Minutes
RCCDFA/CCA/CTA/NEA
October 17, 2017
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>
<td>Garth Schultz (RIV FT Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Leo Truttmann (Treasurer)</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>Cameron Young (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Motion to approve minutes (Rhyne/Biancardi). Unanimously approved.

3) **President Report—Dariush Haghighat**

4) Dariush has been working with the RCCD General Counsel Patrick Pyle and the Interim Vice Chancellor Dennis Anderson in consultation with the three College Presidents, negotiating the two MOUs on Extended Illness Leave and Parental Bonding that have already been approved by the Faculty Association Executive Board.

5) Dariush cautioned that we must be careful with the terminology. The Parental Bonding Leave is being conflated with Maternity Leave and they are not interchangeable. Maternity Leave is already in the contract (unpaid). See page 42 ([http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf](http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf)).

6) For faculty who consider taking Parental Bonding Leave he/she has to exhaust all Sick Leave. Once the Sick Leave is exhausted, the faculty could earn 50 percent of his/her salary for ten weeks. The Child Bonding Leave will cover full time and part time faculty.

7) Extended Illness Leave currently only covers full time faculty in the contract. Dariush suggested that Part-time faculty must be also covered by this provision. Currently in the contract, full time faculty may choose to stop the usage of Sick Leave after 20 days and choose differential pay of 50 percent of his/her salary. See page 42 ([http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf](http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf)). Dariush is negotiating to allow part time faculty to benefit from Extended Illness Leave.

8) Faculty departments may have two co-chairs and multiple assistant chairs. See pages 88-90—regarding department chair responsibilities.
If chairs are splitting the department chair stipend, it should only be split between the two co-chairs. If more than two co-chairs are added, or assistant chairs are receiving a stipend, it is in violation of our contract. Assistant chairs may receive reassigned time but are not eligible to split the department chair stipend. The contract only allows for two co-chairs to split the stipend.

9) Dariush distributed draft of a MOU that he worked over the weekend providing protection for part-time faculty from being bumped by full time faculty from another college as it was expressed by some executive board members during the last round of negotiations. The MOU stipulates that full time faculty may bump part time faculty at another college if no overload courses are being taught at his/her primary college. This clarification gives more protection to part time faculty and some order to course assignments at the colleges. See page 26 [http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf](http://www.rcc.edu/cta/Documents/CTA Contract_2015 Final 110515.pdf).

10) Motion (Taube/Rhyne): To approve MOU with wording corrections. Approved unanimously.

11) **Moreno Valley College**

12) **Fabian Biancardi.** Fabian and Jeff met with Interim Vice President of Academic Affairs, Carlos Lopez. They also had an additional meeting with President Robin Steinback. In both meetings quite a lot of issues were discussed. President Steinback is initiating an Integrated Strategic Plan Presidential Task Force. Fabian and Jeff were invited to nominate a candidate to serve on the task force; they nominated Nick Sinigaglia.

13) Another issue discussed is that the college has two choirs but the faculty have been splitting one stipend. Of course, not being paid for one’s work is unacceptable to the union.

14) Dariush, Fabian, and Jeff went to the Investiture of Robin Steinback. The ceremony was enjoyable highlighting Moreno Valley College and President Steinback. Multiple speeches were given including great speeches from Dariush and President Steinback.

15) **Jeff Rhyne.** Jeff and Fabian discussed with the administration the counseling office in HUM 113 that requires more staffing. It appears the situation will be rectified immediately.

16) A faculty member reportedly took Maternity Leave and was quite frustrated with HR. It seems as if no process is in place for faculty trying to take Maternity Leave and faculty have to try to figure out how to navigate the system. The lack of clear procedures is overly burdensome to the faculty. A lot of others at the college now seek out the particular faculty member for help on how to take Maternity Leave.
17) A new faculty member raised a concern about how a third party that transfers money from our salaries to CalSTRS appears to hold the funds for weeks before actually transferring the funds. Ultimately, we need a meeting with Payroll and HR to look into this issue.

18) **Ervin Slavick.** Ervin distributed a MOU proposal considering payment for Canvas training for part time faculty. All three part time representatives agreed that three hours paid at lab rate for professional development is appropriate for Canvas training for part time faculty in the case that they have already been trained by the district Blackboard Academy. Suggestions and feedback were given concerning the MOU wording.

19) Motion (Boelman/Slavick): To approve MOU. Approved unanimously.

20) **Riverside City College—**

21) **Rhonda Taube.** The revised calendar was sent to interim Vice Chancellor Dennis Anderson. Dr. Anderson has shared the calendar with other administrators. It appears that it will be approved.

22) A new first year tenure track faculty member was forced to teach an overload. No faculty member has to teach overloads as specified in the contract.

23) Rhonda is clarifying load-banking practices regarding the IRS regulations. Our contract needs to match the IRS rules and regulations.

24) Rhonda brought up to the RCC Academic Senate that the process for demolishing the Noble Administration building has not been proceeded as quickly as it should have been mostly due to lack of proper follow up by the district office. The district should have made sure that the noble building be demolished and make room for an additional 250 parking spaces in a timely fashion. RCC is really in dire need of additional parking spaces.

25) Rhonda has been reviewing the RCC faculty listserv. There are people who are no longer at RCC and no longer in the district but still on the listserv. What is the policy for removing individuals from listservs?

26) It is recommended to keep faculty with RCCD emails for up to two years and then purge them from the listserv. A broad policy would be helpful; this issue is an Academic Senate issue.

27) **Emily Philippsen.** Emily has fielded multiple questions about Associate Faculty Preference. The deans have been signing the forms and then they are forwarding the forms to the district Educational Services office. HR and Educational Services have to verify that the faculty member has been evaluated three times in the course
and that the faculty member has taught the course at a specific college (2.0 FTE).

28) Unfortunately, the Term Assignment History in WebAdvisor is limited to Winter 2014. Can WebAdvisor be extended to show past terms beyond Winter 2014? Currently, faculty need to call HR if they need further information regarding their teaching assignments.

29) Emily and Cameron have developed a Frequently Asked Question (FAQ) list concerning Associate Faculty Preference. Emily will publish the FAQ list on the Faculty Association website. Multiple faculty have thanked Emily for her ongoing communication regarding Preference. She has worked tirelessly for the part time faculty.

30) **Norco College**

31) **Peter Boelman.** Peter reported that the interim VP of Academic Affairs, Samuel Lee, would send the Norco Distance Education Coordinator job description to the Faculty Association. The job description will be reviewed to ensure it is not going against the contract.

32) **Monica Gutierrez.** Monica reported a general sense of faculty discontent that changes are moving too quickly at Norco College and there is concern about due process. Monica will be attending a faculty forum next week to discuss the issues and concerns.

33) There was concern about a faculty member evaluating another faculty member and the evaluating faculty member interrupted the classroom demonstration. The faculty member conducting the evaluation recognized that he/she should not have made any comments and that there was a better way to handle the situation. Another faculty will now be taking over the evaluation process. Monica made a reminder that faculty who are evaluating other faculty should not “inject” his/her thoughts into the classroom discussions.

34) **Cameron Young.** October 20\textsuperscript{th} is the deadline for part time faculty to apply for preference.

35) Cameron gave a reminder that we have various websites and social media accounts that are active and will be sending out information, updates and activities that the Faculty Association will be engaging in. You can sign up easily and add the social media sites at your earliest convenience.
   a) The website: [https://rccdfacultyassociationpac.com/](https://rccdfacultyassociationpac.com/)
   b) Facebook: [https://www.facebook.com/rccdfapac](https://www.facebook.com/rccdfapac)
   c) Twitter: [https://twitter.com/RCCD_FA](https://twitter.com/RCCD_FA)
36) The issue of the Internet kicking a user off at a random time that was brought to my attention at JFK was inaccurate.

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

38) **Treasurer: Leo Truttmann.** Leo finalized the books for the past fiscal year (which ended August 31st) in order to be able to file for taxes. All needed documentation for taxes have been submitted to our accountant. The deadline for filing our taxes with the state is the end of the year.

39) The current membership list was received from Payroll. Currently our chapter has the following membership:
   a) 416 Full time faculty members; 31 non-members
   b) 956 Part time faculty members; 347 non-members

40) Based on these membership numbers we can project the following local dues for the current fiscal year:
   a) $24,960 dues/fees collected from full timers
   b) $23,900 dues/fees collected from part timers
   c) Total of $49,860 will be collected

41) Because non-members have the right to be reimbursed for the political portion of their dues, the local chapter has to put that part of their dues into an escrow account with CTA state. Based on our non-member numbers that amount calculates to $4,214.

42) Motion (Truttmann/Taube): To pay the agency fee payment. Approved unanimously.

43) Motion (Taube/Young): To pay $4214 to CTA for our non-members. Approved unanimously.

44) **District Academic Senate:** no report.

45) **Open Hearing.** A faculty member asked who has final say in departments’ course offerings. If there is a concern with a department chair, then the faculty member is welcome to meet with the division dean or Vice President, Carol Farrar. Course offerings are developed in unison between the administration and the department chairs.

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

47) Closed Session: Five items discussed.

48) Adjourned 3:25pm.