1) Call to Order 1:00pm

2) Motion to approve minutes with corrections (Bair/Gutierrez). Unanimously approved.

3) Open Hearing. Dr. Marcus Dayhoff presented the new district Employee Assistance Program (EAP) of REACH Employee Assistance & Work Life Services. This program is to assist all stakeholders employed at RCCD. The service is confidential, no charge, free consultation, available for RCCD staff members AND immediate family members. The program is set up for assistance of personal and work related problems and/or crises. It is easy to set up a counseling appointment.

4) Assistance is available with the most common problems including: relationships with family members; addictions; emotional depression; anxiety; stress; workplace; coworkers; supervisor; legal; personal injury; wills; financial credit and planning; career, vocational guidance; elder care; retirement care and support; parenting; and self care.

5) The website is also set up for self-help for those that do not want to call for help. All services are prepaid by RCCD. See attached flyer or info@reachline.com or call 800-273-5273 or search www.reachline.com

6) President Report—Rhonda Taube
7) Rhonda is on the Vice Chancellor of Facilities hiring committee. The committee met for the first time and reviewed the education qualifications of the position. A BA/BS is required and a MA/MS is preferred. The committee was surprised at the lower education preference for the district position. This dilemma underscores what the search committees face at the colleges. HR states that we cannot ask for higher education requirements on job descriptions posted for the colleges than the job description posted for the district office. We need to keep an eye on the job postings at the district office because the district creates the standard practice; the district sets a precedent to which the colleges must adhere.

8) Rhonda attended the District Academic Senate meeting where there was a lengthy discussion regarding the Professional Growth and Sabbatical Leave (PGSL) committee. Faculty have been approved to start an educational program but they must enroll in specific courses before the PGSL meets to approve the courses. A number of faculty are not approved for their courses due to the PGSL committee not meeting five months a year and then those faculty, unfortunately, lose those credits for step advancement. It’s not okay that faculty are being hurt financially due to the committee’s inability to meet and approve faculty coursework.

9) Rhonda noted that we may be receiving a proposal from the District Academic Senate for contract language amendments to bring forward to the Chancellor. It would be wise for district business to pay PGSL committee members (or designees) to meet outside the academic calendar in order to complete PGSL business much how faculty are paid to serve on hiring committees outside the calendar.

10) A number of faculty investigations have occurred that could have been handled differently is there was an ombudsman at the colleges to handle student complaints and/or diffuse issues. If students to go to HR to complain about a grade, HR will start an investigation.

11) Rhonda attended Jose Alcala fundraiser at the home of former CTA President, Barbara Kerr. Congressman Mark Takano and Assemblymember Jose Medina were both present to support Jose.

12) Invitations for a Meet and Greet for Sabrina Cervantes were sent and will be held on September 30th.

13) **Moreno Valley College**

14) **Fabian Biancardi.** Jeff and Fabian had good meeting with President Steinback and VP Lopez. One of the items they discussed is that there are significant program areas without a full time faculty member. FTES allocation should include a variety of aspects for faculty hiring like disciplines without a full time faculty member.

15) The Moreno Valley College president’s dinner was a really nice event. Those in attendance were well pleased with the venue, collegiality, and the program.
highlighting the achievement of Moreno Valley College as well as Supervisor Marion Ashley.

16) Next Tuesday, on October 2nd in SAS 214, the Faculty Associate will hold a “town hall forum” for faculty between 1:00-2:00pm.

17) Reminders were given that the Reemployment Preference deadline for part time faculty is on October 18th. Contact Faculty Association representatives for questions or more information.

18) Riverside City College—

19) Dariush Haghighat. Dariush and Rhonda have a meeting with Chancellor Isaac, Vice Chancellors Brown and Mills today to negotiate more full time faculty for this academic year.

20) Dariush was approached that a lot of deans are facing the scheduling problems to hold the initial Scope and Process meeting before the sixth week of the semester that is the contractual deadline. He was asked by one Dean, for the sake of expediency, instead of a meeting by the entire committee for the initial Tenure Review Committee meeting, only the respective division dean, the department chair and faculty member under review meet to get the ball rolling. After a few minutes of discussion, Dariush and the Executive Board all agreed that such a practice will violate in the integrity of our contract and negates the purpose of the Scope and Process of the entire evaluation process.

21) Some board members indicated that technology or a conference call could be very helpful if all committee members cannot physically participate in the initial meeting. It’s better to extend the six-week deadline if necessary than to not have the committee members “attend” the Scope and Process meeting.

22) The Study Abroad office has requested an active physical presence in Riverside College as it was historically housed. That way its director can spend more time in recruiting students rather than going back and forth between the district office and the colleges.

23) The Chancellor wants to form a reassigned time/release time taskforce to make sure that the reassigned time/release time is rationally distributed.

24) Yesterday, there was a last minute call for a national walkout at 10:00am to show support for Dr. Blasey Ford and other accusers of Judge Kavanagh. Dariush sent an email to college employees and students to walk out and meet in front of the CAK building to post a picture on social media #BelieveSurvivors. The state CTA called Dariush and wants to highlight the quick and last minute photo. It was amazing to see all the people that joined in the photo with only ten minutes notice.
25) **Garth Schultz.** The Chancellor has signed the MOU for bereavement. Now faculty can take non-consecutive bereavement days since bereavement events are not always scheduled consecutively.

26) There is a meeting scheduled on Thursday regarding students receiving tickets for not having a front license plate. Since this is a law that does not need to be enforced for safety, we should not enforce it in the college parking lots. It seems discretionary and capricious to victimize our poor students. Obviously, this is not about safety on campus. We should not use our students to raise money; the practice undermines all our equity programs.

27) Motion (Bair/Biancardi): To take the position with the district to deal with parking and safety related issues and not regulatory issues such as front plates and registration tags. Approved unanimously.

28) **Norco College**

29) **Peter Boelman.** Peter asked about the definition of immediate family members for bereavement. The contract stipulates immediate family on page 43. “At the discretion of the district, other relatives of the employee or employee’s spouse maybe considered as immediate family for the purposes of bereavement leave.” If there is a concern, please ask administrator for consideration for bereavement leave.

30) **Monica Gutierrez.** Monica was asked if faculty could do a reduced load with .9 in fall and 1.1 in spring. Yes, we can spread out our 2.0 annual load in a manner that suits the faculty teaching schedule and what is best for the program. Administrators have the right of assignment but in this case it makes sense to spread the load as stated.

31) A few Norco Faculty have expressed concerns over the proposed Photonics project. These faculty members feel that they are not receiving all the facts surrounding this project.

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

33) **Treasurer:** Asatar Bair. No report.

34) **District Academic Senate.** No report.

35) **Open Hearing. Amber Casolari.** Amber met with the Other Post Employment Benefits (OPEB) committee. The Other Post-Employment Benefits (OPEB) Irrevocable Trust asset allocation committee met on September 17, 2018. During the meeting we reviewed the investment strategy (medium risk CERBT with CalPERS) and requirements for the irrevocable trust.
36) The ending balance as of June 30, 2018 was approximately $1,169,405. Every month 0.2% of salaries are added to the trust to be withdrawn for “pay-as-you-go” medical expenses for future retirees at the end of the year so that interest may be earned on those deposits and monies are placed in the account for current retirees to earn interest on and then to be withdrawn at the end of the year (This amounted to approximately $2.62 million dollars throughout the 2017-18 year). As of June 30th, there were approximately $116,869 added to the account from interest earnings since July 1 2017-June 30, 2018. The district guarantees that a minimum of $250,000 will be added to the account annually.

37) If the district were to fully fund the retirees each year we would need interest earnings of approximately $3.6 million. This would likely need to be a fund balance of well over $100 million. The committee agrees that saving this amount of money in the new few years is not realistic; however, a larger fund balance could earn interest to defer some of the costs of the retiree health costs. I asked Aaron Brown to create some targets ($15 million, $20 million) and funding possibilities for those targets ($500,000 per year, $750,000 per year, $1,000,000 per year). He agreed to do so by early November. I will bring those to the RCCDFA for discussion and to make a recommendation by the next meeting of OPEB for a funding strategy for the 2019-20 fiscal year. (The next meeting will be held in March 11, 2018.)

38) Amber also came forward with some of the identified problems with sabbatical leave. Rhonda suggested a Sabbatical Taskforce should be formed in concert with the District Academic Senate to provide a proposal to the Faculty Association for changes in the contract.

39) Motion (Haghighat/Gutierrez): To appoint Peter Boelman to the Sabbatical taskforce. Approved unanimously.

40) Jacqueline Lesch. Jacqueline brought up the IT issues regarding the CCAP courses with the unified school districts. RCCD students need access to the library database but high school districts have filters for adult content. The college does not filter the Internet and this issue needs to be resolved on behalf of RCCD students taking classes at high school campuses.

41) Election. Election updates were given of what is happening within the next 40 days before the election. RCCD PAC has been coordinating with the Jose Alcala, Tracey Vackar, Jose Medina, and Mark Takano campaigns.

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

43) Closed Session. None.

44) Adjourned 2:55pm.