Minutes  
RCCDFA/CCA/CTA/NEA  
February 18, 2020  
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (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>Dariush Haghighat (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 (Membership Chair Rep)</td>
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<td>Jillian Robertson (MV PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>Mark Sellick (Dist Acad Senate)</td>
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<td>Tomas Ocampo (Riv PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:10pm

2) President Rhonda Taube thanked Jacqueline Lesch for filling in as Secretary for Shari Yates during Fall 2019 semester. Jacqueline has always been so responsive to the needs of the Faculty Association. Rhonda welcomed Shari back to continue her elected role as secretary of the Faculty Association.

3) Rhonda introduced and welcomed Jillian Robertson from Moreno Valley and recommended that she be approved by the Executive Board as the interim part-time representative for Moreno Valley. That position has become vacated due to the departure of Ervin Slavick for the Spring semester. Ervin has accepted a new and exciting position in another district before starting his Ph.D. in the upcoming academic year.

4) Motion (Biancardi/Rhyne): To approve Jillian Robertson as the new part-time faculty representative for MVC. Approved unanimously.

5) Rhonda thanked Ervin Slavick for the five years he served as MVC representative for part-time faculty. Ervin has happily accepted a one-semester full-time faculty position at Mt. San Jacinto College. Although we will miss Ervin, we are overjoyed when our part-time faculty secure full-time faculty teaching jobs or pursuing their
advanced academic degrees.

6) Emily Philippsen is now a one-semester full-time faculty member for the RCC School of Education and will be taking over the duties as Membership Chair for the Faculty Association.

7) Rhonda greeted and welcomed Tomas Ocampo and recommended that he be approved by the Executive Board as the interim part-time representative for Riverside City College. That position has become vacated due to the change of Emily’s status from part-time faculty to an interim full-time faculty member in the School of Education and Teacher Preparation.

8) Motion (Schultz/Campuzano): To approve Tomas Ocampo as the faculty rep for RCC. Approved unanimously.

9) President Report—Rhonda Taube

10) Rhonda has made reservations off campus for the Faculty Association retreat to be held on February 28th. The retreat will allow the Faculty Association Executive Board to discuss issues that must be tackled by the board on behalf of our colleagues and devise in-depth, solid, constructive, and effective course of actions.

11) Rhonda reported that the RCC FLEX (flexible hours professional development) Faculty Association town hall meeting was well attended at RCC. She opined that the number of faculty attending has never been so high. The faculty seemed enthusiastic and receptive to Dariush and Rhonda discussing faculty issues.

12) Rhonda, Emily, and Diana also had a really good turnout of faculty on FLEX day at RCC for a workshop on Improvement of Instruction (IOI) and part time evaluations. Faculty asked important questions clarifying the process, forms, and preference status. It appeared that the focus of questions was on adhering to process and completing IOIs correctly; unfortunately, the union has experienced the inimical consequences of not following the process for IOIs in the past.

13) One of the challenges for IDSs is to type all student comments for the IOIs/evaluations. There are part-time faculty that have not received rehire rights due to the student feedback not being typed up and submitted with the narrative. Now that the district will be utilizing an online student feedback evaluation process, it will take care of the laborious typing (and bottleneck) that IDSs and faculty face when the student feedback comments are not completed.

14) The new evaluation forms for part time faculty are on the district education services website: https://www.rccd.edu/admin/ed_services/Documents/reemployment/PT_EVALUATION_FORM.pdf. Please use the correct form for conducting part-time faculty evaluations.
15) The campaign for the Measure A ballot is underway. The Chancellor has been working tirelessly attempting to meet with as many community members as possible throughout the district regarding the need for Measure A. The Chancellor has been a die-hard advocate of Measure A and has been traveled to every corner of our three college communities, meeting with community, political leaders, community organizers, and community members, passionately articulating the benefits of Measure A for the RCCD district and our students.

16) Dariush and the Chancellor have attended a number of community events and pressed upon the attendees the need for the community support for Measure A.

17) Dariush and Rhonda have attended all the Measure A campaign kickoff at all three colleges articulating the unwavering commitment and support of the Faculty Association for Measure A.

18) Dariush suggested that Bill Hedrick and Jose Alcala are also visiting multiple organizations answering questions and expounding on the goals of the ballot measure. For more details: https://www.rccd.edu/measureA/Pages/index.aspx.

19) Dariush also highly praised both Ms. Marissa Yeager who is in charge of RCCD Government Relations, and Ms. Rebecca Goldware, RCCD Vice Chancellor of Institutional Advancement and Economic Development for their outstanding and tireless effort and leadership in promoting Measure A campaign and coordinating Faculty Association’s activities with the Measure A campaign organization. Dariush suggested that is has been a true joy working with these two fine and extremely hard working and dedicated individuals.

20) There have been successful turnouts for the launches of Measure A for each college. There has been limited activity for phone banking from Norco and Moreno Valley colleges.

21) Dariush shared with the fellow Executive Board members how instrumental Tony Rizo has been on behalf of the Faculty Association’s campaign for Measure A ensuring that the campaign is effective and vibrant. Tony on his free time has produced countless highly professional and captivating videos which have been widely shared by the Association’s Social Media Measure A campaign. Tony’s videos have become a tremendous force moving the Association’s campaign for Measure A throughout social media.

22) Motion (Haghighat/Biancardi): To compensate Tony Rizo $3000 to show our appreciation. Approved unanimously.

23) Dariush also expressed his deepest gratitude to our most talented colleagues, Professor Will Kim for his most incredible animation videos on behalf of Measure A and Professor Jodi Julian for her once again extremely exciting musical video for Measure A.
24) Dariush also suggested that Professor Will’s animation videos and Professor Julian’s musical videos are among the most watched and liked videos in the Association Social Media.

25) There have been some glitches with the PAC checking account in the past few weeks. Dariush recommended moving our PAC checking account from Altura Credit Union to Schools First Federal Credit Union. Schools First has the infrastructure to accommodate the fast-moving social media accounts and expenditures.

26) Motion (Biancardi/Haghghat): To move PAC account to Schools First Federal Credit Union and add Emily Philippsen as PAC Treasurer. Approved unanimously.

27) Motion (Asatar/Biancardi): To move $5000 to PAC account.

28) **Moreno Valley College**

29) **Jeff Rhyne.** Jeff reported that during FLEX day Measure A was discussed.

30) There has been a work group established for “Extended Learning” (a less pejorative term used than Noncredit Courses). One of the big questions that needs to be ironed-out is the faculty pay especially regarding STRS compensation. Some colleges fund Extended Learning differently than RCCD however our district seems to be on the right track.

31) Furthermore, some colleges have not maintained the minimum qualifications for faculty teaching Extended Learning courses. There is no interest in our district of using faculty without minimum qualifications. Extended Learning could massively improve the district finances with offering these classes. [Reminder: Extended Learning courses are not the same as Community Education classes.]

32) Jeff inquired about the health care MOU for PPO retirees. A faculty member was concerned that the MOU is discriminatory in that faculty need to have 10 years with the PPO before reaching 65. It's possible that a faculty member could choose the PPO at 56, teach for ten years, retire at 66, and not be eligible for the subsidy. Dariush will inquire about the language, and if needed, advocate for faculty that might retire after age 65.

33) Jeff would like to see the Faculty Association give an honorarium for a speaker from the Foundation for Individual Rights in Education (FIRE) to present at each college. The presentations could be useful for faculty understanding the rights and responsibilities of Academic Freedom which is different from Freedom of Speech.

34) Motion (Schulz/Rhyne): To approve honorariums for three presentations for each college from FIRE. Approved unanimously. [More details will be following.]
35) **Riverside City College**—

36) **Dariush Haghighat.** Due to some alleged and perceived irregular and sporadic absences by some district managers, the Faculty Association and the CSEA have officially asked the district for information regarding those individuals’ sick days and leave of absences. The district thanked the unions for the inquiry but did not comply citing privacy rights. It was suggested that those findings will be turned into the appropriate channels. The Faculty Association and CSEA have engaged in informal discussions regarding seeking legal consultation from their respective attorneys about their demand for some of the district managers’ sick days and leave of absence records.

37) Dariush reminded the Executive Board that RCC has a very limited window to fly the replacement position for the faculty who will be retiring at the end of this academic year. There is concern that the positions will not be recruited in time which could cause a major crisis for disciplines dependent on those positions.

38) Dariush respectfully urges those faculty who are seriously considering taking advantage of the negotiated early retirement incentive (Golden Handshake) first to do their homework by talking to their retirement’s specialist and then act fast and submit their resignation if they choose to take advantage of the Golden Handshake. Colleges and Departments need to act fast to fill the positions and fill the void that the retiring department faculty will create.

39) The deadlines for retirement incentives are:
   a) PARS Letter of Resignation Due: May 1, 2020;
   b) CalSTRS Letter of Resignation Due: June 30, 2020;

40) **Garth Schultz.** Garth reported that the Solar Evaluation Committee ranked consultants for the solar planning in the district. Thankfully the Chancellor has continued to champion this project and move it forward. The results could potentially be fantastic for the colleges.

41) Garth thanked Dariush for the multiple emails and texts that Dariush helped with regarding faculty issues over winter term.

42) Garth suggested that the MOU for speech faculty was signed by RCC president and forwarded to the HR. But the HR sent back the MOU to President Anderson reminding him that unless he was authorized by the Chancellor to sign the MOU on behalf of the district, he could not be the signatory of the MOU.

43) The Faculty Association Executive Board asked Dariush to pick up this issue and inquire about the status of the MOU.
44) **Norco College.**

45) **Peter Boelman.** As we move forward with the guided pathways, Peter is being asked about compensation for faculty advisors. Faculty advising is part of institutional service however “lead faculty” receive release time.

46) **Monica Gutierrez.** At the Norco FLEX day faculty were updated on the upcoming accreditation visit and what to expect. Panelists who have served on previous accreditation teams spoke to the faculty.

47) The search for the Norco president is almost complete. Forums have been announced for the finalists.

48) The online student surveys for faculty IOIs and evaluations are forthcoming. The online questions are faculty/discipline generic. Monica asked how disciplines may change the questions to be more specific to the discipline. It was suggested Christopher Blackmore would be the person to contact since the questionnaire is distributed throughout the district.

49) It is “best practice” to bring discipline-specific questions to the Faculty Association so that the questionnaire does not interfere with the IOI process. We don’t approve questionnaires, but we make sure it won’t be a problem for IOIs.

50) **Diana Campuzano.** Diana wants to thank Amanda Moore, Susan Boling, and Dan Reade for a fantastic presentation on Norco’s FLEX day for part-time faculty on how part-time faculty can get full-time faculty jobs. They were wonderful!

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

52) **Treasurer: Asatar Bair.** Asatar distributed the financial report: [https://www.rcc.edu/cta/Pages/Budget.aspx](https://www.rcc.edu/cta/Pages/Budget.aspx).

53) During 2018-19, the Association had a budget surplus of just under $5,800. The net asset position is strong, with total funds of over $278,000. Most of the assets are non-performing, and it would make sense to transfer some of the checking account balance of over $150k to investments.

54) The current academic year will probably be in deficit due to much higher spending of the Political Action Committee.

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

56) **Open Hearing.** Ervin Slavick reported that the “working lunch” for MVC librarians is still not approved. Everyone has agreed to the idea but HR is holding it up. Ervin was encouraged to make sure Dariush and Rhonda are copied on the email
inquiring about status.

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

58) Closed Session. Four items discussed.

59) Adjourned 3:15pm.