. Six items discussed.

43) Adjourned 3:35pm.