Minutes
RCCDFA/CCA/CTA/NEA
September 19, 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>
<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 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/Biancardi). Unanimously approved.

3) President Report—Dariush Haghighat

4) Dariush spent some time expressing his absolute disgust and frustration with the vacuum of leadership in the chancellor’s office, which has for the most part really handicapped any meaningful decision-making ability in the district’s office.

5) At this point many extremely important and vital decisions such as formulating and implanting a meaningful strategic planning has been placed on the back-burner and practically working on any important and timely decision that requires district involvement has become an extremely challenging task.

6) It has become a draw-of-the-luck tackling very important and sensitive issues affecting our three colleges for faculty and staff. It all depends whom in the district one contacts.

7) Overall Dariush has been very pleased with the constructive, professional, timely and effective responses he has been receiving from Vice Chancellor Brown, Interim Vice Chancellor Anderson and Chief Gunzel and Dariush cannot thank these individuals enough for their utmost sense of responsibility in the light of the absolute vacuum of leadership they are facing in the district office.

8) Dariush had a very rocky start this new academic year with the HR over a decision reached by the HR on a disciplinary matter involving a faculty member at Norco.

9) Dariush and the Faculty Association VP and Reps from Norco College passionately tackled that matter during the latter part of summer. Dariush is extremely encouraged and thankful for the leadership and dedication that Peter Boelman and Monica Gutierrez demonstrated during this whole process.
10) Unfortunately, during this entire process Chancellor was MIA in spite of the fact that he was Ccd on all the correspondence that took place on this matter.

11) Half way through the process, Dariush started receiving responses from high paid law firms hired by the district instead of those who were directly responsible for the decision made on the said faculty member at Norco. At times the tone of the responses from the outside law firm could have easily been interpreted as threatening or intimating. This was an extremely unfortunate turn of event in our district, which the Faculty Association did not take it lightly.

12) Dariush has every intention to raise this matter in the board of trustees meeting.

13) Finally, Dariush, Peter, and Monica were able to address these issues in a heart-to-heart and frank discussion with President Reece and Vice President Green in a meeting at Norco.

14) The meeting proved to be extremely fruitful and the Association was able to work out a sensible and meaningful resolution on the said faculty member at Norco with President Reece and Vice President Green.

15) Dariush is very thankful for the leadership President Reece and Vice President Green manifested in their meeting with the Faculty Association.

16) Dariush is also truly impressed with the dedication and utmost sense of professionalism Peter and Monica demonstrated during the entire process.

17) Last week, Dariush had a very positive and constructive meeting with Vice Chancellor Hampton to discuss the lessons both the Association and the HR can take from this unsettling experience.

18) The Association strongly believes most of the problems could have been easily avoided if the Chancellor had not avoided the issue and had called for a meeting with all parties involved to review and discuss the long standing practices in our district in handling faculty disciplinary issues.

19) Vice Chancellor Hampton and Dariush agreed to work on a comprehensive plan of action for HR, College Administrators, and the Faculty Association on tackling faculty disciplinary issues in the future.

20) Dariush is extremely hopeful and confident that HR, the Faculty Association, and the college administrators have now a more clear understanding of handling faculty disciplinary issues in the future.

21) Dariush is also delighted that this issue has helped the College administrators and HR reach a better understanding of the roles and responsibilities of each party in
addressing and reaching the final administrative determination of faculty disciplinary issues.

22) The bottom line is that in cases involving faculty disciplinary matters, HR only collects and provides information and supportive documents to the college presidents, and each college president has the ultimate responsibility in determining the administrative determination related a stakeholder in his/her college.

23) An important step during this whole process that must not be avoided is the genuine and timely consultation with the Faculty Association by the college presidents.

24) Dariush reported that he had a very constructive and fruitful meeting with the interim Vice Chancellor of Educational services, Dennis Anderson, discussing the steps the district and college administrators must take to properly implement the Part-time faculty rehire preference agreement negotiated between the district and the Faculty Association.

25) Interim VC Anderson also submitted the District’s proposed Academic Calendar to Dariush for the Faculty Association’s consideration so the district and the Association can finalize their negotiation on the upcoming academic calendar in a timely manner.

26) Dariush also shared with the Interim VC Anderson that the Faculty Association has received numerous complaint from a number of faculty members regarding problems they have experienced with various college-wide and district-wide listservs when trying to submit important messages on those listservs to the stakeholders. The Interim VC Anderson promised Dariush that he will talk to Mr. Christopher Blackmore who is the new person in charge of district IT and both of them will attend the Faculty Association’s meeting next week to clarify and resolve any concerns or issues that faculty are having with any of the district or college-wide listservs.

27) Moreno Valley College

28) Fabian Biancardi. Fabian reported that he attended the Chancellor’s search forum last Tuesday at MVC and suggested that all stakeholders participate as thoroughly as possible in this critical process. Though the attendance was not great, there were many useful contributions made by administrators, staff as well as faculty. They centered on the need to select a candidate with a solid background in teaching at the college level, with the highest possible academic credentials including a terminal degree from an accredited and reputable university, with experience in educational management and administration ideally at the level of president, with work experience in a multi-college district as well as with fund raising, community outreach and good connections with political leaders and legislatures. Other equally important considerations included experience with elected Boards, multi-cultural communities and a strong commitment to social and environmental justice.
29) **Jeff Rhyne.** Jeff mentioned that some chairs and assistant chairs have been frustrated with Saturday services at MVC. Things were much improved the second Saturday, and the chairs express their understanding of the need for Saturday classes; however, without full campus services (i.e., no food services except for vending machines; no bookstore hours; lack of a weekend/evening dean; etc.), they feel embarrassed to ask PT faculty to teach on a day when it seems the college is not committed to offering full services.

30) I asked for clarification on scheduling of librarians. In the contract, item "C" under Chair Duties (Appendix G) seems to connect classes to teaching assignments. I wondered if librarians reference desk hours fall under chair scheduling. Rhonda clarified that the contract does indeed stipulate chairs develop the teaching assignment (however the assignment is comprised).

31) We also have a surprise need to schedule subs in the library because a PT librarian is taking extended leave. Jeff asked Jacque Lesch, who was present, if he could contact her for help in identifying PT librarians if he could not staff from the current MVC part-timers. Finally, it was also clarified that chairs should be involved in finding long-term substitutes in such cases.

32) **Ervin Slavick.**

33) **Riverside City College—**

34) **Rhonda Taube.** Rhonda reported a faculty member fell and was injured in the quad. The proper procedures were followed to report an accident and the faculty member was sent to a doctor affiliated with RCCD’s workers’ compensation. The doctor released the faculty member back to work, but when the faculty member was home that evening his/her arm swelled and was extremely painful. The faculty member went to his/her own doctor and found out that their elbow was, in fact, broken. This raises a question about the quality of care that we get from our workers’ compensation. The district is looking into this issue.

35) Rhonda received a question about co-chairs and assistant chairs. Dr. Kenneth Cram was at the meeting to represent the department of mathematics and discuss how the contract only allows co-chairs to share the stipend and limits the number of co-chairs to two people. Per our collective bargaining agreement assistant chairs are not allowed to receive part of the chair stipend. For a large department like mathematics it is difficult to only have two chairs—it really works better with three. Co-chairs are both responsible for decisions, while assistant chairs are not. This issue is something we will have to look into it and perhaps need to create a memorandum of understanding. In the meantime we have to abide by the collective bargaining agreement we have negotiated with the district.

36) We were contacted by the RCCD administration about the 2018-19 academic calendar because the district would like to push back the application deadline to
October 1st in order to be competitive with other schools. This is something we have doing for the past few years and as such the Association can agree to it provisionally.

37) Although not yet a work conditioning issue at the time, a white supremacist group is recruiting students with flyers on campus. Some students have attempted to join and infiltrate the group but had to go through an application process. When the students applied they were given a link to a website that says the group should control the campus for "suspicious leftist activity." This group is not an official club as they have not been able to find a faculty advisor. It is doubtful that the type of activity will only occur at Riverside and all faculty should be made aware.

38) We reached an agreement with the District that any part-time faculty that wish to be assured for preference for Fall 2018, need to submit the application form by the deadline of October 20, 2017. We expect applications to continue after October 20th, but the deadline will allow enough time to process the paperwork and allow the chairs enough time to build the fall schedule.

39) Emily Philippsen. A part-timer asked about online Canvas training for the part-time faculty that cannot meet for the face-to-face trainings (due to teaching at multiple colleges & such). Emily told her that from our understanding, there will be online Canvas trainings that will be similar to the Blackboard academy. These trainings are to be available soon.

40) The part-timer that inquired about the large increase in health net (12%), it was explained that all health insurance plans have increased this year. Increases are based on the needs & claims of the members of the group. This faculty member is concerned about the lack of support for part-timers that have to pay to be a part of health insurance plans as opposed to full timers.

41) Garth Schultz. Garth reported that while Quad 105 has made some progress, will check to see if situation is workable. He will stop by after our meeting to check.

42) Garth provided update on RCC DACA scholarship workshops and renewal applications in Counseling: Thursday, September 21 1-4 pm, Room 205 & Thursday, September 28 2-4 pm, Room 205 in Dr. Charles A. Kane Student Services Building Room 205.

43) Jeff reported that the MVC One Book Committee had planned its own kickoff event on the book, Lives in Limbo: Undocumented and Coming of Age in America by Roberto Gonzales. With the recent announcement by the Trump administration that they’d be phasing out DACA, the committee reorganized the event to include a presentation by a local immigration attorney on what the end of DACA means. They also secured several immigration lawyers to consult with students and community members.
44) **Norco College**

45) **Peter Boelman.** Some Norco faculty had workload concerns. Not only will many faculty be transitioning from Blackboard to Canvas but also we will also now have to update Course Outlines of Record to include Course Objectives. Our CORE have been out of compliance. Furthermore, the more courses a discipline has the greater the workload.

46) Norco APC recommended the Associate Faculty Request for Reemployment Preference form be amended to ask associate faculty staple their teaching assignment history from their web advisor accounts.

47) The Reemployment Preference MOU states: "that in the event that there are more instructors with reemployment preference than there are available teaching assignment, reemployment preference shall be determined by consideration of: a. The number of semesters the instructor has taught at RCCD."

48) This point needs to be clarified that it is the number of semesters the instructor has taught at the college.

49) **Monica Gutierrez.**

50) **Cameron Young.** Cameron spoke with facilities regarding the algae-like substance at the bottom of the breezeway between A&R and campus safety where the planters drain. Cameron received a response that they would take a look into it. Cameron then sent facilities a follow up email inquiring about what can be done about it.

51) A faculty member, who teaches online, isn't receiving paycheck stubs sent to their home. Getting to Norco College to pick up the stubs is difficult to do for this member. It was originally being sent, at times, in one sweep once a year but it is my understanding that it is no longer happening. When asked why this was, the faculty member was told it can't be done and the paystubs are being sent to their mailbox at Norco College. The faculty in question is looking for some sort of explanation as to why it was okay/being done before, but is no longer. Additionally, the part time faculty at other colleges that teach online exclusively receive their paystubs through the mail.

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

53) **Treasurer: Leo Truttmann.** Leo expressed concern that some faculty in the sciences are concerned about the number of Fridays in the fall and spring semesters. Not only are there typically at least two Friday holidays, but Finals also start on Fridays, so we are losing now three instructional days for Friday classes. This is particularly a problem if you have a lab class that only meets on Friday; in this case we are losing 20% of the instructional time. It is particularly a problem for Chemistry and Life Sciences, because they are asked to offer more and
more labs and (classes) on Fridays, because they have outgrown the capacity of our labs Monday through Thursday.

54) **District Academic Senate**: No report.

55) **Open Hearing. Amber Casolari.** Amber shared the Other Post-Employment Benefits (OPEB) Irrevocable Trust asset allocation committee met on September 11, 2017. During the meeting we reviewed the investment strategy (medium risk CERBT with CalPERS) and requirements for the irrevocable trust.

56) The ending balance as of June 30, 2017 was $813,348. Every month 0.2% of salaries are added to the trust to be withdrawn for ‘pay-as-you-go’ medical expenses at the end of the year so that interest may be earned on those deposits (This amounts to approximately $2.3 million dollars throughout the year). This year, the District added approximately $171,000 from interest earnings. In addition, the District has set a goal of a minimum annual contribution of $250,000 from general funds. For Fiscal Year 2016-17 the District’s actual contribution was $285,000 to the fund.

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

58) Closed Session: Five items discussed.

59) Adjourned 3:55pm.