Minutes
RCCDFA/CCA/CTA/NEA
August 28, 2018
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>
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<td>Shari Yates (Secretary)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Garth Schultz (RIV FT Rep)</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>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>Diana Campuzano (NC PT Rep)</td>
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<td>Peggy Campo (Dist Acad Senate)</td>
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<td>RCC Faculty Guests</td>
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1) **Call to Order 1:00pm**

2) **President Report—Rhonda Taube**

3) Rhonda welcomed back the union Executive Board committee.

4) Rhonda congratulated RCC’s part time faculty representative, Emily Philippsen, for receiving the Associate Faculty Glen Hunt Award. Emily was nominated for the award due to her working tirelessly for part time faculty. She was instrumental in obtaining Baby Bonding/Parental Leave rights for Associate Faculty, lowering health insurance rates for Associate Faculty, and securing payments for Professional Development for Canvas integration for Associate Faculty.

5) Rhonda introduced and welcomed Diana Campuzano as the interim Norco College part time representative. Diana was highly recommended by Cameron Young to serve on the executive board. The election for the representatives will be held in spring 2019.

6) Motion (Rhyne/Philippsen): To approve Diana Campuzano to serve as interim part time faculty representative at Norco College. Approved unanimously.
7) Rhonda reported that she, Emily, and Dariush are on the RCC president search that is still getting under way.

8) Rhonda attended a CA Community College (CCA) president’s workshop in San Jose in July. The workshop was informative regarding the Janus ruling.

9) With the Janus ruling, our union no longer needs to be concerned about “chargeables” and “non-chargeables” in our budget. We want to use our local dues to fund more PAC activities especially during election years. We requested $18,000 from CTA (ABC funds) and hopefully will be awarded the funds. One requirement of receiving money is that we come close to matching the amount we requested, as it cannot be more than 60% of our election activity budget.

10) Motion (Biancardi/Bair): To transfer $18,000 from our budget to PAC. Approved unanimously.

11) With the Janus ruling, we lost over 500 part time faculty members. Rhonda and Dariush negotiated a MOU that we will always have a minimum of 30 minutes at college faculty orientations.

12) Regarding recruiting more members, we need more outreach. The union has an interest in faculty’s welfare. Faculty receive far more in benefits than we pay in dues.

13) All of us need to reach out to part timers as well as full timers to join the union.

14) The association would like to hold a few more meetings at MVC and NC. MVC has had great attendance from faculty when the union holds its meetings there.

15) Rhonda reported that at a RCC FLEX activity we reviewed some of the new MOUs. An issue came up from faculty hired to teach remedial reading, English, or math. With AB705, some duties in the remedial faculty job descriptions no longer exist. Perhaps rewriting the job description to more accurately reflect the current teaching assignments might be beneficial especially in regards to adhering to the job description in the Improvement of Instruction (IOI) process. Rhonda will reach out of English and Math and find out if the job descriptions are problematic.

16) There was a meeting with HR regarding faculty investigations. A faculty member found out he/she was under investigation from his/her students. Rhonda told the faculty member that HR would not conduct an investigation without notifying the Faculty Association. Unfortunately HR had started a “preliminary investigation” without notifying the faculty member or the Faculty Association leadership. In this situation, it took three weeks to notify the faculty member that he/she was under investigation. Rhonda and Dariush met with the Chancellor and HR. HR did not follow the process and then a student started a “ghost investigation” in which the student attempted to gather information conducting his/her own investigation.
have a MOU in place that would be notified and faculty member would be notified if any investigation is necessary—not only for the benefit of the faculty but for the integrity of the institution.

17) **Moreno Valley College**

18) **Fabian Biancardi.** Fabian, Jeff, and Ervin met with MVC faculty during FLEX day. Fabian was impressed with the Chancellor attending and being so incredibly well prepared. It can take years for administrator to learn the culture of a college/district. In this case, our Chancellor is well versed in the culture and has been incredibly effective in instituting a welcome change of leadership.

19) The MVC administrators are now all in place and have worked tremendously hard on behalf of the college. It was obvious to faculty that every minute of the summer was spent planning, strategizing, and implementing initiatives to benefit the students and faculty. Fabian cannot remember a return in the fall with so many faculty and administrators in place that we deserve.

20) **Ervin Slavick.** Ervin met with a dean over the summer regarding a faculty issue.

21) Ervin would like to see part time faculty get three hours per semester for profession growth rather than three hours per year.

22) Regarding the Janus decision Ervin echoed the sentiments of reaching out to faculty. We shouldn’t just put all the recruiting on the full time faculty. Perhaps we should look to the departments to help recruit.

23) **Jeff Rhyne.** Jeff is trying to set up Faculty Association meetings when the MVC executive board members will meet with the president and vice president. Jeff has a closed session item.

24) **Riverside City College**

25) **Garth Schultz.** There is an upcoming parking committee meeting with Chief Gunzel. We would like to see more “clean vehicle” spaces. Faculty were concerned about some road closures on the first day of the term that created a bottleneck. With the roads closed, there was concern that was shared about emergency vehicle access.

26) **Emily Philippsen.** Emily attended the part time faculty orientation the week of FLEX. Four new faculty members were recruited. The turnout was very good compared to previous years.

27) **Dariush Haghighat.** There has been an issue regarding HR interfering with a college job description. The job description was written by the college administration and approved by the selection committee. HR changed the job description to lower
qualifications. It’s bizarre that HR would tell a college president that his/her standards for the position are too high. The argument is that the job positions need to align with all positions in the district so therefore the district sets the standards.

28) Dariush reported on RCCD Board of Trustees election. Dariush discussed the importance of the upcoming Board of Trustee election. He recommends buying two or three slates for Tracey Vackar.

29) Motion Boelman/Rhyne): To approve buying the election slates. Approved unanimously.

30) Motion (Schultz/Philippsen): To use spend $5000 toward social media campaigns. Approved unanimously.

31) Our number one current priority is focusing on the Board of Trustee election. We have three Board of Trustees seats up for election. Jose Alcala is our endorsed candidate running for area 4 Trustee. Brian Hawley is running against Jose who is a businessman. Mr. Hawley called himself an “educator” on the ballot; the CSEA and Faculty Association are registering complaints with the Registrar of Voters (951) 486-7212 for misleading the voters.

32) Virginia Blumenthal running unopposed for Trustee of area 2.

33) We have endorsed Tracey Vackar who is running for Trustee of area 5. Unbelievably, our former Trustee, Sam Davis, is running again against Tracey Vackar.

34) Norco College

35) Monica Gutierrez. Monica reported a discussion about compensation for special projects that occurred over Spring and Summer. Both Norco Administration and the Faculty Association agreed that special projects should not compensate faculty for expected course preparation for existing courses. The Faculty Association expects the administration to review and discuss with the faculty member involved/working on the specific project to determine reasonable and fair compensation within the guidelines specified in the contract.

36) A discussion of faculty office assignment occurred over the summer with administration. Past practices will continue to be used until new guidelines can be established and agreed upon.

37) The Faculty Association requested additional staff parking spaces. In the last few years, the number of staff and faculty grew significantly without an increase in the number of staff parking spaces. To address the lack of staff parking spaces, administration agreed to an additional 51 spaces that were marked and painted.
before the Fall semester started.

38) **Peter Boelman.** They have recruited five new full time members.

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

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

41) **District Academic Senate, Peggy Campo.** District Academic Senate meeting will be on September 24th.

42) Discussions are taking place whether or not the Norco part time faculty senator may be paid a stipend outside his/her teaching load. There is allowance for the faculty senator to be paid outside his/her teaching load on our contract.

43) **Open Hearing.** None

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

45) Closed Session. Three items discussed.

46) Adjourned 3:55pm.