Minutes
RCCDA/CCA/CTA/NEA
May 8, 2018
RCC, DL 404

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

2) Motion to approve minutes (Taube/Philippsen). Unanimously approved.

3) President Report—Dariush Haghighat

4) Dariush received clarification and reassurance from the counseling faculty that the district policies we have in place for AP courses of dual enrollment students will remain. The counseling faculty have researched this issue and despite a push from the state to use high school AP courses without testing on the standards, the agreement that we have with local school districts will remain. There might be still some push back from the high schools that transfer their students to us since our courses will take away from AP classes. This is not an issue for students who are transferring to UCs or CSUs but apparently the agreement we have in place will remain the same and nothing will change as far as our current practice towards with the AP courses as the result of dual enrollment.

5) At this point, according to counselors, we don’t need to worry about the AP courses however there are still issues remaining about dual enrollment. Back in January the district signed a standard agreement with the local high schools regarding dual enrollment. The exact agreement has been signed between college districts and their local high schools throughout the state. Dariush has asked the Chancellor to forward the Faculty Association a copy of signed agreement so he will forward it to Faculty Association Executive Board and various faculty representatives throughout the district.
6) Dariush strongly believes that the more faculty members throughout the district become familiar with the dual enrollment, the better we can all collectively protect the integrity of our courses.

7) Rhonda and Dariush had a great standing meeting with Bill Hedrick, RCCD Board of Trustee. They discussed several important issues affecting our district as well as the upcoming board of trustees’ election.

8) Fabian, Rhonda, and Dariush have their standing meeting with Tracey Vackar tomorrow morning. We will share with her our hearty endorsement of her candidacy for Board of Trustee for Area 5.

9) Dariush expressed his deepest gratitude to Monica Gutierrez, our Association Election Chair, for her repeated posting of the Faculty Association Election on the RCCD-ALL listserv. Dariush suggested that this has been one of the most organized and well-publicized faculty association elections that he had experienced during his tenure at the Faculty Association Executive Board.

10) Other Association Executive Board members joined Dariush in thanking Monica and the Association Election Committee members for their diligent and selfless work on the Association Election.

11) Moreno Valley College

12) Ervin Slavick. Ervin heard back from Rolando Regino, director of Distance Education, regarding the Canvas compensation training. Part timers are directed to send their professional development form directly to Distance Education (Gabriela Estrada-Toro to process) and Distance Education office will forward to payroll.

13) Riverside City College—

14) Rhonda Taube. Rhonda received an email update from Jennifer Flores regarding the process of student progress reports. Perhaps a good solution has been worked out utilizing the Early Alert system in place of a “paper-process” progress report. The downside to utilizing Early Alert is that only 18%-32% of instructors actually utilize the Early Alert system. The goal is to have more instructors participate and to have instructors report through Early Alert on all students enrolled in the programs that require students’ progress reports. If all goes well, the hope is to begin utilizing the Early System for progress reporting beginning Fall 2018.

15) Rhonda, Garth, and Emily met with President Hendrick. President Hendrick shared his concern about the college police not being as friendly as they could be regarding the college students. There is a time and a place for hard-core policing. Examples were shared about incidents that were unkind and unnecessary. One example was of a student that had an out-of-state disability placard. The student’s car was towed.
President Hendrick personally paid the impound fees and the Chief of Police drove the student to the impound yard to pick up his/her vehicle. Both were extremely displeased at the situation the student faced due to the actions of the police.

16) Bottom-line, the general climate could be more student-friendly. There have been murmurs and complaints regarding the college police.

17) Each college has its own college strategic planning council but we don't have an appointee from the Faculty Association on the councils. Jeff will represent the Faculty Association at MVC. Garth will represent the Faculty Association at RCC. Either Peter or Monica will represent Norco depending on the dates and times the council meets.

18) A faculty member upbraided a CSEA member and the concern was shared with Rhonda. This behavior is not appropriate. We don't want to create friction between the unions. All colleagues need to treat each other with respect.

19) Emily Philipppsen. Emily reported about dual enrollment to the RCC Academic Senate. The RCC Senate seemed quite concerned. Dariush appreciates Emily’s recruiting help from the Senate regarding the district Dual Enrollment agreement.

20) Norco College

21) Monica Gutierrez. It was reported that a part timer had an emergency and did not show up for class twice in the same week. No one was notified including the students. The instructor recruited a friend (not hired by the district) to sub but the person did not show up. The part timer was dismissed based on abandonment of position. Heads up to all faculty that any absence needs to be communicated ASAP and reported appropriately.

22) A question came up about what faculty duties would be considered for a special project? Only non-instructional responsibilities not outlined in the contract can be compensated. Course development, course preparation for adherence to the COR and assessment are contractual duties which cannot be paid through a special project. Exceptions to this would be: (1) new course/program development during summer or winter intersessions; and (2) new course/program development exceeding a 40 hour work week, including 5 hrs/wk of institutional service, for said faculty requesting a special project.

23) Cameron Young. The Norco reorganization was passed the Norco College Academic Senate. Cameron is now hoping that an office space can be created for part time faculty to work and meet with students. President Reece is receptive to finding a space for part time faculty as well as more parking spaces for faculty and staff.
24) **Secretary: Shari Yates.** The Reemployment Preference committee met on May 2nd. Regarding full time faculty that have retired, the MOU states:

a) *Preference is given to full time faculty who retire for the first semester that they are eligible to teach.* Retired faculty will be evaluated during the first semester serving as part time faculty and if they receive satisfactory, they will be eligible to apply for preference and be considered on the three-year cycle.

25) Apparently retirees who choose to teach as Associate Faculty have fallen off the evaluation process list. In the Datatel system a drop-down category will be created for retired faculty that are also Associate Faculty to “systematize” evaluation cycles but not lose their designation as emeriti.

26) Retirees should have preference but they need a satisfactory evaluation their first term back as an Associate Faculty member in order to continue to receive preference. Retirees must fill out the application form for preference otherwise Educational Services will not know that the retiree is also an Associate Faculty member.

27) The committee agreed that preference forms are be submitted every October in order to be considered for preference the following fall term.

28) If an Associate faculty member receives a “needs improvement” or “unsatisfactory,” then HR will notify Educational Services.

29) If there is another reason that the Associate Faculty should no longer receive preference, the chair will notify the Dean/VP who will inform HR and Ed Services that the Associate Faculty member is no longer eligible for preference. The right of appealing any decision is preserved in the MOU language.

30) **Treasurer: Leo Truttmann.** Leo has a colleague that would like to go to a conference but he/she was told that there is a policy that faculty cannot be approved for more than $700 (non-grant funded). Dariush asked each of the college reps to clarify with administrators what the funding policy is for attending conferences.

31) **District Academic Senate.** No report.

32) **Open Hearing.** None.

33) **California Community College Association (CCA).** Mark Carpenter attended a state council meeting that announced the 9th Circuit court decision (April 9, 2018) that pay differences based on prior salaries are inherently discriminatory under the federal Equal Pay Act because the previous salaries were the result of gender bias.

34) Closed Session: Three items discussed.

35) Adjourned 3:35pm.