Minutes
RCCDFA/CCA/CTA/NEA
March 6, 2018
Moreno Valley College, SAS 101

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Darius Haghighat (Faculty Assoc Pres)</td>
<td>Cameron Young (NC PT Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Trulmann (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>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>MVC Faculty Guests</td>
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1) Call to Order 1:00pm

2) **Open Hearing.** Fabian and Dariush welcomed the MVC faculty to the Faculty Association Executive Board meeting.

3) A faculty member stated that faculty throughout the district are all so busy that we must remember to request resources in our program reviews to assist with administrative tasks. We need staff for inputting TracDat data. We must require the “space of time” to research and teach creatively and thoughtfully. We shouldn’t have to keep learning new and improved software programs that take us away from our requisite duties of teaching.

4) It was suggested that it would be prudent to request an administrator dedicated to the administrative tasks rather than staff. Be sure to articulate faculty needs in program reviews. Teaching is increasingly becoming a minority part of what we do—the paperwork is overwhelming and it is getting worse.

5) Dariush quashed the rumors that there will be a golden handshake this year. The district has not recovered financially from the previous golden handshakes.

6) Dariush emphasized that we live in an anti-union environment. The upcoming Janus vs. AFSCME Supreme Court case will likely end the agency fee and “closed shop” for the unions. It’s possible that non-members would not have to contribute at all to the union; collective bargaining would become much more expensive.

7) Dariush indicated that now more than ever, we need to be alert, united, and proactive in safeguarding all of our accomplishments in improving our working conditions, salary increases, health care, and benefits.

8) A faculty member asked about a rumor that faculty must complete CANVAS training before June 30th. Dariush responded that we have not agreed to any deadline other
than what was originally agreed upon which is December 2018. Distance Ed cannot make an arbitrary decision; ultimately they need to run any decisions by us. Dariush stated emphatically that our agreement is that faculty may use Blackboard until December 2018.

9) A faculty member was concerned that faculty members who refuse to assess his/her student learning outcomes (SLOs) are able to earn Reemployment Preference due to the senate bill SB1379.

10) Dariush indicated that there is a number of problems with the Reemployment Preference law passed by the state. That was precisely the reason that our chapter was not in favor of the passage of that bill as it was written. In fact, Dariush, Fabian, and Mark Sellick met with Assemblyman Jose Medina to register their apprehensions.

11) Having said that, the Reemployment Preference as it has been drafted is now the law of the state and we must honor and uphold it to the best of our ability.

12) Dariush indicated that on the issue of assessment, part time faculty are not and cannot be mandated to assess SLOs. Department Chairs should encourage the part time faculty to participate in assessment but they cannot mandate them to assess SLOs. In order to assist Department Chairs and Part time faculty who wish to participate in the SLO assessments, the Association went to bat and negotiated some moderate compensation for part time faculty who choose to get involved in the process.

13) The Department Chairs are ultimately responsible for program review and assessment completions are part of program review. Chairs need to encourage all faculty to assist in assessing SLOs. Perhaps deans can also encourage faculty to participate.

14) A faculty member asked about the preference list and is concerned that the fall schedule has already been made. The list will be made available this week and will be sent to the VPs to distribute to the deans and the department chairs.

15) A concern about the library was shared that it is a small and crowded space at MVC. The faculty are worried that students, faculty, and staff are “sitting ducks” in the library. Dariush asked the faculty member to continue working with the Moreno Valley leadership group and the college safety committee and he will raise the issue of college safety with Chancellor Isaac.

16) Approval of Minutes. Motion (Rhyne/Taube): To approve minutes. Unanimously approved.

17) President Report—Dariush Haghighat
18) Dariush shared with the Executive Board that he, President of CSEA, the Vice Chancellor of Human Resources and several other stakeholders representatives have been meeting every Thursday for the past few months going over the PPO health care plan document word-by-word and line-by-line making certain that the plan document reflect the tenant and principles of our negotiated PPO health care coverage between the Association and the district.

19) This has been a very slow moving process, which usually lasts two or three hours every Thursday afternoon. However, Dariush wants to make certain that the integrity of our health care coverage will not get compromised.

20) **Moreno Valley College**

21) **Fabian Biancardi.** On Opt-discuss gun control has been addressed. Despite the White House proposal of arming 20 percent of teachers/faculty, the Faculty Association would never approve of that approach. The current policy is that no one other than the police is allowed to bring a gun on campus. Of course, we are very much interested in making our work environment as safe as possible and to that end we are working with college and district administrators to improve our security.

22) **Jeff Rhyne.** Jeff distributed an updated Absence Affidavit form for faculty. Many faculty do not realize that faculty absences due to personal necessity does not require advanced approval. He added language to the current form to clarify. Dariush will approach Vice Chancellor Terri Hampton and inquire if the form should be updated or if there should be two different forms—one for staff and one for faculty.

23) Jeff was asked if faculty ever receive a summation report of the Improvement of Instruction (IOI) meeting. It states in the contract that at the end of the process a written report is prepared. Most believe that the "report" is the accumulation of everyone’s summary and the sign off sheet.

24) **Ervin Slavick.** Faculty are concerned about how to safely lock doors from the inside of classrooms in case there is an active shooter.

25) Part time faculty have expressed concerns about getting paid so late in March when the semester began in February.

26) Some faculty did not know that there was a second period of open enrollment for health insurance that ended in February. Part time faculty need to be notified more often of open enrollment periods in case they want to participate in the district health insurance plan spring semesters.

27) **Riverside City College**—
28) **Rhonda Taube.** There was an issue with a full time faculty member that wanted to bump a part time faculty member for a summer assignment. Due to the fact that work had already begun, the part time faculty member cannot be bumped. It’s not a typical scenario however in this case the part time faculty member needed to be protected.

29) If faculty choose to select a different administrator for his/her IOI, the request should currently go to the Academic Senate president. We will propose a MOU that the Faculty Association also be consulted. We are not interested in cutting out the senates; adding additional consultation might be helpful to the faculty. No one should be criticized for consulting too widely.

30) **Motion (Taube/Biancardi):** When a faculty member requests a different administrator for their IOI committee, the college president will consult with both the Academic Senate President as well as the Faculty Association. Approved unanimously.

31) Emily, Garth, and Rhonda met with President Irv Hendrick this morning. If faculty want to apply for travel money then they need to make the request to the VP of academic affairs. Travel money was taken away from the Faculty Development Committee. The Faculty Development Committee may make recommendations. There is discussion about creating a task force to draw up a proper process and procedure so applying for travel funds is equitable for all faculty.

32) Many faculty do not realize that they can set up a pre-tax Flexible Spending Account through Human Resources and Employee Relations. The accounts can be used for medical and dental services as well as child and dependent care services ([http://www.rccd.edu/administration/humanresources/Pages/benefits.aspx](http://www.rccd.edu/administration/humanresources/Pages/benefits.aspx)).

33) **Emily Philippsen.** All faculty mailboxes need to move in order to free up 1000 square feet of office space. A lot of departments already house faculty mailboxes. So the idea is that mail and copies would be delivered to each department for part time and full time faculty. A few issues that have come up so the project has been put on hold to work out all the details.

34) **Norco College**

35) **Peter Boelman.** Peter reported that safety has been a big concern at Norco College. There is a lot of anxiety currently. One issue is the problem of communication. The faculty have suggested the adoption of panic buttons for classrooms. In fact, not every room on campus has Wi-Fi reception. Norco forums are being held and the college is developing safety operations plan to reduce the anxiety.

36) It was asked if faculty are considered disaster workers. Yes. However training has to be negotiated and faculty need to be compensated. Active shooter training is not
mandatory but FLEX credit may be given.

37) A faculty member asked if they could divide the load between a lecture and lab class and choose to load bank one of the assignments. Lab and lecture can be load banked. The faculty member may choose to load bank either the lab or the lecture sections or both. If the course is separated into two sections of lecture and lab, then either may be load banked.

38) **Monica Gutierrez.** Norco College wants to give a faculty member a 0.2 of reassigned for community education development. Norco is welcome to give the faculty member reassigned time up to four semesters before negotiating with the Faculty Association.

39) A faculty member is having some trouble getting a bill paid with the district PPO insurance. Please refer the faculty member to contact Dariush.

40) **Secretary: Shari Yates.** No report

41) **Treasurer: Leo Truttmann.** No report

42) **District Academic Senate:** The Academic Senates and Faculty Association are in solidarity regarding CCAP agreement.

43) **California Community College Association (CCA).** Motion (Yates/Philippsen): To approve Phyllis Rowe to serve as delegate for April CCA Conference. Approved unanimously.

44) Closed Session: Seven items discussed.

45) Adjourned 3:50 pm!