Minutes
RCCDFA/CCA/CTA/NEA
September 17, 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>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>Fabian Biancardi (MVC 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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<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 – 1:12 pm

2) President: Rhonda Taube

3) Shauna Gates was sworn in as Chief of Police at Riverside Community College District’s Board of Trustees meeting on 9/17/19. Chief Gates comes to RCCD as a highly decorated officer with an impeccable record of over 26 years of experience in law enforcement. We are thrilled to welcome Chief Gates as the first female African American Chief of Police in our district and we look forward to working with her as she leads RCCD’s outstanding police force. The Association also expresses gratitude and appreciation to the outgoing interim Chief Colleen Walker for yet another excellent tour of duty at RCCD.

4) There is a leeway for fulltime faculty TA in the contract between .9667 and 1.0 and some fulltime faculty were under the impression the 0.0333 difference could be compensated as overload. Recently a TA was denied by a dean and VP for this miscalculation and the fulltime faculty contacted Rhonda who verified administration is correct: the 0.0333 is not automatically considered overload to generate additional compensation. Further points of TA clarification were discussed regarding load-banking vs. overload. Faculty must communicate in advance any TA considerations over 1.0.

5) Chancellor Isaac released the faculty obligation number. The RCCD will receive 11 new faculty next year from the State.

6) Rhonda was contacted by a department chair from Riverside regarding cyber-attacking by a staff member. HR has been contacted. This is yet another example of the pressing need for the District to address bullying.
7) The CCA Fall Conference is October 10 – 13 in San Jose. RCCD has the largest chapter and an allocation of 24 voting delegates. There will be a CCA/CTA State Council Seat Fall 2019 Special Election. The is an important election for higher education representation. Delegates are expected participate in the discussion of the issues that are being voted on and have the responsibility to report out.

8) Motion (Biancardi/Gutierrez): Approve the following individuals to attend the CCA Fall 2019 Conference as voting delegates from the RCCD Faculty Association Chapter: Garth Schultz, Jeff Rhyne, Rhonda Taube, Jacqueline Lesch, Emily Philippsen, Diana Campuzano, Ervin Slavick, Peter Boelman, and Dariush Haghighat.

Motion approved: 12 yes.

9) Motion (Slavick/Haghighat): Approve Mark Carpenter to attend the CCA Fall 2019 Conference as a non-voting delegate from the RCCD Faculty Association Chapter.

Motion approved: 12 yes.

10) College Reports

11) Moreno Valley College

12) Fabian Biancardi – Fabian noted, in general, there are some conflicts brought forward to the Faculty Association between a faculty and management that does not entail a working condition, or contract violation. There are also faculty-to-faculty conflicts, excluding claims of discrimination or retaliation, which are not examples of contractual transgressions or grievances.

13) Rhonda noted this is an important ongoing point of discussion. There is no provision in the contract to address faculty-to-faculty non-discriminatory issues which point to the need for an ombudsman. District Human Resources is in agreement – they have reported a spike in faculty-to-faculty disputes for which there is no policy. The proposal for an ombudsman needs to originate through the Academic Senates and added to the District’s Strategic Plan. Another potential is to adopt examples of contract language from other colleges/districts that have provisions for non-discrimination/Title IX dispute resolution as an MOU.

14) Jeff Rhyne

15) Jeff asked for clarification regarding mandatory sexual harassment training and whether FLEX is an option for FT faculty. FLEX is an option for FT faculty. Paid professional development is still being negotiated for PT faculty to complete the harassment training. PT faculty teaching at multiple RCCD colleges only need to complete the training once.

16) Academic Calendar Planning Report: Minor modifications are needed for the 2021-2022 preferred version #4. There must be 175 days of instruction.

Modifications were discussed:
New Faculty Orientation August 17
Fall semester: August 18 – December 8 / Fall Finals: December 9 – 15
Full week off at Thanksgiving
Veteran’s Day Friday November 12

Motion (Schultz/Biancardi): Approve 2021-2022 preferred version #4 with aforementioned modifications.
Motion approved: 11yes; 1 abstain.

17) **Ervin Slavick** – No report.

18) **Norco College**

19) **Peter Boelman** – No report.

20) **Monica Gutierrez** – Reminder that the next Faculty Association meeting is at Norco College on 9/24/19 in CSS 217.

21) **Diana Campuzano** – No report.

22) **Riverside City College**

23) **Dariush Haghighat**

24) Retirees continue to raise questions regarding the PPO agreement which warrants further clarification. One retiree had been with the PPO for the required 10 years, but had to opt-out after retirement due to high costs. A retiree has inquired if it is possible to return to the PPO.

25) Another RCCD stakeholder is accepting the Early Retirement Incentive/Golden Handshake and will be 5 months shy of the required 10 years.

26) These are some of the details that the Association and the district need to fine tune and reach a clear understanding and course of action to pursue when implementing the negotiated agreement on the PPO retirement plan.

27) **Garth Schultz**

28) Garth and Speech/Communication faculty had a productive meeting with President Anderson regarding intramural speech competition. President Anderson would like to know how deans may get more involved in Appendix X opportunities.

29) **Emily Philippsen** – A part-time faculty recognized the Faculty Association’s hard work and dedication to part-time faculty issues.

30) An administrator teaching part-time inquired if they are eligible to join the RCCD Faculty Association. Yes, any RCCD faculty is eligible to join RCCD FA.

31) Student contact for part-time faculty is paid 1 hour per unit (pg. 103 in the Contract).

32) **Membership Chair: Shari Yates** – No report.

33) **Secretary: Jacquie Lesch**

34) Attended the Best of I.E. with RCC President Anderson, and VPs Carol Farrar & Kristie DiMemmo. RCC was recognized for its contributions to students and the community at large citing examples such as the Career Closet and Community Garden, and the excellent Career and Technical Education programs.
35) **Open Hearing**

36) **Micherri Wiggs – Department Chair, Speech Communications RCC**

Micherri detailed challenges for faculty teaching dual enrollment/CCAP courses at the local high schools throughout JVUSD, AUSD, and RUSD. These RCC courses are taught at the high school during the regular day and enrollment is restricted to the high school students. Challenges include:

- Scheduling logistics prevents teaching a CCAP course at the high school followed by a back-to-back course at RCC;
- As of the Friday before the RCC semester began, faculty did not know their classroom location at the high school;
- As of the beginning of the RCC semester, faculty still did not have class rosters for their CCAP classes;
- The high schools are advising RCC faculty to arrive early to obtain an ID;
- As of week 4, WebAdvisor rosters are still inaccurate which requires faculty to coordinate with RCC enrollment services and the high school administrative liaisons;
- Faculty must notify their IDS and the high school of any unexpected absence;
- Books are still not available for many of the courses;
- RCC faculty are required to repeat finger-printing and TB testing to teach at the high-schools;
- Some RCC faculty are experiencing trouble entering the high school campus to teach mid-day;
- RCC faculty are receiving emails from the parents of the students and need to take time to explain FERPA; and
- Jurupa School District is having the RCC classes supervised by a super-intendant until

Monica Guiterrez reported she has not encountered the same level of challenges with the Norco College CCAP courses, while Shari Yates noted her experience with CCAP courses varied depending on the high school. Norco College has a CCAP coordinator. Likewise, Moreno Valley has not reported the same level of challenges. Dariush emphasized that RCC faculty teaching CCAP courses fall under the RCCD Faculty Association negotiated contract terms.

Motion (Haghighat/Philippsen):
Negotiate part-time faculty association they are operating under our collective bargaining and 3 hours per class.
Motion approved: 11 yes, 1 abstain.

37) Closed Session. 4 items discussed.

38) Meeting adjourned 3:34 pm