1) Call to Order 1:10pm

2) Motion (Haghighat/Biancardi): To approve with amendments. Unanimously approved.

3) Election. Fabian received two emails during spring break from a faculty member who nominated two part timers for the Faculty Association Part time Representative position at RCC. Unfortunately, Fabian did not open the emails until he was notified about them last week. He then tried desperately to confirm with the nominees if they were interested in running, sending three emails and a phone call to each. He did hear back and the nominees were not interested in running. In the future, faculty nominating other fellow faculty should endeavor to get their consent first.

4) RCCD Faculty Association 2019 Election Results:
   a) Moreno Valley College
      i) Full-Time Representative: 30 votes, 3 spoiled. Jeff Rhyne is duly elected.
      ii) Part-Time Representative: 20 votes, 8 spoiled. Ervin Slavick is duly elected.
   b) Norco College
      i) Full-Time Representative: 25 votes, 5 spoiled, 2 write-ins. Monica Gutierrez is duly elected.
      ii) Part-Time Representative: 15 votes, 8 spoiled. Diana Campuzano is duly elected.
c) **Riverside City College**
   i) Full-Time Representative: 36 votes, 16 spoiled, 2 write-ins. Garth Schultz is duly elected.
   ii) Part-Time Representative: 14 votes. Emily Philippsen is duly elected.

5) **President Report—Rhonda Taube**

6) Rhonda met with the PGSL taskforce and brought forward the Faculty Association concerns about the policies. The taskforce worked on the language and changed the wording to better help our colleagues regarding professional growth.

7) Rhonda has received a lot of complaints from department chairs that there is a push to hold department meetings on the fourth Tuesday of each month. There are departments that prefer making their own meeting plans due to the department needs and their busy schedules.

8) President Anderson wishes to concretize the new governance committee.

9) Rhonda received a proposal asking consideration of a FLEX day that would be make one day of FLEX mandatory for all full time faculty.

10) Discussion ensued regarding the districtwide ramifications. The calendar will be impacted with an added mandatory day. FLEX professional growth opportunities should be “flexible.” Forcing a mandatory meeting doesn’t seem like “flexible professional development” and could limit the diverse ways faculty choose to accomplish their professional growth.

11) Motion (Rhyne/Boelman): To not add a mandatory FLEX day to the calendar. Approved unanimously.

12) **Moreno Valley College**

13) **Fabian Biancardi.** Fabian and Jeff met with President Steinback and VP Lopez. They are committed to finding a room for part time faculty to meet with their students.

14) The MVC consultant for the master plan discovered that MVC is over capacity room usage for the college by approximately 14 percent. Office space and classroom space is tight. Long term facility planning is ongoing.

15) Jeff and Fabian had a lengthy discussion on reassigned time particularly regarding AB705 coordinator and English and Math liaisons. The administration and faculty recognize the good work that faculty have done under grants and want to see the work continue.
16) **Jeff Rhyne.** Jeff inquired about a tenured faculty that receives a needs improvement, who determines the make up committee in the fall? The administrator puts the fall committee together preferably using the same committee members as the previous term.

17) Faculty from all three colleges are concerned about the new district committee structure. There will now be 26 district committees for faculty to serve on. Some committees already exist but faculty are concerned there will be an increase in workload.

18) **Ervin Slavick.** Part time faculty were very very receptive to the upcoming raise of 5.76 percent. Ervin asked that in the future perhaps the district could please consider early retirement plans for part time faculty.

19) **Riverside City College—**

20) **Dariush Haghighat.** Dariush explained how early retirement incentives will not apply to part timers until the state legislation changes. Currently it is highly unlikely. Early retirement plans [golden handshakes] must go to the state chancellor’s office for approval. The data is reviewed and early retirement plans are only approved if the district can prove that the district will SAVE money. If 50 people will take the incentive, the district will save money.

21) It happens every time we go out for early retirement plan that we receive the question if part time faculty will also receive an early retirement incentive for part time faculty. We need to be honest; we have the moral and ethical obligation to warn part time faculty, which is not a permanent position, that early retirement incentives will not be offered to part time faculty. The starting premise in the rationale is that part timers will not be part timers in ten years. Unless the law and state legislators put aside funds for part time faculty retirees, the district will not save money by losing part time faculty.

22) The principle of early retirement applies to full time faculty for cost savings, which are usually the district’s top salary earners. If necessary, the district could reduce costs by reducing the number of part timers but an early retirement plan would not need to be given—hence why it is unlikely part timers will be offered an early incentive plan.

23) Ervin responded that he agrees when early retirement plans are offered, the opportunities actually grow for part timers because the district will be hiring more full time faculty. Ervin wishes that the district would consider some type of “financial appreciation” for part timers however service credit or a lump sum retirement incentive is not in our power within our state.

24) The Board of Trustees has not approved our early retirement negotiations yet. CSEA has to sunshine it and the state has to approve that the incentive will save money for
the district. We have a tough time negotiating for the early retirement plans.

25) Dariush has been asked about the details of how it works if faculty choose to take the incentive of 80 percent of their last year’s base salary. Only the base salary is calculated; no stipends or overloads are factored into the salary. If a faculty member is participating in a reduced load, the incentive is still based on full base salary. The 80 percent is given as a lump sum that goes into an annuity.

26) If faculty take the two years service credit incentive, then they cannot work in a CalSTRS system for five years.

27) Dariush strongly recommends that next year we focus on student mental health initiatives. An ombudsperson position is needed at the district. There are great psychological pressures on our students. We need to go on record that an ombudsperson is greatly needed.

28) Furthermore we have a board of trustee “green initiative” but have not seen many results. Everywhere we go we see organizations that have implemented green initiatives that take a serious investment.

29) Motion (Haghghat/Biancardi): The Faculty Association has patiently waited for green initiatives from the district. We will not get behind the bond issue unless there will be serious committee to green initiatives for the colleges. Approved unanimously.

30) Garth Schultz. Garth asked about the speech competition. We voted to support the stipends for the faculty involved in the speech competition. Now the communication faculty need to go to the college president and keep us informed.

31) Emily Philippsen. Emily was asked about special projects in fall or spring if they could affect part time faculty teaching assignments. Yes, but there are types of special projects that don’t affect TAs—language in the contract (XJ2 p. 24) states:

   a) Service as a substituted on a day-to-day basis and service in professional ancillary activities including, but not necessarily limited to, governance, staff development, grant writing, and advising student organizations shall not be considered part of part-time faculty load in accordance with Education Code 87482.5.

32) Norco College.

33) Peter Boelman. Peter asked about the process of a part time faculty member that receives a needs improvement. Might a faculty member of a “closely related” discipline review the needs improvement? Yes!
34) **Monica Gutierrez.** Monica was asked if assistant chairs need to attend department chair meetings? No, they are invited to attend, but are not required.

35) Do assistant chairs need to have chair office hours? Yes.

36) **Secretary: Shari Yates.** Shari received concerns from faculty that Ramadan ends during finals and students who are of the Islam faith would like the faculty to work with the students to reschedule the final exams for students who will be celebrating their holiday.

37) Shari was asked about full time faculty teaching in a discipline with a FSA. Are full time faculty allowed to bump part timers? No, full time faculty with a FSA are just like “regular” part timers. They may NOT bump other part timers for overload courses.

38) Furthermore, full time faculty do not earn preference in a FSA; AB1379 was set up as a protection for part time faculty—not another layer of security for full time faculty.

39) **Treasurer: Asatar Bair.** Asatar reported on the bond feasibility study for the district. The marketing team is costing between $500,000 for $750,000. The district can spend money researching the pros and cons of a bond until board approves the bond. The Faculty Association is in a position to help with the funding of the bond.

40) Motion (Biancardi/Schultz): To approve $2500 for the district bond initiative but we will not give the check until the district has a plan for infrastructure green initiatives throughout the district.

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

42) **Open Hearing.** A faculty member asked if retirees would be replaced immediately? As soon as the retirement paperwork is filed, then a position can be flown. Norco College is appointing one-semester-interim-faculty in order to keep the classes going. Replacement positions are filled depending on which college, division, and department parameters.

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

44) Closed Session. None.

45) Adjourned 3:05pm.