Minutes
RCCDFA/CCA/CTA/NEA
November 7, 2017
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush 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 with amendments (Rhyne/Biancardi). Approved. One abstention.

3) **President Report—Dariush Haghighat**

4) Dariush reported that the 2018-2019 RCCD Academic Calendar was approved. We are now working on approving the 2019-2020 RCCD Academic Calendar.

5) Dariush forwarded a proposed board policy draft from Vice Chancellor Terri Hampton regarding desirable procedures to be followed when placing a faculty member on “Involuntary Paid Administrative Leave.” The Association does not want HR to make the final determination about faculty being placed on “Involuntary Paid Administrative Leave.” The HR should conduct the investigation and provide all the findings, the supportive documents and its recommendation to the respective college presidents. The College presidents then should make the final administrative determination with the consultation with the faculty association.

6) Dariush indicated that we all must take “Involuntary Paid Administrative Leave” very seriously and strive hard to protect the integrity of the procedures before and after such important course of action.

7) Dariush asked the Association Executive Board members to read his exchanges with Vice Chancellor Hampton on this important matter very carefully and provide him with their input and feedback.

8) An agreement was reached in the past when Chancellor Gregory Gray notified the college president regarding faculty being placed on Administrative Leave, then the college president notified the Faculty Association. We don’t want Faculty
Association out of the picture as what happened in Norco this past summer.

9) Dariush shared that all the extremely important negotiated MOUs have been signed by Chancellor Burke and Dariush today including: (1) Bumping Rights of FT to PT; (2) Extended Leave; (3) Parental Leave; (4) Canvas Professional Growth for PT; and (5) Evaluation Process of Categorical Funded Faculty [see http://www.rcc.edu/cta/Pages/Memorandum-of-Understanding-(Mou's).aspx]

10) Dariush shared the extremely good news that he and Rhonda were able to negotiate more tenure-track faculty positions for next year. In the past we negotiated faculty positions including:
   a) 2015-2016 = 24
   b) 2016-2017 = 20
   c) 2017-2018 = 12

11) For the next academic year (2018-2019), we negotiated 12 new positions (6 to RCC; 3 to MVC; and 3 NC).

12) The new positions will cost the district 1.2 million dollars adding the full time salaries and subtracting the costs for part time faculty.

13) The State CA Board of Governors is considering giving $7.5 million in 2018-2019 academic year to our district for hiring new faculty. If we receive the additional funding from the state, the district will increase the 12 negotiated positions to 20 positions. We won’t know until the budget is approved in June so there might be late editions of tenure-track positions.

14) Dariush also shared with the Faculty Association Executive Board the exciting news that he has proposed to the district the Faculty Association’s request that the district provide $150,000 subsides annually for part time faculty health care insurance to reduce the burden of health insurance for our part time faculty.

15) Furthermore, Dariush announced that he and Rhonda also submitted to the district the Association’s request that the district provides a stipend for three part time senators for the academic senates—each PT senator to receive a stipend for fall term (0.1 FTE) and spring term (0.1 FTE).

16) Finally, Dariush shared with the Executive Board that he and Rhonda also requested that the district provides a stipend for three part time representatives to the Faculty Association Executive Board —each PT senator to receive a stipend for fall term (0.1 FTE) and spring term (0.1 FTE). Dariush has informed the Chancellor that the Association is willing to match the stipend provided by the district from the Association’s fund. So in reality the three part time faculty representatives to the Executive Board will receive 0.2 FTE stipends for the Fall and Spring semesters.
17) **Moreno Valley College**

18) **Jeff Rhyne.** Jeff reported that some IDSs might have sent out wrong PT faculty evaluation form. Please see attached for the correct form to be used.

19) Jeff has been working on a “remediation plan” for contract faculty in case there is a “needs improvement” given by the Improvement of Instruction committee. Due to the tight schedule of receiving a “needs improvement” in fall semester, there is very little time to “improve” before the March 15th notices are sent out. Therefore, the Improvement of Instruction committee will meet in the spring (presumably after March 15th), but also in the fall semester. In the fall, only two choices for the committee are to be considered: satisfactory or non-renewal. If “non-renewal” is given by the I of I committee, the March 15th notice will be given to the contract faculty the following spring. If fourth year contract faculty are given “needs improvement,” then tenure will be delayed until the following fall. Dariush asked Rhonda, Jeff, Peter, and Monica to bring a timeline proposal to the executive board for consideration.

20) **Ervin Slavick.** Ervin met with some of the librarians who shared concerns about safety especially on Saturdays. The librarians believe more staff are needed on Saturdays for safety.

21) **Riverside City College—**

22) **Rhonda Taube.** Some Improvement of Instruction committees allow the faculty members to review the committee members’ narratives before committee meets. However problems have arisen that if a committee member is giving a negative evaluation, the negative evaluation it can “influence” the other committee members. There have been allegations of bullying and defamation. The executive board is now “rethinking” our endorsement of sending the narratives in advance to all the committee members including the faculty member being evaluated. The Faculty member being evaluated has an opportunity for rebuttal (if needed) so it might be prudent to keep the narratives private until the committee meets to protect everyone in the process. However, the student survey results should be shared in advance so the committee members may review the survey results and incorporate the student results into the written narratives.

23) **Garth Schultz.** Garth was asked about the load-banking form. Is it based on the calendar year or academic year? The load-banking form is based on the calendar year: January-December.

24) Garth sent out a special event parking draft to the executive board.

25) **Emily Philippsen.** A part timer asked about the process of how they get paid for the Canvas training. Where do they get a time sheet? We need to add a time sheet to our website to help the part time faculty. We also need to ask the Faculty
Development Coordinators what they recommend. Should the same professional growth form be used or altered?

26) **Norco College**

27) **Peter Boelman.** Peter attended a department chairs meeting. A year round schedule is being pushed and some chairs were wondering if they should be forced to get together during winter. Department Chairs receive a stipend during the winter that is intended to cover the chair’s time. Remember, chairs and co-chairs receive stipends so if a meeting is scheduled then they are required to attend. Assistant chairs are not required to work during winter since they do not receive a stipend. The stipend covers department chair responsibilities in the winter including schedule development and student grade disputes.

28) **Cameron Young.** Cameron reported that an email went out for a new part time representative for the Senate.

29) An issue was shared with Cameron regarding unsafe driving practices at the entrance of Norco College.

30) Cameron also was asked how part time faculty receive information. A faculty member would like to hear more about faculty rights and used the example of student recordings and the DRC that were recently published in the Association’s minutes.

31) Dariush is committed to as much transparency as possible and believes the Faculty Association minutes are helpful for faculty in knowing what is going on at the colleges and in the district. We purposely write the minutes to explain the issues and inform the faculty regarding concerns that are brought to our attention.

32) **Secretary: Shari Yates.** No report

33) **Treasurer: Leo Truttmann.** Leo distributed the financial updated Operating Statement for 2017-2018.

34) Leo shared that the compiled receipts of Jose Alcala’s Meet and Greet was $2200.

35) Motion (Taube/Biancardi): To authorize spending $2200 for the Meet and Greet.

36) Leo reported that the taxes have been filed.

37) Motion (Taube/Rhyne): To pay accountant Stephen Bishop $625.

38) Once a year, non-member agency fee payers have the right to be informed regarding the Hudson notice (see attachment).
Due to our expenses, we have to initiate an audit that has to be completed by next September. Leo was advised to just go ahead and complete the audit.

District Academic Senate: LaTonya Parker. The 56th Distinguished Faculty Lecturer will only lecture twice, once at MVC, and then the second lecture at the Coil School of Fine Arts.

It has been determined that regarding cross-listed courses in META, district staff will assist faculty but faculty need to be responsible for the work.

Dariush will follow up with Chancellor Burke seeking retroactive pay for a faculty member that did not move over columns since the PGSL committee did not meet. This is an Academic Senate issue, not Faculty Association but Dariush will kindly ask the Chancellor.

Open Hearing. None.

California Community College Association (CCA). No report

Closed Session: Six items discussed.

Open session: Dariush shared that due to the political climate and because a new chancellor will be coming to the district, it would be in the best interest if the Faculty Association rolled over the current contract. Discussion ensued.

Motion (Truttmann/Schultz): To rollover the current contract for three years with the same conservative salary increases as indicated in the current contract. Approved unanimously.

In combination with the current contract, the following salary proposal will be stipulated to increase all certificated salary schedules as follows:

a) By 2% + COLA, effective July 1, 2018, to the extent funded by the State.

b) By 2% + COLA, effective July 1, 2019, to the extent funded by the State.

c) By 2% + COLA, effective July 1, 2020, to the extent funded by the State.

d) On the Faculty Hourly (Part time faculty) Salary Schedule an additional .50% effective July 1, 2018, an additional .50% effective July 1, 2019; and an additional .50% effective July 1, 2020.

If the executive board decides to rollover the contract and the district and Board of Trustees sanction it, then it will go to the faculty for a vote. The Association will continue to write MOUs to correct language and address specific issues as we have been doing through the past three years that has been working well.

Adjourned 2:45pm.