Minutes
RCCDFA/CCA/CTA/NEA
October 10, 2017
MVC, HM 234

<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>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>Garth Schultz (RIV PT 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>MVC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Motion to approve minutes (Biancardi/Rhyne). Unanimously approved.

3) MVC Open Hearing

4) Dariush thanked the MVC for hosting the executive board meeting. Introductions were made.

5) A faculty member asked about part time faculty earning preference. Preference is based on a particular course. So faculty would need to have been evaluated three times regarding a specific course (one college) and have taught that course accumulating at least a 2.0 FTES in order to be given preference.

6) What constitutes a break in service for categorical faculty? A break in service is not properly defined for categorical faculty. The purpose of evaluations is complex because categorical faculty are not like regular or contract faculty. Categorical faculty are constantly being evaluated. Fabian is in the process of fine tuning and clarifying with the administration regarding the categorical faculty evaluations.

7) HR and Payroll keep the faculty in the system for two years.

8) Dariush made two points: (1) categorical faculty “years” are counted toward tenure if they are hired in the future as tenure track faculty so they need to be evaluated; and (2) the administration uses part of categorical funds to pay the salaries of tenure track faculty so once again, they need to be properly evaluated. Dariush asked a MVC counselor to please talk with colleagues and let us know explicitly their needs and concerns.

9) A question was asked if a full time faculty wanting an overload course could bump part time faculty with preference. Yes. Full time faculty have bumping rights over
part time faculty with preference.

10) The executive board was asked if we would like to see another “higher” category for evaluations and Improvement of Instruction (IoI) other than “satisfactory.” Currently there are three categories: (1) Unsatisfactory; (2) Needs Improvement; and (3) Satisfactory. Adding a fourth criterion (e.g. Excellent/Superior/Awesomeness) is something to consider, but for now, our contract is tied to the three categories.

11) President Report—Dariush Haghighat

12) Dariush shared the proposed calendar to members of the executive board for their consideration and approval. Dariush indicated that he and Rhonda have been working hard trying to accommodate the needs and interest of every segment of our district community in negotiating the calendar with the district. Dariush suggested that they have been especially cognizant of the challenging task of our colleagues in the sciences scheduling lab sessions on Fridays with too many Friday holidays in the calendar.

13) Dariush shared with the fellow executive board members that he and Rhonda solicited input and feedback from all three colleges including the three college administrations in devising the most sensible Academic calendar for our district. Dariush thanked all those who have provided extremely valuable input regarding the academic calendar to the Association. Dariush expressed its deepest gratitude and appreciation to all the thoughtful and invaluable assistance and input that he and Rhonda have received from Vice President Carol Farrar on their work on the academic calendar.

14) Dariush indicated that the final product that he and Rhonda are submitting to the Executive Board contains fewer holidays on Fridays so there will be more flexibility in scheduling classes on Fridays.

15) Finally, Dariush submitted to the Executive Board, that there is absolutely very little room to maneuver choices on the district calendar. Every little attempt has financial or legal implications. We did our best to address all the suggestion and recommendations submitted to us.

16) Motion (Biancardi/Rhyne): To approve proposed calendar. Approved.

17) Dariush reported that he is continuing his negotiations with the district on the extended Illness leave making sure that provision will also be extended to Part time faculty members.

18) Dariush and the district are also exchanging notes on the MOU that the association and the district are negotiating on parental bonding so all our full- and part-time faculty members will get 12 weeks of differential paid leave for parental bonding.
19) The Chancellor search should wrap up by January. It was discussed that scenario questions tend to be more revealing than standard interview questions. In hiring personnel, it is never known how an employee will truly perform until that employee has been hired and has spent time working.

20) Dariush shared that the Faculty Association has an incredible candidate that it has endorsed for the next year RCCD board of trustees election. The Faculty Association for the seat that will be vacated by Trustee Janet Green has endorsed Jose Alcala, a former RCC student, a local high school teacher and a community activist.

21) Dariush urged, all of our colleagues to join the two Facebook sites below for the latest news and update on upcoming RCCD Trustees election, which most likely will be one of the most important elections in the history of our district.

- RCCD Faculty Association PAC
- Jose Alcala for RCCD Board of Trustees, Area4

22) A Moreno Valley faculty member asked about the situation where a counselor is alone in his/her office and student traffic is disruptive to the counseling session because there is not a staff member to monitor and direct students. This is a safety concern as well as a work condition. Dariush asked to please share concerns with Fabian, Jeff, and Ervin to bring to the MVC administration.

23) Moreno Valley College

24) Fabian Biancardi. Unfortunately graffiti of a swastika was found on the Moreno Valley campus. The president sent an email to the community affirming MVC’s commitment to diversity and tolerance. An investigation is ongoing.

25) There have been multiple complaints regarding the lack of parking at MVC. Parking issues are challenging at all three colleges.

26) Jeff Rhyne. Jeff was asked a question if reassigned time had to be done before 2:00pm. Faculty can schedule reassigned time after 2:00pm. The old contract stated 8:00am-2:00pm but now it is up to the faculty member to schedule his/her reassigned time at a time that makes sense for his/her students.

27) Whether teaching online, hybrid, face-to-face, or have scheduled reassigned time, full time faculty must still be physically available at least three days a week for office hours.

28) Ervin Slavick. Ervin was contacted by part time faculty that are being evaluated but are non-teaching faculty. The current template used for evaluations does not focus on job duties for non-teaching faculty. Ervin shared a sample that could be
considered for non-teaching faculty.

29) The part time representatives previously discussed the desire for more paid professional development hours for Canvas training. After discussing the issue with Distance Education, the part time faculty representatives are asking for three extra hours of professional development for those who have already gone through the process of training in Blackboard. Dariush asked the part time reps to present a written draft of the request to the executive board.

30) A faculty member complained that the Behavioral Intervention Resource Team (BIRT) referral form does not assuage concerned faculty members. A faculty member did not feel safe after the BIRT report was filed and did not feel that a “process” becomes a “priority.” If a faculty member is concerned enough to file a BIRT report, then it must be taken seriously and not be overlooked.

31) Riverside City College—

32) Rhonda Taube. Rhonda, Garth, and Emily met with President Isaac regarding faculty concerns. The lack of parking was discussed.

33) They shared with President Isaac that many faculty are extremely upset with the lack of parking space for faculty and students at the college. Many faculty and students have to cruise around the college for a long time desperately looking for a place to park. Faculty and students are arriving to their classes late since they have really hard time to find a parking space. This has now become a working condition issue.

34) Rhonda, Garth, and Emily demanded an explanation from President Isaac regarding the delay in tearing down the Noble building and adding more parking spaces. That building was vacated over a year ago.

35) Rhonda reported to the Association Executive Board that the district office of facilities has been holding up tearing down the Noble building that would add more parking spaces. Apparently the colleges get the money for Measure C but the authority to spend the money comes from the district. The college does not have the authority to approve facilities projects. The colleges should be in charge of their own developments.

36) It was also discussed the cutting of online classes at RCC. The administration is creating an atmosphere where full time faculty are looking for online overload courses at other colleges.

37) Rhonda expressed concern regarding some administrators that are requesting spring “follow-up” evaluations for Improvement of Instruction (IoI). It feels as an abuse of the contract if a spring meeting is required even though the faculty member was rated as “satisfactory.” We want to help the faculty member succeed but
needless meetings and evaluations are not helpful.

38) **Peter Boelman.** Peter, Monica, and Cameron met with the president. President Reece appears very committed to equity and diversity.

39) **Cameron Young.** Cameron discussed with the president about the technical issues at JFK. The president will coordinate with the “powers that be” regarding the tech concerns.

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

41) **Treasurer:** Leo Truttmann. No report.

42) **District Academic Senate:** LaTonya Parker reached out to the entire Profession Growth Sabbatical Leave (PGSL) committee after a faculty member complained that he/she did not advance on the salary schedule due to the committee’s inability to meet. As of today, LaTonya has not received a response.

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

44) Closed Session: Four items discussed.

45) Adjourned 3:40pm.