Minutes
RCCDFA/CCA/CTA/NEA
March 3, 2020
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>Garth Schultz (RIV FT Rep)</td>
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<td>Shari Yates (Secretary)</td>
<td>Fabian Biancardi (MV VP)</td>
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<td>Asatar Bair (Treasurer)</td>
<td>Jeff Rhyne (MV FT Rep)</td>
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<td>Dariush Haghighat (Riv VP)</td>
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<td>Peter Boelmann (NC VP)</td>
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<td>Monica Gutierrez (NC Rep)</td>
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<td>Emily Philippson (Membership Chair Rep)</td>
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<td>Jillian Robertson (MV PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>Mark Sellick (Dist Acad Senate)</td>
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<td>Thomas Ocampo (Riv PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

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

3) President Report—Rhonda Taube

4) Rhonda has been asked about what happens to part time faculty if there is a pandemic and colleges shut down. Will part-time faculty still be able to count on their pay? If the COVID-19 virus hits the colleges, then we will need to discuss the circumstances with the administration about their plans.

5) Dariush suggested that based on his discussions with his doctor friends who work in regional hospitals in our district, hospitals around Riverside are ill-prepared for a pandemic. We need to contact our local leaders to put pressure on CDC to get adequate number of reliable testing kits in our region.

6) Motion (Haghighat/Campuzano): to contact our local politicians to provide adequate resources to the local hospitals so they are prepared for an outbreak. Unanimously approved.

7) Rhonda indicated that a faculty member has contacted her and has alleged that they were told that they could not participate in parental leave by their department chair.
All faculty and staff have the right to up to twelve weeks of non-consecutive parental leave (Ed code 87780.1). [See MOU https://www.rcc.edu/cta/Documents/MOU%20Unit%20Member%20Parental%20Leave%2010-10-17.pdf]

8) **Moreno Valley College.** [No report due to Accreditation team visit.]

9) **Riverside City College—**

10) **Dariush Haghighat.** Dariush met with the Chancellor and RCC President to discuss and negotiate the Communication Studies Intramural Competition MOU that has been put on hold. After an in-depth discussion on that matter, all parties agreed there is a need for more careful study on this matter so there will not be any negative ripple effects within the district. The parties also agreed the best course of action at this time is to maintain the status quo with the current rate of compensation for the communication faculty involved in the Intramural Competition.

11) There is much confusion about retirement health plans after the age of 65 and many other issues related to the Golden Handshake and retirement. Dariush has been really busy responding to several inquiries a day by our colleagues who are seriously contemplating about retirement. Dariush urges all those who have questions about any aspect of the Golden Handshake, do not hesitate to contact, HRER Director, Dianna Torres, a retirement specialist, or the Faculty Association Representatives and/or Dariush.

12) Dariush has received clarification from HRER that the official day of retirement from the District is June 30th. The last day of employment work is June 29th. HR will now correct the dates of those who have listed alternate dates on their retirement paperwork. But Dariush emphasized that all retiring colleagues MUST not confuse their retirement from the District with the retirement from STRS, PARS, and CalSTRS. Dariush and HRER have posted a couple of announcement about those retirement dates.

13) Dariush has negotiated on behalf of the Faculty Association with the Chancellor the status of HR position at Norco College. The Chancellor and the Association have reached an agreement that now that Norco college HR liaison has submitted her resignation, Norco can go ahead and recruit for a new HR liaison. That new individual will work concurrently with the retiring HR liaison to be adequately trained by her before her departure from Norco.

14) Dariush has negotiated with the Chancellor on behalf the Faculty Association about the Status of HR liaison position at Riverside. The Association had requested for two HR liaison personnel at Riverside to properly tackle the ever-increasing volume of work at RCC. The Chancellor did not agree on two HR position for RCC. However, the Chancellor agreed that the current HR liaison position at RCC which is split
between 2 days at RCC and the rest at the District office, to be increased to four days full service at RCC.

15) The pilot program of Concur travel software has been initiated at Norco College. The district wants to fully implement the software usage with everyone throughout the district. Dariush indicated that before the district completely rolls out the Concur program, the Faculty Association should negotiate a MOU with the District containing a constructive and realistic implementation time frame. Dariush suggested that MOU should also contain a meaningful and adequate training, a clear, precise, online manual, designated point person for support service, and a meaningful and just plan of action and assistance for those part time faculty member who will be required at some point utilizing the Concur software. Rhonda and Dariush indicated that the Association should solicit feedback from our Norco colleagues and any other faculty member who has utilized Concur Software prior to finalizing its agreement with the District.

16) Motion (Haghighat/Campuzano): to engage with the district regarding Concur training.

17) Norco College.

18) Diana Campuzano. The Norco College presidential search forums have been completed. The college is waiting for the Chancellor’s decision and the Board of Trustees approval. A decision will probably be made by the end of March.

19) Secretary: Shari Yates. No report.

20) Treasurer: Asatar Bair. Asatar reported that the District Budget Advisory Council (DBAC) had a special meeting with the accreditors. The Budget Allocation Model was discussed and how the data was gathered regarding the cost of each program per college. The data was used to inform the decisions about faculty hiring. Determining the data regarding the colleges’ faculty obligation numbers (FON) made it easier to make the decisions regarding the allocation of new faculty positions for each college.

21) District Academic Senate Mark Sellick. No report.

22) Open Hearing. Mark Carpenter distributed bargaining information and language that other colleges use.

23) Faculty came to the Executive Board meeting concerned that two positions are being recruited (due to retirements) for classified personnel. Neither co-chairs were asked to serve on the committee. The department chairs should be included since they work so closely with the department. Board policy 7120c indicates that faculty should serve on the hiring committees when support staff are hired for departments. The faculty are concerned with the lack of communication and lack of courtesy being
shown to the chairs. Rhonda will contact the VP overseeing that area to inquire more about the hiring committees.

24) **Election.** Monica brought proposed timelines for the spring election of the Executive Board officers.

25) **Motion (Haghighat/Gutierrez):** to approve proposed timeline. Approved unanimously.

26) **Motion (Gutierrez/Haghighat):** for Garth Schultz to serve as Election Committee chairperson. Approved unanimously.

27) **Motion (Philippsen/Haghighat):** To send Jeff Rhyne's family flowers due to the death of his mother.

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

29) **Closed Session.** Three items discussed.

30) **Adjourned 3:00pm.**