Minutes
RCCDFA/CCA/CTA/NEA
May 14, 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>
<td>Ervin Slavick (MV PT Rep)</td>
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<td>Shari Yates (Secretary)</td>
<td>Jeff Rhyne (MV FT Rep)</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>Darlsh Haghghat (Riv VP)</td>
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<td>Peter Boelman (NC VP)</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>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) **President Report—Rhonda Taube**

3) Rhonda reported that the Governor Newsome’s May revision to the budget includes a COLA for state employees set at 3.26 percent. If approved in June, part timers will receive the COLA plus the 2.5% raise from the contract to equal 5.76% beginning July 1, 2019. Full time faculty will receive COLA plus the 2% raise to equal 5.26%.

4) The Faculty Association of CA Community Colleges (FACCC) voted No Confidence in CA Community College Chancellor Eloy Ortiz Oakley's administration last Friday. The organization cited the vote was for the lack of shared governance for the new funding formula and lack of transparency regarding the new online college. We should consider a joint statement with the academic senates in support of our concerns.

5) This upcoming Thursday will be a meeting for the revised board policies for PGSL. Rhonda will be attending to ensure that our faculty’s professional growth needs are being protected.

6) Rhonda met with Vice-Chancellor Terri Hampton regarding developing a position for an ombudsperson. The position would help to alleviate faculty complaints about other faculty, which DHR doesn’t handle unless there is discrimination involved.
There has been a significant increase in these types of complaints and we don’t have a process in our contract for dispute resolution. If issues are not dealt with they can fester and leave a toxic environment not only for the involved faculty, but also coworkers of the faculty. VC Hampton provided examples from other community college contracts and Rhonda shared them with the executive board.

7) Motion (Campuzano/Biancardi): To research and write a proposal letter to support district ombudsperson. Approved unanimously.

8) Motion (Gutierrez/Campuzano): To develop language for the contract regarding an ombudsperson process. Approved unanimously.

9) Rhonda will be bringing forth a proposal from some faculty and administrators at RCC to make one day of FLEX mandatory. When FLEX was increased to 24 hours to compensate for Cesar Chavez day, it was agreed upon that no FLEX meeting would be mandatory. Discussion ensued regarding the ramifications of a college request that would turn into a district-wide decision.

10) Questions were posed to Rhonda regarding a proposed Master Calendar that no department meetings could happen during college hours. The Master Calendar discussion was theoretical and no decisions have been made. Recent rumors are not substantiated.

11) Full time faculty need to remember that they must be “available to the college” Mondays-Fridays from 8:00am-4:00pm. If a meeting is called for on a Friday, faculty need to attend, or an administrator has the right to issue an absence affidavit.

12) A calendar committee is being formed. Rhonda appointed Monica, Jeff, and Peter to serve on the calendar committee.

13) **Moreno Valley College**

14) **Fabian Biancardi.** Fabian and Jeff will be meeting with President Steinback and VP Lopez tomorrow.

15) A letter was sent to President Steinback and VP Lopez kindly making the case for a room for part timers to meet with students.

16) Fabian clarified to faculty about the PPO MOU that was recently signed. The PPO members themselves are “paying” for the changes that will make the plan sustainable. It does not rely on new funding from the District. The increase in prescription costs will produce “savings” to offset the PPO costs thereby necessitating that PPO members be in the health care plan for at least ten years before retirement in order for the costs to be offset.
17) Perhaps a better way to view the changes to the PPO is as a “voluntary tax” from the members in order for it to survive. In other words, the PPO plan has had sustainability issues whereas the plans of Kaiser and Health Net have not. The PPO plan has seen costs rise that are hitting retirees hard financially. We’ve never heard from retirees with either Health Net or Kaiser that there are problems with those plans upon retirement. Of course, we will remain vigilant with regard to the costs of all District offered plans.

18) **Ervin Slavick.** Ervin received a question about retirement from a part time faculty. In order to “cash in” the sick leave as service credit, employees would have to retire from the district. If an employee is working elsewhere and retires from that job, they would also need to retire at the same time from the district to maximize their retirement. Consult your CalSTRS representative for further information.

19) Ervin also received a concern about faculty criticizing other faculty. This could be taken up by a potential position of ombudsperson at the district level.

20) **Riverside City College—**

21) **Dariush Haghighat.** Dariush reported that he has received grateful emails from retirees regarding on the changes to the PPO plan. A retiree reported that he has been paying $1250.00 a month on the supplemental PPO plan and is quite pleased the costs are being reduced.

22) Dariush shared concerns that parking citations were issued to faculty who attended the Board of Trustees meeting. We are finding that agreements that we have had in the past are not memorialized in writing and when a new administrator is appointed, the agreements are not being upheld. We need to make sure that all the agreements that are reached are written and passed on to new administrators.

23) Unfortunately during the end of terms and final exams, threats from students rise against faculty. There are suggestions and indications that during the Trump administration, the lack of civility has greatly increased in the nation and locally HR has been hit with substantial amount of complaints by faculty against faculty and faculty against students. We need to protect our faculty and keep in place our agreements that we have reached in the past.

24) Some faculty do not know that if they are threatened by a student, student background checks can be done, college police can be sent to personally deliver a restraining notification, and there is a possibility of obtaining a panic button in severe cases.

25) The Faculty Association Gala will be on June 21st at the Riverside Community College District building rooftop. UCR and RCCD stakeholders representatives will be invited.
26) **Garth Schultz.** Garth received an email asking about health plans for retirees who move out of state but are not 65. The district health plans covers faculty who are not 65 however Health Net and Kaiser are CA only. Retirees need to research health care benefits before relocating.

27) Garth was asked if PARS would be participating in the district early retirement plan. We are still negotiating on the “golden handshake” early retirement plan. Nothing has been finalized so if one tries to confirm with STRS, PERS, and/or PARS representatives, the representatives have not been informed yet of the plan. The Faculty Association is diligently negotiating well in advance of next year’s early retirement incentive.

28) The Parking Services Committee met on May 7th and decided to have their meetings the first Tuesday of every month at 1:00pm, which precludes Garth from participating. Garth will send an email.

29) **Emily Philippsen.** A part-time faculty member asked Emily about the Personal Necessity Request on the Absence Affidavit form. Faculty (including part-time faculty) do not have to provide a reason for using personal necessity time. Earlier in the academic year, we discussed the need to split this form into two different forms: one for classified staff and one for faculty. Having it all on one form is confusing for faculty because the form does not clarify that faculty do not have to provide a reason. Human Resources needs to create two separate forms to avoid this confusion, especially for new faculty.

30) A part-time faculty member asked Emily about how long they must keep previous student work. Rhonda clarified that a student can protest a grade for up to one year so the minimum should be one year for that reason. However, two years is best practice in case a student needs information on a grade during the transfer process. Most faculty keep electronic excel spreadsheets of student grades for their own records.

31) Emily and Garth met with President Anderson at 10:00am on Tuesday. Emily was late due to lack of staff parking. There is no staff parking during the peak hours on campus. Perhaps not all faculty including part timers and new staff were factored into how many parking stalls are needed. This issue greatly affects part time faculty. Faculty should not have to come to the campus two hours early in order to find a place to park.

32) Dariush suggested that the parking committee address the issue. The staff parking stalls need to be enforced and those “waiting” for students to pick up need to be moved out of the staff spots.

33) **Norco College.**
34) **Peter Boelman.** A faculty member asked Peter about commencement. Since commencement was moved to a Friday, is it a contractual requirement to attend? Yes.

35) **Monica Gutierrez.** Monica and Peter met with President Reece. They discussed a situation that occurred after the Faculty Association meeting held at Norco. The president received a verbal summary of faculty concerns from someone in attendance at this meeting. We need faculty members to comfortable and be able to voice their concerns without the fear of administration being notified. Chapter members attending the Faculty Association meetings should show the maturity, professionalism, and respect to fellow colleagues.

36) Monica received a concern from a faculty member about the 403b plan changing and not allowing contributions to Fidelity anymore. Less than a month notice was sent from the third party administrator that as of June 1st Fidelity would not be an option. The district was upset about losing Fidelity as well.

37) **Secretary: Shari Yates.** Shari met with VC Chancellor Mills and Susan Brucks regarding the part time preference process. Reminder that faculty are not allowed to teach for the district if they are out of state. The updated preference list will be distributed in a few weeks for Spring 2020 schedule of classes development.

38) **Treasurer: Asatar Bair.** No report.

39) **District Academic Senate Peggy Campo.** No report.

40) **Open Hearing.** None

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

42) **Closed Session.** Four items discussed.

43) **Adjourned 3:05pm.**