Minutes  
RCCDFA/CCA/CTA/NEA  
October 27, 2015  
DL 404

Present | Absent
---|---
Dariush Haghighat (Faculty Association Pres) |  
Shari Yates (Secretary) |  
Fabian Biancardi (MV VP) |  
Rhonda Taube (Riv VP) |  
Leo Truttmann (Treasurer) |  
Joe Eckstein (Nor VP) |  
Ervin Slavick (MV PT Rep) |  
Tim Wallstrom (Nor Rep) |  
Chris Rocco (MV FT Rep) |  
Emily Edwards (Nor PT Rep) |  
Lisa Iyer (Riv PT Rep) |  
Shannon Hammock (Guest) |  
Mark Sellick (RCC Acad Senate Pres) |  
Jacqueline Lesch (RIV FT Rep) |  
Mark Carpenter (Guest) |  
Ward Schinke (Guest) |  

1) Call to Order 1:00pm

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

3) President Report—Dariush Haghighat

4) Dariush distributed the draft of the sunshine letter to officially begin negotiations for the early retirement incentive.

5) Motion (Eckstein/Rocco): To submit the sunshine memorandum to the Board of Trustees.

6) Dariush is hoping for two years of service credit. Discussion ensued regarding a golden handshake that precludes retirees from teaching in the STRS system for a specific time versus an early retirement incentive plan that does not limit retirees from teaching part time for the district. Theoretically, the district could offer both. When we enter formal negotiations, then we can do the homework on the types of early retirement plans.

7) Dariush inquired about the printed copies of the new contract; it has been sent to the print shop but is not completed for distribution.

8) Faculty members continue to be highly concerned about their and their students’ safety in their classes. There has been another issue at RCC with a student with a history of mental problems who has caused many concerns for a number of faculty members in a particular division. Dariush forwarded articles regarding faculty safety that might serve as groundwork for policy construction.

9) The main concern that many faculty members have shared with the Faculty Association is the fact that by and large faculty are losing confidence in the student services in handling student disciplinary matters in our district.

10) The Faculty Association and the Senates have reached the conclusion that we need a stronger policy and procedure in place with the real teeth and vigorous enforcement in order for our faculty to feel safe at work.
11) Last week in the District Senate meeting, the district senate president, Peggy Campo asked Dariush to set up and lead a task force to craft a more meaningful safety policy for both the Senate and the Faculty Association consideration.

12) Dariush asked for volunteers from the Executive board for such a task force. Dariush indicated that the Faculty Association desires to work with the senate and have a comprehensive policy with real teeth in it. The taskforce needs to focus on violence safety, not catastrophe safety.

13) Rhonda, Tim, Fabian, Leo, and Emily volunteered to work on the taskforce.

14) The list of community education courses has been distributed to the department chairs throughout the district. Dariush asked Jacqueline, Tim, Chris to serve as a point person for each college regarding the community ed offerings. We need a systematic process that ensures every term all department chairs review the community ed courses so there will be no conflict between the college academic offerings and the district community education courses.

15) Course caps have been discussed throughout the district. According to our contract, disciplines negotiate a course cap with a district administrator—not the college. The discipline and the district negotiate course caps. Once again, we are not referring to room caps. Faculty may choose to offer large group instruction courses; the procedure of large group instruction is already in the contract. It is a faculty decision to add more students (not the administrator). Faculty may choose to exceed the amount of students beyond the course cap. If an administrator insists that a faculty member exceed the course cap, based on the room size [christened gaither-effect] that is a red card penalty.

16) Earlier in the day Dariush posted the Faculty Association’s position on the course caps and the process that the Association will pursue to tackle the course caps issues and concerns in our district.

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

18) **Moreno Valley College—**

19) **Fabian Biancardi.**

20) Fabian had an exchange with a faculty member on the opt-discuss listserv arising from the Faculty Association (October 13, 2015) minutes. [For the record, there are no new provisions in the contract that have been agreed to by the association that faculty must be docked pay for missing meetings as previously indicated in the October 6th minutes. Mea culpa.]

21) As indicated in the October 13th minutes, the faculty member was not docked pay; a half-day absence affidavit was generated. In this case, the faculty missed a meeting for personal reasons; it wasn’t a work related issue therefore the half-day absence affidavit was created. The faculty member who missed the meeting took exception to the half-day absence. Generally speaking, administrators tend to be more flexible in such circumstances. Of
course, and this perhaps should have been more clearly stated, if faculty have competing meetings, then there is not a reason to generate an absence affidavit.

22) Fabian met with VP Steinback yesterday. He and Chris have a meeting today with President Mayo to continue dialogue on all kinds of matters concerning Moreno Valley College.

23) **Chris Rocco**. Chris has been receiving Faculty Association membership forms.

24) Chris also reported that there appears to be a huge interest in the early retirement plan that is going to be negotiated.

25) At MVC, a policy that might be developed for the departments to keep the position when a faculty member retires, as is the case at RCC.

26) **Ervin Slavick**. Ervin sent an email asking for feedback regarding the part-time FLEX form. No one has responded yet.

27) **Norco College**—

28) **Tim Wallstrom**. Tim reported that there is a college-wide faculty meeting being held today. It’s unfortunate that the meeting has been scheduled on a Tuesday when the Norco Faculty Association VP and representative cannot be there. No doubt, the faculty association leadership would have been able to add Faculty Association perspective on some of the topics that are being discussed.

29) **Riverside City College**—

30) **Lisa Iyer**. Lisa asked about the bylaws. If we are going to retain services of an expert in labor law, how do I give the feedback from part time faculty to the labor law expert? Dariush answered to bring feedback to the executive board and the questions and concerns will be relayed to the expert who is assisting revising the bylaws.

31) The bylaws ratification timeline is on-hold; our labor law expert is working diligently on updating our bylaws based on the feedback we are receiving from our colleagues, from the State CTA and in accordance to the new CTA templates.

32) Lisa will send an email to part time faculty asking for feedback on the part time FLEX form.

33) **Rhonda Taube**. Rhonda and Jacqueline met with President Isaac. They discussed the micromanaging of distribution of keys.

34) They also discussed travel requests. The process has not changed, but the administration is now enforcing the travel request policy. The culture of accountability applies to faculty as well administrators.
35) The topic of safety was discussed. President Isaac is concerned and wants to make faculty safety training mandatory.

36) Rhonda was asked by a faculty member about his/her teaching assignment (TA). Apparently the TA was denied because it exceeded 1.667 semester load. Full time faculty teaching load in fall/spring needs to range between .9666-1.0333. Overload cannot exceed .667 therefore the total load may not exceed 1.667. The yearly contract for full time faculty is 1.9333-2.0666 (not including overloads).

37) Rhonda clarified that special projects are calculated as part of load in fall and spring, not winter and summer.

38) A faculty member inquired if the first right of refusal for an overload course is district-wide or only pertains to the overload offered at the faculty’s respective college. Full time faculty have the first right of refusal for overload district-wide however the teaching assignment load limits apply. [Any faculty member who receives a Needs Improvement on the Improvement of Instruction may not have an overload within the district.]

39) **Treasurer Report: Leo Truttmann.**

40) Leo has completed the tax returns and will file with the state and our CPA.

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

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

43) **Academic Senate: Mark Sellick.** Mark reported about the district academic senate meeting yesterday. The senate discussed the district student auditing policy; it is currently quite restrictive. Mark is looking at best practices. The senate also discussed hiring committees. An agreement was reached that the number of subject matter experts to serve on the committee is three tenured discipline faculty with two from the hiring college and one from another college within the district.

44) Closed Session: (Five items discussed).

45) Adjournment 3:05pm