Minutes
RCCDFA/CCA/CTA/NEA
October 22, 2019
RCC, DL 404

Attendees:

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc President)</td>
<td>Fabian Biancardi (MVC VP)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Jacqueline Lesch (Acting Secretary)</td>
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<td>Shari Yates (Membership Chair)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Dariush Haghighat (RCC VP)</td>
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<td>Jeff Rhyne (MVC FT Rep)</td>
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<td>Monica Gutierrez (NC FT Rep)</td>
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<td>Garth Schultz (RCC FT Rep)</td>
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<td>Ervin Slavick (MVC PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>Emily Philippsen (RCC PT Rep)</td>
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<tr>
<td>Mark Sellick (District Academic Senate)</td>
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<td>RCC Faculty various guests</td>
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1) Call to Order – 1:08 pm

2) The following minutes were approved with amendments at the 10/29/19 Faculty Association Executive Board meeting. Motion: Haghighat/Rhyne. Motion approved.

3) President: Rhonda Taube

4) Rhonda and Garth attended President Anderson’s Governance Committee meeting. Several issues were discussed including concerns regarding the Riverside campus climate in light of issues related to ongoing harassment and bullying. The need for an ombudsperson was reiterated. Garth shared UCR’s “Principles of Community” statement (see attached). A faculty member shared concerns regarding the faculty dispute resolution becoming misused/weaponized.

5) Ann Pfeiffe, MVC History Professor, presented an open statement to the Board of Trustees at the last meeting regarding the impact of faculty-on-faculty harassment and her own experiences as the target of discrimination. It was without a doubt one of the most honest, heartfelt, moving, and gut wrenching statements Rhonda has ever heard at a Board of Trustees meeting. Rhonda and Dariush were both utterly blown away by the courage Professor Pfeiffe displayed in speaking about the cycle of harassment and intimidation she experienced. It was truly an eye-opening statement, one that was so important, the executive board agreed to include with our meeting minutes (see attachment).
6) Early Retirement Incentive/Golden Handshake. The Faculty Association would like to encourage everyone considering the early retirement incentive to submit their letter of resignation as early as possible in order to assist in moving the replacement process along quickly. Seventy-one (71) employees throughout the district participated in the last negotiated Golden Handshake which left positions vacant during the hiring process for up to two (2) years until positions were rehired. Early predictions of the number of retirees this time around may even surpass the last retiree incentive. Some colleges such as Riverside have a guarantee to start the hiring process as soon as HR receives a signed resignation letter.

7) The new RCC Comprehensive Program Review cycle is approaching. This will be a large workload for department chairs.

8) DRC / DSPS translators and interpreters are hired as vendors and do not have faculty/staff parking privilege. Currently they are compensated for the amount of time used to find parking which costs has become a budget issue at Riverside and Moreno Valley colleges. DRC / DSPS has inquired whether translator and/or interpreter vendors may be issued faculty/staff parking permits. Executive Board recommends DRC / DSPS vendors be issued faculty/staff day permits and no longer charge for looking for parking.

9) **Membership Chair: Shari Yates** No report.

10) **Secretary: Jacquie Lesch** No report.

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

12) **College Reports**

13) **Moreno Valley College**

14) **Jeff Rhyne** No report.

15) **Ervin Slavick**

16) Ervin surveyed part-time faculty regarding how many continuous “Needs Improvement” an part-time faculty should receive. Results indicated part-time faculty should not receive continuous “Needs Improvement” on successive evaluations.

17) Part-time faculty reps for Faculty Association and Academic Senate should contact their IDS to remind them about pay.

18) **Norco College**

19) **Peter Boelman** No report.
20) **Monica Gutierrez**

21) A full-time faculty member inquired whether it is mandatory to attend department meetings? Yes, per contract Article X.H Institutional Service (pg. 23): “The expectation is that full-time faculty perform five (5) hours of institutional service per week. Institutional service includes, but is not limited to, non-instructional professional responsibilities such as updating and revising curriculum, participating in improvement of instruction committees, participating in program review and assessment projects and completing these documents, attending department meetings, and participating in discipline activities.”

22) Departments are required to schedule a minimum of three (3) department meetings per main terms (Fall and Spring), but may schedule additional meetings as necessary per the needs of the department. Department decisions may occur at any scheduled meeting per departmental procedures regarding voting and quorum. Deans are responsible to monitor department meeting attendance and faculty may be docked ½ day attendance for missing the minimum required meetings.

23) The Phu Tran family requests in lieu of flowers that any monetary donations be used to start a Phu Tran STEM Scholarship.

    Motion (Haghighat/Gutierrez) that the Faculty Association dedicate $200.00 towards establishing the Phu Tran STEM Scholarship. 
    Motion approved unanimously.

24) **Diana Campuzano**


26) **Riverside City College**

27) **Dariush Haghighat**

28) Dariush commends President Taube for her thoughtful and firm comments to the Trustees during the last Board of Trustees meeting regarding the opposition from the CSEA President and some Board members to the negotiated 2021-2022 calendar between the Faculty Association and the District. Dr. Taube made it clear that negotiating an academic calendar is very daunting and complicated process with the highest priority placed on academics and students' priorities. The CSEA and Trustees cannot and must not inject themselves into a negotiation process between the District Academic Office and the Faculty Association. President Taube reminded Trustees that circumventing the integrity of the negotiation process is a clear violation of the labor law and accreditation standards.

29) Dariush indicated Rhonda and Dariush had shared with the Chancellor and some of the Trustees the Faculty Association's proposal of changing back the Veteran's Day observation for the 2021-2022 calendar to November 11th while keeping Friday
November 12th as a day off, but adding a Thursday at the end of the academic year. Dariush indicated that that proposal has received very enthusiastic support from all corners including the District Academic Office. This new agreement will maintain the integrity of the course offerings for Science disciplines with no impact on Thursday course offerings and the least negative effect on our students.

30) Dariush and Rhonda held a very productive discussion with Chancellor Isaac and Vice Chancellor Mills regarding the urgent need for a technical point person to support the Federally mandated ADA compliance for online courses. Both Chancellor Isaac and Vice Chancellor Mills agreed that the District should hire such a dedicated point person to bring all of our online courses into compliance with the Federally mandated ADA standard as soon as possible.

31) Dariush suggested that the Faculty Association is going to issue a demand to bargain to the District negotiating for two (2) hours of compensation for part time faculty for their mandated sexual harassment training. Dariush suggested that the part time faculty representatives on the Executive Board draft an MOU for that purpose and submit it to the Association Executive Board for consideration and adoption. In the meantime, the Association President will issue a demand to bargain to the Administration to address this long overdue matter.

32) Dariush suggested that the Faculty Association will also vigorously negotiated three (3) hours compensation for part time faculty who are not part of the K-12 system and have to travel from outside to local high schools teaching dual enrollment courses for RCCD.

33) Dariush also suggested that some disciplines are seriously contemplating hiring local high school teachers with master degrees teaching RCCD dual enrollment courses at their own high school. Dariush suggested while this can be a reasonable approach, the details of such practice have to be carefully negotiated between the District, the Faculty Association and even local high school unions. The Association must make certain the integrity of our collective bargaining agreement regarding the working condition of faculty is not compromised. Also, we must make sure that the quality of RCCD courses are not compromised by the high school teachers who will be teaching college level course for RCCD at their local high schools as part of the dual enrollment programs.

34) Dariush also indicated that there have been a number of complaints by department chairs that some last minute dual enrollment courses have been added without the knowledge and consent of department chairs and affected disciplines. This practice is absolutely unacceptable and must cease and desist immediately.

35) Dariush and Rhonda held a very productive and constructive meeting with Vice Chancellor Brown, Police Chief Gate, and Monica Esqueda regarding police and/or bounty hunters entering classrooms unannounced. They all agree such practice is disruptive to the classroom and learning environment. All parties agreed that the District must devise a carefully crafted procedure in handling such cases with
minimum impact on the classroom and the full knowledge of the affected faculty member.

Motion (Haghighat/Yates): that the Board of Trustees adopt an anti-trespassing policy.
Motion carried unanimously.

36) Dariush suggested that in the Humanities and Social Science meeting, the division chairs were informed that the room cap for some of the classrooms in the Quad will be altered due to the fire code since the configuration of some of the new furniture and room size might have been miscalculated. In some cases, there will be fewer desks per classroom which will impact the room cap and the enrollment management when the number of seats in the classroom is below the course cap.

37) **Garth Schultz**

38) Garth wishes to acknowledge the tremendous efforts and congratulate Emily for the Part-Time Faculty Recognition Program at RCC.

39) **Emily Philippsen**

40) Emily has strongly advocated for services for part-time faculty teaching evening and weekend classes. Many part-time faculty have full time jobs outside of the RCCD or are teaching at multiple colleges and making a special trip to campus to pick-up copies, Parscores, mail, or other services is close to impossible for some. Also, in some areas the classrooms and bathrooms are consistently locked, especially on Saturdays. Emily has been advocating for the part-timers about this issue to the college administration since last spring.

41) Emily reports a parking shortage at RCC Child Development Center that is impacting faculty, staff members, and parents that are dropping off children at the Children’s Center and advocates for staff parking in Lot Y. Emily is concerned about faculty, staff, or parents receiving citations due to the lack of parking.

42) **Open Hearing**

43) **District Academic Senate President - Mark Sellick**

44) Mark report District Academic Senate is on schedule to approve the new Curriculum Handbook. District Academic Senate is scheduled to meet for five (5) hours to review each College’s ISER accreditation report. ASCCC is in the process of reviewing their bylaws.

45) **Mark Carpenter**

46) Mark reported out on the recent CCA Fall Conference. The focus of the Fall Conference was membership, the next conference will focus on bargaining, and the
following conference will focus on advocacy. The film Lavender Scare was aired Friday night. The movie selections are very enlightening. Mark also noted NEA is pushing for pay parity.

47) Closed Session. 4 items discussed.

48) Meeting adjourned: 3:34 pm.

49) Two (2) attachments.