Minutes
RCCDFA/CCA/CTA/NEA
March 1, 2016
RCC; DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Ervin Slavick (MV PT 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>Leo Truttmann (Treasurer)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Peggy Campo (District Acad Senate Pres)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Mark Sellick (RCC Acad Senate Pres)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Lisa Iyer (Riv PT Rep)</td>
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<td>Ward Schinke (Guest)</td>
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<td>Shannon Hammock (Guest)</td>
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1) Call to Order 1:05pm

2) Motion (Biancardi/Taube): Approval of minutes. Approved. One abstention.

3) President Report—Dariush Haghighat

4) The district has hired Lorraine Jones, the former Director of Diversity and Equity at Mt. San Antonio College (Mt. SAC) as our district’s new Director of Compliance (Chani Beeman’s old position).

5) Unfortunately, neither the Faculty Association nor any representatives from the academic senates were involved or included in that hiring process. We have a gentlemen’s agreement with the Chancellor that representatives of all district stakeholders will have a seat at the table in every important administrative hiring committee in our district. In this case, that agreement has been clearly violated.

6) Dariush is extremely concerned about the lack of involvement of any faculty in that hiring committee in general, and the absence of the Faculty Association in particular, particularly in light of the turbulent history between the Association and the Office of Equity and Compliance.

7) Some Association Board members also shared with the rest of the board some controversies they have been made aware regarding that position. After a lengthy discussion on both the hiring process for that position as well as some of the controversies surrounding that matter, the Association Executive Board directed Dariush to conduct a full probe into those issues and provide a full report to the Executive Board.
8) Dariush indicated that he would schedule a meeting with Chancellor Burke and Vice Chancellor Terry Hampton to discuss both the hiring process for the Director of Compliance as well as all the information and concerns submitted to the Association regarding that matter and would submit a report to the board during its next meeting.

9) Dariush indicated that he would also take Fabian as well as the Association’s former Grievance Chair, Mark Sellick, to that meeting so that they may all share their experiences and concerns with Chancellor Burke and Vice Chancellor Hampton, and hear their explanations.

10) Dariush presented a copy of the state CTA’s response to our Chapter’s Bylaws along with a complete list of some of the minor revisions they have requested.

11) Dariush indicated that as the Board members could observe, the requested changes are absolutely minute.

12) Dariush also shared his extreme disappointment and sense of frustration with the snail-paced approval process by the state CTA and the fact that they are making some inexcusable mistakes along the way. As an example, Dariush pointed out that practically two-thirds of what the state CTA is asking our chapter to change was already in the bylaws we had submitted to them verbatim. It is bizarre how they missed the exact language.

13) One of the changes that the state requested we remove is the recall provision outlined in our proposed bylaws. That should not be an issue since recall provisions are included in the state CTA bylaws. That request does not make any sense, since the CTA’s own language clearly states that the state CTA bylaws provide a floor and not the ceiling. However, our Bylaw advisor has recommended that we do not raise an issue with that and simply go along with the CTA language in order to just get our Bylaws approved rather than running the risk of prolonging this process even more.

14) Another request was to separate the meetings between general counsel and representative counsel. Thus, we separated those meetings in the new draft.

15) Point-by-point we have followed the recommended guidelines. Everything is there. Everything is in compliance. We have gone beyond the call of duty to comply with every guideline the State CTA has submitted to us.

16) Discussion ensued whether or not to hold faculty town hall meetings now or wait until the state has approved the bylaws. We desire the faculty to have plenty of time to look over and weigh in on the bylaws in order to avoid polemical contention.

17) Joe will research and send an email regarding timelines to see if we have time to ratify the bylaws before the association officer election this spring.

18) Fabian and Dariush met with the Chancellor and secured 20 new faculty positions! The Chancellor agreed that the district would allocate ten new positions to RCC, five to Norco,
and five to Moreno Valley. These are new positions, not replacement positions. Faculty retiring will be automatically replaced.

19) Dariush has reached an agreement with the district to waive faculty evaluations this spring if the faculty member is retiring. However the faculty member must submit a retirement letter of intent to the college president immediately before his/her evaluations is waived. That simply means that if faculty are on schedule to be evaluated this semester, but will be retiring in June, the district will waive the required evaluation. Dariush will send an email to the faculty regarding retiring faculty and spring evaluations.

20) The district is moving forward on hiring the Vice Chancellor of Educational Services. The district is collapsing the two positions of Vice Chancellor and Associate Vice Chancellor into one position. Of course, the district reorganization is not only one position. There will be a reduction in the size and responsibilities of district positions. The Faculty Association is encouraged by the new direction that the District is pursuing in its reorganization effort. It has been a long-standing position of the Faculty Association that the district needs to downsize and make its structure more efficient and cost effective. The Faculty Association has also been suggesting that some of the district’s resources should be transferred to the colleges.

21) Riverside City College—

22) Lisa Iyer. Lisa sent out an email asking if part timers had been bumped by full time faculty. She was sent responses about being bumped from the writing and reading center after the semester began. Faculty are eligible for reimbursement if they were bumped after the semester had begun. There is some hope that adding eight-week classes will enable part time faculty to receive additional courses.

23) Lisa has also returned emails and will be distributing the contract to part time faculty that have requested a copy.

24) Rhonda Taube. Rhonda and Jacqueline met with President Isaac last week. They discussed streamlining the part time professional development form.

25) Norco College—

26) Joe Eckstein. Joe met with Bill Hedrick who is running for a seat on the Board of Trustees and is hoping for our endorsement. Joe will extend an invitation to both Board of Trustee candidates for the Norco May 3rd meeting.

27) Dariush has received numerous requests by candidates for the Faculty Association endorsement regarding the Board of Trustee election.

28) Emily Edwards. Emily received an email from a part time faculty member that feels that the part time professional development form and all the signatures that need to be secured, serves as a disincentive. It is unfair that full time faculty can use the online FLEX system but part
time faculty have to run around campus and obtain multiple signatures. Part time faculty do not even know those on the form that are required to sign off. The Norco part timer feels like the message being sent is that part time faculty are not to be trusted. Emily agreed that the process is cumbersome. Dariush asked the reps to engage the college presidents on why can’t we put the form online. We need more discussion with the college presidents to streamline the process.

29) **Moreno Valley College—**

30) **Fabian Biancardi.** Fabian met with Vice President Steinback. She agreed with association’s stance regarding the dean that adjusted faculty teaching assignments to decrease overload compensation. VP Steinback has reversed the decision.

31) Fabian was asked if faculty are owed money due to leap year increasing the working calendar by one day. Rhonda stated that the calendar committee counts the days, so leap day was compensated.

32) The deans are starting peer evaluations so if someone is choosing to retire, then they need to let their administrators know that an IoI will not be needed this spring.

33) There have been some issues within the MVC Disability Resource Center that the Faculty Association has been called upon to help resolve. A meeting will take place next week for this purpose.

34) **Treasurer Report:** No report.

35) **Secretary Report:** No report.

36) **CCA Report:** No report.

37) **Academic Senate: Peggy Campo.** The WebAdvisor student “agreement” for Student Code of Conduct has been approved by all the senates. The chancellor will now place the student agreement on WebAdvisor as students register for courses. It will probably not be available for the summer term but hopefully for fall registration.

38) Peggy inquired if the union is opposed to faculty serving as independent contractors. Not at all—several faculty serve on boards, grants, etc. that are outside the district but the faculty are compensated for their work.

39) Motion (Eckstein/Taube): Faculty are allowed to be paid as an independent contractor. Approved unanimously.

40) Peggy attended a district safety meeting. The district is trying to get more technology for safety efforts.

41) Open hearing. None.

42) Closed Session: Four items discussed. Adjourned 3:05pm.