Minutes
RCCDFA/CCA/CTA/NEA
March 28, 2017
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>Fabian Biancardi (MV VP)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Rhonda Taube (Riv VP)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Leo Truittmann (Treasurer)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Garth Schultz (RIV FT Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Emily Edwards (Riv PT Rep)</td>
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<td>Tim Wallstrom (NC 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) Approval of Minutes (Taube/Wallstrom): Approved unanimously.

3) **Open Session.** A faculty member addressed the Association Executive Board regarding her request for an unpaid leave of absence and asked if the Association would be able to assist her to secure it for her. Dariush suggested that she should formally submit her request to President Isaac and provide a solid rationale for her request. Dariush indicated that the President of each college is fully within his right to honor or deny such a request. Dariush indicated that Rhonda and Dariush would discuss this matter with President Isaac during their next meeting. Dariush suggested that President Isaac is a very reasonable individual and Dariush has no doubt that if there is a solid case for a leave of absence, President Isaac would honor the request.

4) A part time faculty member complained that Blackboard is always taken down for maintenance the Saturday after the term ends and before grades are due. She is wondering if there is anything that can be done regarding the timing of the maintenance. When teaching online, faculty need every day to get the grades in. The faculty member is always a day late on submitting one of the grade rosters. Dariush inquired about the IT committee. Dariush asked Emily and Garth to look into the issue.

5) A faculty member wants to offer Italian in the summer for the study abroad program and has ran into a number of road blocks that he believes are discriminatory practices. He provided a number of examples to back of his claim. Dariush asked Rhonda to set up an appointment with the Dean in charge of that area to discuss this matter and come back to the Executive Board with a report.

6) Students have questioned why there are so many officers needed at the board of trustee meetings. The officers create an imposing presence and intimidate the
students. Has there been a threat? How many officers are on the colleges when the board of trustees are meeting?

7) **President Report—Dariush Haghighat**

8) Dariush responded to the Early Alert email that listed the courses that had not submitted the Early Alert notifications. The submission of Early Alert is not mandatory for faculty but the Faculty Association strongly urges our colleagues to submit those forms in a timely fashion. Having said that, Dariush strongly questions and adamantly opposes any compulsory practice including trying to shame faculty in submitting those reports. Dariush suggested that he was shocked that a mass e-mail went out last week that included the course number of every single class of faculty members that had not submitted the Early Alert notifications.

9) Human Resources and the Riverside City College administration has approached the Faculty Association to review an issue that some coaches are receiving two or three stipends which seem to be contrary to requirements stipulated in our collective bargaining agreement. Dariush has appointed Dr. Kathleen Sell who did tons of research on this subject during the last round of negotiations as the Association lead negotiator. Kathleen will meet with the athletic director and RCC president regarding the coaches receiving two and three stipends and provide a report to the Faculty Association. In spite of her extremely demanding schedule, Dr. Sell has graciously accepted Dariush’s request to tackle this issue on behalf of the Faculty Association.

10) Dariush asked Dr. Shari Yates to lead the discussion on the Reemployment Preference MOU for part time faculty was discussed. The Association Executive board engaged in an hour and half constructive and in-depth discussion about the Reemployment Preference MOU for part time faculty with the three part time representatives for all three colleges sharing with the rest of the executive board the input and feedback they had received from their colleagues.

11) The Faculty is hoping to present the MOU to the administration before spring break. Once agreed upon by the district, the Association will share the Reemployment Preference MOU for part time faculty with the entire faculty.

12) **Moreno Valley College**

13) **Chris Rocco.** Chris asked about the baby bonding legislation. Marianne Reynolds corrected herself in her previous report. All sick leave must be used first before the differential pay kicks in regarding baby bonding.

14) Faculty who are thinking of retiring are worried about healthcare. Faculty who have been with the district for more than 10 years (vested) and are over 55 are able to retire with the district covering health care benefits until the age of 65.
15) MVC faculty are complaining about the unavailability of parking spaces.

16) Riverside City College—

17) Rhonda Taube. A department chair asked Rhonda what happens when a part time faculty member has a teaching assignment at more than one college. Faculty need to reach out to the discipline members at the other campuses to arrange for the evaluation information to be shared. Faculty sharing evaluation information has not been consistent across the district when a part time faculty member is due for an evaluation.

18) There are issues in the ceramics and sculpture building. In the past, custodians wet down the glaze debris and then swept it up. The custodians are refusing to sweep the debris in fear that when the glaze turns to dust, it is bad for one’s lungs and is a potential carcinogenic. Adding to the issue, the air filtration system is bad in the building. So the debris is building up—becoming more dusty—not being swept up—and faculty and students are breathing it in.

19) Garth Schultz. Garth reported that QD 141 smells okay.

20) Norco College

21) Peter Boelman. Peter was asked about the MOU baby bonding legislation for part time faculty. We are pushing for part time coverage but do not have written confirmation.

22) Kathleen Sell responded to Peter’s inquiry from last week regarding coordinator’s duties being used in the Improvement of Instruction process. Coordinator’s duties definitely SHOULD be included although the information cannot form a sole basis for needs improvement or non-renewal, but definitely should be included. HOW to include (beyond the faculty member under review addressing such duties in a personal narrative) should be determined during scope and process discussions (see page 31 for contract faculty and pages 33-34 for regular faculty). [Thanks, Kathleen ☺]

23) Tim Wallstrom. A faculty member’s salary was compensated for having his/her salary deducted. Apparently someone was confused that the full time faculty should have his/her salary deducted when his/her low-enrolled class was canceled. The faculty member taught the low-enrolled class, attended the section that he/she took over, and then taught the new section the following week. The dean, Kevin Fleming, resolved the matter peacefully.

24) Cameron Young. Cameron discovered that the Nor-PT-faculty listserv was abandoned and outdated. It has not been maintained or updated although Cameron was sending out emails using it. Another listserv has been maintained starting in 2013. Cameron now has access to both and he is checking the names on the
spreadsheets so all members will have access to the updated listserv. The email listservs are a mess; Dariush will speak with Chancellor Burke regarding the issue.

25) **Secretary:** No report

26) **Treasurer:** No report

27) **District Academic Senate: Mark Sellick.** The district senate met yesterday and discussed signage being placed in all classrooms that student use of electronic devices are subject to the discretion of the faculty. Mark is going to be speaking with Patrick Pyle about making the signs and placing in the classrooms.

28) Full time hiring committees have had trouble finding willing faculty to serve on hiring committees from sister colleges in our district. Mark reminded faculty that driving to the meetings is not necessary. Faculty could attend the meetings via Skype, FaceTime, CCC Confer, Adobe Connect, GoToMeeting, or telephonically. The senate is trying to maintain the integrity of the policy and hope that faculty will work with one another outside of his/her own college.

29) The district senate had a discussion regarding tutors. A student was hired as a tutor and one of the faculty members was not happy about that hire. Tutorial services is not interested in removing the student since the recommendation for the student tutor was made by a faculty member (now retired). Departments need to have discussions regarding tutors. Tutorial services won’t pull a student tutor until the faculty that recommended the student revokes his/her recommendation.

30) The senate discussed the status and process of progress reports for EOPS and student athletes. An executive board member added that some high schools also want progress reports. Once a faculty member signs the form, it can be altered. This is a possible work condition issue.

31) The senate discussed the position of Discipline Facilitator, which is not defined and does not receive compensation. Mark is asking for an updated list so there is an easy point person to deal with on equivalency committees.

32) Sabbatical deadlines were also discussed in the senate. If faculty want to apply only for spring semester, the deadline is May 15th. Since the fall semester has an earlier deadline (March 15th), the faculty who applies for the spring may not be chosen.

33) **California Community College Association (CCA).**

34) **Closed Session:** Three items discussed.

35) **Adjourned 3:25pm.**