Minutes
RCCDFA/CCA/CTA/NEA
March 8, 2016
RCC; DL 404

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

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

3) President Report—Dariush Haghighat

4) Dariush and Rhonda attended the Norco Academic Senate to explain the latest signed MOU. Rhonda reported that Dariush was clear and very open to Norco Faculty questions and concerns about the new MOU on the Improvement of Instruction (IoI) process for contract faculty.

5) Dariush indicated that the Norco faculty asked a number of very important questions and seemed open to the explanations. The faculty questions were legitimate to clarify the intent of the MOU. Hopefully the meeting helped put a kibosh on some of the circulating rumors and misunderstandings. The Association will continue to defend faculty’s rights and the MOU is an opportunity to give improvement of instruction (IoI) committees more choices. Norco senators appeared to be satisfied with the explanations.

6) Dariush sincerely appreciates Peggy’s leadership and her facilitating a very productive and constructive meeting between the Norco Senate and the Faculty Association.

7) The Norco senators also inquired why there is little communication from the Norco association representatives. Dariush assured Norco Senators communication and transparency are two of the cherished principles of the Faculty Association and he would remind Joe and Tim that they must strive hard to build a clearer channel of communication between Norco Senate and the Association.

8) Dariush praised Emily Edwards, the Norco part time faculty representative, for her emails and reports. “I appreciate that you are sending out emails every week. We really need to continuously communicate with full time and part time faculty.”
9) Dariush urged all Association VPs and Reps to provide regular updates on important issues affecting faculty members’ working conditions in our district.

10) Dariush also took the time to explain to the Norco Senate about our revised bylaws. Right now, we are waiting on the state to approve the revisions.

11) Discussion ensued on whether or not to go forward and have the faculty approve the bylaws now or wait until the state CTA passes our proposed bylaws. We have followed the template and the state is not asking for any substantial or structural changes. It appears to be a matter of poor timing since our spring elections is going to take place in May.

12) Dariush indicated that that state CTA’s rejection of our bylaws is basically due to some kind of clerical mistake on their part and not as the result of any mistake on our part. However, Dariush suggested that in spite of the above reality, it would be a more prudent course of action if we wait until we get the final approval from the state CTA before sending our bylaws for our colleagues’ consideration and approval.

13) The Executive Board asked Dariush to provide them with a detailed report and feedback about the assignment given to Dariush to investigate the recent hiring of the District Compliance Officer.

14) Dariush indicated that as part of his investigation he contacted and talked with the President of the Faculty Association at Mt. SAC. The latter shared with Dariush that based on his experience, faculty were not always considered the top priority in the decision making of the HR at Mt. SAC and that is an area that Mt. SAC Association President cautioned Dariush in our Association’s dealing with our HR leadership.

15) Mark Sellick and Dariush interviewed Terry Hampton regarding the hiring committee. Dr. Hampton was asked why she did not appoint any faculty to the hiring committee of the new compliance officer? She responded that she simply adhered to our current board policy on hiring staff in our district. Dr. Hampton indicated that according to that policy she was obligated to appoint six people to that hiring committee which she did.

16) In their follow up question, Mark and Dariush inquired if any of those six individuals were a faculty member? Dr. Hampton responded there was no faculty appointed to that committee.

17) That response clearly caused concern for Mark and Dariush and they both shared their disappointment and concern about the lack of any faculty in general on hiring committees and no Faculty Association and Senate representatives in particular on that hiring committee.

18) Dariush told the Chancellor who was present in the meeting that the Association ultimately holds him responsible for this major shortcoming and serious error of judgment. Dariush indicated that since no faculty was included in the hiring process of a key position in HR, unfortunately, the only conclusion that faculty can reach about this matter is that according to the district, faculty do not have a role of the key processes that have major impact on their
working condition in this district. Dariush indicated that this is a major setback in the relationship between the faculty and the district.

19) The Chancellor has promised Dariush that he would place on the April Board agenda a proposal for a new board policy outlining stakeholder’s involvement in any future hiring process for key administrative positions.

20) Finally, Dariush and Mark, asked if the committee members were aware of the legal proceedings naming our new District Compliance Officer as one of the subjects of a lawsuit? Dr. Hampton answered that members of the committee were not aware of the legal proceedings although Dr. Hampton was aware of the case. She stated she has no doubt the RCCD District Compliance Officer will prevail in the lawsuit.

21) Some students, faculty, and staff in our district have also become aware of the pending lawsuit regarding the incident at Mt. SAC and have contacted the Faculty Association with their concerns. Those individuals have launched their own independent probes.

22) Motion (Biancardi/Taube): Communicate to the Chancellor and the Board of Trustees the Faculty Association’s genuine disappointment and outrage for not including Faculty Association and Faculty Senate Representatives in the hiring committee of the District Compliance Officer. Approved unanimously.

23) Dariush is encouraging faculty to attend the Open House at the Centennial Plaza of the three District-owned buildings in downtown Riverside. Dariush highly recommends that all faculty members tour all three buildings and become familiar, especially with the two new District and School of the Arts buildings and share their observations with the Faculty Association.

24) Riverside City College—

25) Lisa Iyer. Lisa inquired about the part time professional growth form that is being finalized. Rhonda distributed the latest version. Discussion continued that the process needs to be streamlined to an online format.

26) Dariush thanked Faculty Development Committees in all three colleges for their diligent work on this matter and producing a document that now all part time faculty can use to finally get compensated for their participation in professional growth as it is stipulated in our new contract.

27) Dariush also suggested that he would contact Vice Chancellor Aaron Brown and ask for his assistance in putting those forms online. Part time faculty should not have to run all over their respective college to gather the required signatures for their professional growth compensations. We really need to streamline this process for our hard working part time faculty.
28) **Rhonda Taube.** Rhonda distributed a Supplemental Instructor (SI) verification form that RCC faculty member are being asked to fill out and turn in. The form reports the dates and times the SI are in class with the faculty member. Only faculty know when the SI are in class and it shouldn’t be a burden to fill out the form. The association believes that it is fair to ask faculty to turn in the form if they have requested SIs for their class.

29) **Moreno Valley College—**

30) **Fabian Biancardi.** Fabian was approached by a faculty member regarding an Improvement of Instruction (IoI) committee. The faculty member submitted a letter to the president simply stating that they objected to the administrator assigned to their IoI committee. The president asked for a reason or rationale and the Faculty Association (FA) executive board discussed whether this is implied in the contract by the phrase “a written objection.” Though college presidents are not able to reject a faculty objection and must agree to replace the administrator in consultation with the Senate president, the FA executive board decided that given past practice of offering some rationale, it is best to continue to do so. The arguments don’t have to be very extensive or elaborate but some indication of the reason for the objection should be provided.

31) Fabian also received a question regarding “cashing in” load banked courses. The contract states that “…the faculty member shall be paid the rate of pay in effect when hours are cashed in…” The intent of the contract language is to allow faculty to take advantage of the increases in salaries that accrue during the time the classes are load banked.

32) Interpreting this clause to mean that one may cash in the “higher rate of pay” - i.e., the 5/8th pay full time faculty may choose for overloads in one intersession - regardless of whether the faculty member actually load banked the higher rate class/es, is not accepted by the FA executive board. The only way to cash in a “higher rate of pay” is if these overload classes were explicitly load banked in the first place.

33) The MVC Honors Coordinator has been working with a release time of .2 and is having a terribly difficult time recruiting a replacement given insufficient compensation for the required work. At RCC, two Honors Coordinators have a release time of .4 each which was negotiated with the RCC president. The faculty and college administration may agree to increases of release time, and after four semesters, the issue is brought to the Faculty Association. Fabian was advised to seek another .2 from the MVC administration and, if successful, after four semesters the Faculty Association can memorialize the deal.

34) Fabian and Dariush were able to negotiate 20 new faculty hires with the Chancellor. While grateful for the new positions, some faculty have expressed principled objections to the allocation of ten new positions to RCC, five to MVC, and five to NC. When the district splits up new faculty positions it does so based on the FTES model. The current practice keeps RCC ahead of Norco and Moreno Valley who need more faculty to become fully fledged colleges. The goal should be to build up the colleges to the level that’s needed instead of always being strictly commensurate.
35) Congratulations to Dr. Fabian Biancardi who was inducted into the Hall of Fame at MVC along with other faculty such as Jose Duran, Travis Gibbs, Gregory Elder and Cordell Briggs. Past presidents and provosts will also have their portraits hung.

36) Chris Rocco. Chris has a meeting set up next week with the MVC Disability Support Services (DSS).

37) Ervin Slavick. Ervin met with part time faculty who expressed dismay that 29 classes were cancelled.

38) Norco College—

39) Joe Eckstein. Joe sent to the executive board a draft of the ratification for bylaws and spring election schedule. After discussion ensued, the spring election will be based on the current structure rather than the proposed structure contained in the new bylaws [adding a district VP]. In fall, we will vote to ratify the bylaws and, if ratified, add a VP position.

40) Joe will change spring election timeline and send an email. We need to make faculty aware of our proposed bylaws and the upcoming officer elections.

41) Joe met with Bill Hedrick who is quite committed to Norco College. Dariush would like the executive board to hold a retreat about the future of our union, our involvement with the board of trustees, and our concerns about power struggles. These issues will determine our endorsements for board of trustee candidates.

42) Treasurer Report: No report.

43) Secretary Report: Shari Yates. The Faculty Association may contribute to the district Centennial/Silver Anniversaries at the Recognition Awards & Arts Gala. The proceeds benefit performing arts programs at the colleges.

44) Motion (Taube/Biancardi): The equivalent of one table will be donated to the district centennial/silver anniversaries by donating $1125 for a table at the banquet. Passed unanimously.

45) CCA Report: Marianne Reynolds reported that extended prop 30 petitions are out there for faculty to sign. April 5th is the last day to turn in petitions.

46) Open hearing. None.

47) Closed session. Three items discussed.

48) Adjourned 3:35pm.