Minutes
RCCDFA/CCA/CTA/NEA
November 3, 2015
DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
<td></td>
</tr>
<tr>
<td>Shari Yates (Secretary)</td>
<td></td>
</tr>
<tr>
<td>Fabian Biancardi (MV VP)</td>
<td></td>
</tr>
<tr>
<td>Rhonda Taube (Riv VP)</td>
<td></td>
</tr>
<tr>
<td>Leo Truttmann (Treasurer)</td>
<td></td>
</tr>
<tr>
<td>Joe Eckstein (Nor VP)</td>
<td></td>
</tr>
<tr>
<td>Ervin Slavick (MV PT Rep)</td>
<td></td>
</tr>
<tr>
<td>Tim Wallstrom (Nor Rep)</td>
<td></td>
</tr>
<tr>
<td>Chris Rocco (MV FT Rep)</td>
<td></td>
</tr>
<tr>
<td>Emily Edwards (Nor PT Rep)</td>
<td></td>
</tr>
<tr>
<td>Lisa Iyer (Riv PT Rep)</td>
<td></td>
</tr>
<tr>
<td>Shannon Hammock (Guest)</td>
<td></td>
</tr>
<tr>
<td>Peggy Campo (District Acad Senate Pres)</td>
<td></td>
</tr>
<tr>
<td>Jacqueline Lesch (RIV FT Rep)</td>
<td></td>
</tr>
<tr>
<td>Mark Carpenter (Guest)</td>
<td></td>
</tr>
<tr>
<td>Joannie Gibbons-Anderson (Guest)</td>
<td></td>
</tr>
</tbody>
</table>

1) Call to Order 1:00pm

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

3) A faculty member came to the association meeting to discuss load and the intent of the contract. He/she requested some leeway or personal considerations for fall’s teaching assignment that was denied in the middle of this fall term. The TA was denied because it exceeded 1.67 but the faculty member feels that in this case holding the hard line of “black and white” rule without weighing the individual circumstances is unfair.

4) Dariush explained to that faculty member as well as to the Association Executive Board members that the language to limit the load and overload during the Fall and Spring semesters to 1.67 was negotiated a long time ago. That provision was not changed or modified during the most recent contract negotiations. The only thing that was changed is that now all special projects during the Fall and Spring semesters have to be translated into FTEs and can only be accounted for overload. Therefore, during the Fall and Spring semesters a faculty member can not carry a combined teaching, special project load, and overload exceeding 1.67 and there cannot be any exceptions to that requirement.

5) Another point that was made by the faculty member was that special projects are not included in winter and summer terms however this could be greatly abused. If the issue of workload equity was an ongoing point in negotiating the current contract, then the association needs to look at the winter and summer overloads/special projects.

6) Dariush indicated that the Faculty Association will look into that matter and discuss it with the district.
7) **President Report—Dariush Haghighat**

8) Dariush will be submitting the sunshine letter to the regular Board of Trustee meeting to begin negotiating the early retirement incentive. Thus far, everything is on track. More information will be coming in during the next few weeks—especially regarding employees retiring from PARS.

9) A number of people are highly interested in taking advantage of the early retirement incentive. Dariush is hoping to negotiate service credit as well as 85% salaries.

10) Our hope is also that as faculty retire, the savings will remain at the colleges.

11) Dariush was asked if the early incentive will be offered to the CSEA employees. He responded that it is up to the district and the CSEA. The latter has to negotiate their own golden handshake/early incentive; we can only negotiate for faculty and administrators. During the last two times that Dariush negotiated the golden handshake, the district offered the same incentives to the staff and Dariush is hopeful that the same happens this year. However, the CSEA and the district first have to finalize their contract negotiations.

12) Our legal expert helping us with the Faculty Association bylaws is doing an incredible job. She has received a new template from the CTA. Yesterday she asked for the constitution so that the bylaws can reflect the constitution accordingly. We want to revise the bylaws in the most transparent, inclusive, and meaningful manner. We do not want to sacrifice quality for the sake of expediency.

13) Faculty safety and security is still a major concern at RCCD. Last week, Dariush had to intervene in three separate student disciplinary manner on behalf our colleagues. In two instances the police had to be called and remove those students from the district. One of those students was in violation of his social suspension and the other one had five outstanding warrants for violence and assault charges.

14) In all three cases Chief Miyashiro was extremely proactive and played a very vital role in assisting the administration and the faculty members to properly handle those extremely unsettling situations. Chief Miyashiro’s departure from our district is going to create a huge void in our attempt to providing a more secure working condition for our faculty and staff and a safer learning environment for our students. The Faculty Association sincerely hopes that both Chief Miyashiro and the district to reconsider Chief’s resignation.

15) Dariush indicated the unsettling experiences by some faculty members during the last few weeks have simply reinforced the reason for our task force to come up with a meaningful and comprehensive student disciplinary policy.

16) Dariush will be sharing these issues with the Chancellor and the trustees.

17) The Faculty Association is extremely concerned about the way some of these issues have been handled by student services in our district. It seems that at times the latter is more
concerned about protecting the district against lawsuits rather than faculty safety. For example, on one instance, a faculty member reported a student and then was named in the disciplinary letter sent to the student. The student then threatened and intimidated the faculty member using his alleged gang affiliation.

18) We are working on an immediate moratorium that demands student services never identify faculty in suspension letters.

19) In another recent example, a student was place on “social suspension.” Discussion ensued that most faculty have never heard of “social suspension” which means the student is only allowed to go to class and then must leave the campus after class. They may not linger in hallways or other areas on campus. There is no substance to the policy if the other faculty including librarians do not know about the social suspension.

20) Dariush asked Fabian to draft a one page proposal for the student disciplinary Senate/Association task force and present it to the Association board next week for its consideration.

21) **Vice Presidents’ and Representatives’ Reports**

22) **Moreno Valley College**—

23) **Fabian Biancardi.** Fabian and Chris met with President Mayo and discussed MVC issues.

24) As faculty association representatives, Fabian and Chris serve as conduits for the faculty. Last week they received an email from a faculty member who was being denied pay for substitute work already done until a new TB test and other information required by HR was submitted. This faculty has been working in our District for twelve years and was understandably taken aback. Things are now moving ahead but the union holds firm that faculty need to be paid for work that has been completed.

25) The faculty biologists came to Chris and Fabian in desperate need of more laboratory space. They have requested more space in their program review and are literally stepping all over each other within their current laboratory. In meetings with administration, the point is being reiterated.

26) They were also asked where bereavement leave comes from - sick leave bank or another separate college account. The answer received is that it comes from the sick leave bank.

27) **Norco College**—

28) **Emily Edwards.** Three faculty members contacted Emily about the Kaiser healthcare plan increase. Dariush is addressing the issue in his Board of Trustee report as an attempt to help the part time faculty members.
29) **Riverside City College—**

30) **Lisa Iyer.** Lisa has been receiving some feedback about the bylaws—mostly about procedure not policy. Since we are revising the bylaws, the previous ratification of the proposed bylaws was suspended. The new version is being worked on. When we have completed a final draft, we will hold town-hall meetings. Hopefully the faculty concern regarding ratification procedures will be relieved. The current bylaws are on the Faculty Association website: [http://www.rcc.edu/cta/Pages/CTA%20Home.aspx](http://www.rcc.edu/cta/Pages/CTA%20Home.aspx) under contract.

31) **Jacqueline Lesch.** Jacqueline followed up that the part time faculty professional growth/assessment form was created by the district, not a faculty development coordinator. The coordinators are working with the district to ensure that the district form has their input.

32) **Rhonda Taube.** Rhonda was contacted by a department chair asking if a faculty member could be fast-tracked into tenure.

33) Another faculty member asked how release time is calculated. See Article X of the contract.

34) The Behavior Intervention Resource Team (BIRT) committee is looking for faculty committee members. Anyone interested please contact Micherri Wiggs. The meetings are on Mondays at 11:00am but can be rescheduled at another time to accommodate faculty participation.

35) **Treasurer Report: Leo Truttmann.** Leo received the completed Faculty Association taxes and is seeking executive board of approval to pay the accountant.

36) Motion (Wallstrom/Rocco): To pay the accountant $625. Approved unanimously.

37) **Secretary Report:** No report.

38) **CCA (California Community College Association):** No report.

39) **Academic Senate:** Peggy Campo. Norco senate had some discussions and inquiries about the new faculty hiring procedure. The Riverside and Moreno Valley senates passed the new faculty hiring procedure and Norco Senate had some discussions and inquires about it. The latter will discuss and vote on the policy in two weeks.

40) Closed Session: (Three items discussed).

41) Adjournment 2:45pm