Minutes
RCCDFA/CCA/CTA/NEA
October 9, 2018
RCC, DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<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 (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) **Motion to approve (Biancardi/Haghighat) minutes from September 24th with amendments. Unanimously approved.**

3) **Motion to approve (Rhyne/Biancardi) minutes from October 2nd. Unanimously approved.**

4) **President Report—Rhonda Taube**

5) Rhonda, Fabian, Dariush and Peter are meeting today with Chancellor Isaac to continue the Faculty Association and District negotiations for new tenure track faculty hiring.

6) On October 29th Rhonda, Fabian, Dariush, and Peter are scheduled to meet with Chancellor, Vice Chancellors Brown and Hampton, and our Health Care Consultant initiating negotiations on easing the pain of ever rising cost of health care for our retirees.
7) Rhonda is serving on the Associate Vice Chancellor of Facilities and Planning hiring committee.

8) A faculty member trying to get a staff position approved met resistance with HR. HR denied the person chosen for the position. When the department chair called to speak with the HR administrator, they were not able to reach anyone. When their dean called HR, that person responded that they do not talk to faculty about hiring positions, including department chairs. Apparently, this HR administrator does not understand shared governance.

9) Rhonda distributed a previous job description for professional experts. Now that the faculty are tenure-track, Improvement of Instruction (IOI) committees have been delayed. The committee does not want to sign off on the IOI without a current job description.

10) Rhonda appointed Garth Schultz and Jacqueline Lesch to serve on an ad hoc committee to finalize the current job description for those who were previously hired as professional experts.

11) The RCCD Board of Trustees committee meetings are still being held in a formal format. Chancellor Gray changed the structure of the Board Committee meeting during his first year in office. Ever since the committee meetings have been running like the board meeting with very limited or no discourse or free exchanges among the committee members. Often the committee members have to endure very excruciating long presentations without any quality discussions. Most of those presentations are primarily designed to justify the existence of the position or the department the presenter represents. Almost always the presentations are nothing more a “dog and pony” show by the three colleges and district administrators to the trustees.

12) The sad part is that most often some of the trustees do not pay any attention to the presentations and they do not even try to hide the fact that they are busy sending and receiving text messages during the presentations. Of course the attendees are not doing any better. Often most, if not all, attendees are also busy with their laptops or checking their phones and even grading papers rather than paying attention to those long, dragged out boring presentations.

13) The Faculty Association has been complaining about the Board Committee structure for a while now and now that we have the inauguration of Chancellor Isaac and Trustee Vackar we are hoping we will finally persuade the district to move to more inviting committee structure that will be more conducive to open and free exchange of ideas and less top down, long, dry, and extremely boring presentations.
14) **Moreno Valley College**

15) **Fabian Biancardi.** Fabian received positive feedback on the Faculty Association Townhall meeting last week.

16) **Jeff Rhyne.** Some faculty have come to Jeff concerned about the trend at MVC allowing faculty to video conference in to meetings on a regular basis. Jeff was seeking the executive board's clarification on whether our contract obligates us to be physically present at our institutional service. By consensus, the executive board agreed that faculty should regularly be physically present at meetings as required by our institutional service but that it is important to accommodate faculty with video conference or calling in to meetings on the rare occasions when faculty are out of town or temporarily unable to be physically present.

17) An executive board member added to the discussion that the practice of calling into meetings is obstructive to the flow of the meeting and an irritant to the attendees who are physically present. It should only happen on an emergency basis.

18) **Ervin Slavick.** Ervin reported a non-faculty individual interrupted a classroom instruction and berated the faculty. There was such intensity that the non-faculty member was spitting on the faculty member teaching.

19) The interruption of instruction is never acceptable.

20) Guests are only allowed in a classroom with the approval of the instructor. If unwanted visitors/intruders enter classrooms, instructors should use their best judgment to solicit campus security if the intruder refuses to leave.

21) **Riverside City College—**

22) **Dariush Haghighat.** Dariush heard a vicious rumor that the Faculty Association leaders are not happy with staff members in RCC’s Technology Support Services (TSS). We could not be more pleased with the work that they have done in serving the college interests. If an administrator has a valid and credible concern or evaluation of the performance of the TSS staff members, then he/she should present those concerns and evaluations in a constructive and transparent manner rather than using the Faculty Association as the scapegoat.

23) Throughout Dariush’s tenure as an Association Representative, both the Association and Dariush have been accused of causing many troubles throughout the district. However, shying away from expressing our point of view and not clearly articulating our displeasure with the job performances of some of our stakeholders including some key administrators where the criticism has been warranted, has never been a charge levied against us.
24) So our message to our diligent staff members at TSS is plain and simple. We at the Faculty Association could not be more pleased with all your outstanding services for the Association and if we ever run into any problem with any of your services, we will directly contact you and share our concerns in a collegial and constructive manner with you.

25) And our message to any administrator or for that matter to any stakeholder who is trying to use the Faculty Association as a scapegoat in spreading false rumors regarding Association’s opinion about job performance of any stakeholder or the Association’s position on any pressing matter in our district, you must seriously restrain yourself from speaking for or on behalf of the Association. The Faculty Association and its able president, Dr. Rhonda Taube, can and will clearly articulate Association’s positions and concerns without any reservation and ambiguity.

26) There have been some discussions among some individuals in our district that the college unions should not be using college resources. Dariush has been in our district for over twenty-nine years. He has never heard once heard in the past of some of the disturbing suggestions that are coming from some misguided corners in our district. We’ve always had the liberty of using the listservs, mailboxes, Faculty Association meeting room to communicate with our members. We shouldn’t operate in fear. If the executive board makes the decision, then we will not back down.

27) The Faculty Association will not allow any individual including those we have the utmost respect for intentionally or unintentionally to undermine our freedom of expression and our individual and collective rights. We cannot and must not operate in fear. If the executive board makes the decision, then we will not back down.

28) If someone barks, we won’t blink and we won’t back down. We will not be undermined or intimidated. We will not allow our district fall down this slippery slope.

29) If someone wishes to force that fight on us. We will fight back with unlimited passion, energy and resolve.

30) Dariush reported that new faculty positions are going to negotiated and finalized but we need to push the colleges to move forward with the hiring of the positions already given to them. We are “hamstrung” in negotiations for new faculty positions, since there are still a number of positions not properly assigned for the new positions we have secured in last years negotiations.

31) Three things are under the microscope in requesting more tenure-track faculty: (1) course caps; (2) release time/reassigned time; and (3) FTES generated.

32) Course caps are discipline-based that need to be negotiated with the Vice Chancellor of Ed Services. Smaller course caps is not something our union negotiates; we only enforce the contract agreement. If faculty want to change their course caps, stop complaining and meet with your discipline members and
negotiate. There is a mechanism for negotiation in our contract. Apparently some disciplines are operating with lower course caps without holding negotiations. The Chancellor is reviewing these issues.

33) The Association wants course caps equitable for workload and pedagogically correct—not just based on room size.

34) Release time/reassigned time becomes a problem when release time is given temporarily and continues under the radar well beyond its expiration time. Then faculty see that as an entitlement. The college administrators often fail to live up to their professional responsibilities in holding the line on our collective bargaining agreement by allowing those release time to continue beyond their expiration dates. And when the Association gets involved in upholding the integrity of our contract, the Association becomes the “bad guy”. That is really unprofessional and disingenuous practice by some college administrators. Pure and simple.

35) **Garth Schultz.** Garth and Emily met with President Hendrick today. The Study Abroad office will now be located in the library.

36) **Emily Philippsen.** The preference deadline is October 19th for part time faculty. Emily will send out an informative email to the part time listservs. Emily suggested that part time faculty turn in their application as soon they can even if it is after the deadline. Susan Brucks in Educational Services does her best to process the application forms in a timely basis although the process is quite an undertaking.

37) Emily added the reminder that part time faculty evaluations are incomplete without student surveys. Student surveys are required as part of the evaluation process.

38) **Norco College.** No reports.

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

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

41) **District Academic Senate Peggy Campo.** No report.

42) **Open Hearing.**

43) **Election.** Canvassing by RCC students and faculty have been going strong on behalf of Jose Alcala.

44) Hector Ramos and Caleb Ragan are two RCC students working hard on behalf of Jose Alcala.
45) Motion (Schultz/Biancardi): To pay Hector Ramos and Caleb Ragan $500 for their work on the election campaign.

46) Motion (Boelman/Biancardi): To donate $3794.88 to Jose Alcala campaign under the contingent of his final numbers and follow through. Approved unanimously.

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

48) Closed Session. Two items discussed.

49) Adjourned 3:10 pm.