Minutes  
RCCDFA/CCA/CTA/NEA  
September 4, 2018  
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>
<td>Garth Schultz (RIV FT Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Asatar Bair (Treasurer)</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 Philippson (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Diana Campbell (NC PT Rep)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Approval of Minutes (Biancardi/Haghighat): Approved unanimously.

3) President Report—Rhonda Taube

4) Rhonda reminded the Faculty Association about benefits Open Enrollment during the month of September.

5) Rhonda also implored faculty to update Catastrophic Leave forms since faculty need to renew every two years. Please resubmit the paperwork to be up-to-date and contribute to those in need. We currently have more people using the catastrophic leave than those contributing to it.

6) It’s crucial for the Faculty Association members to be present at the Board of Trustees meetings; we need to represent our respective colleges. Trustees really appreciate hearing faculty perspectives.

7) Rhonda was asked if bereavement leave must be taken for three “consecutive” days. The contract stipulates “consecutive” but since gatherings and funerals are not always “consecutive” we’d prefer the three bereavement days to be used at the faculty member’s discretion. Rhonda will draft up an MOU and ask the Chancellor
for his consideration and approval.

8) Rhonda led a discussion regarding the upcoming Board of Trustees elections. Discussion ensued.

9) **Moreno Valley College**

10) **Jeff Rhyne.** Jeff has secured a date and venue for the Faculty Association MVC October 2nd Townhall meeting. The meeting will be from 1:00pm-2:30pm in SAS 214.

11) The MVC Academic Senate asked Jeff if the union would mind if instruction was included in the strategic plan. Our union supports our institution seeking to recruit and hire the best faculty and continually improve instruction. There is no resistance from our Faculty Association on including improving instruction in the strategic plan. As long as the Improvement of Instruction (IOI) follows the contract and does not interfere or infringe on faculty rights, we embrace IOI process in the strategic plan. The Association gives full support to holding to the process and insisting on “instruction” high standards.

12) **Ervin Slavick.** Ervin is working on incorporating rehire/preference for hourly part timers.

13) **Fabian Biancardi.** The Moreno Valley College overarching theme this term has been to seriously increase the FTES. The faculty have been encouraged to add more students thereby increasing FTES and efficiency.

14) **Riverside City College—**

15) **Dariush Haghighat.** Dariush cautioned that the dynamic of decision-making in some divisions has been gradually diminishing the role of departments and heavily dictated by the division deans. He worries that the "slippery slope" will revert back to the time period under President Chuck Kane when deans made all the decisions.

16) There have been several issues with parking. Dariush sent an email to the chief of police that the parking advisory committee is not the decision-making committee. Those serving on the parking advisory committee members should bring back the committee’s recommendations to their representative groups. Only the Faculty Association Executive Board can render decisions on behalf of the Faculty Association and not its individual representatives in various college and district committees.

17) Dariush indicated that some faculty members have shared with the Faculty Association that due to the new furniture in the classrooms, some classes now have less seats available in the room than the historical course cap for their course. With the new student desks and chairs, there are fewer seats in the classrooms. Courses
that were capped at 49 have been placed in classrooms with only 44 seats. Of course, RCC is obligated to comply with the fire code and Disability Act regulations. However, the departments and IDSs have to adjust the room cap to reflect the new seating arrangements in some of the classrooms. With the new student desks and chairs, there are fewer seats in the classrooms.

18) Rhonda and Dariush have already started the negotiation process with Chancellor Isaac and VC Brown requesting more full time faculty. This is a very serious issue and a huge part of our negotiating time. We need to secure the final allocations to move forward with all the hiring processes.

19) We will be holding an important Meet and Greet event with Assemblymember Sabrina Cervantes on September 30th. Assemblymember Cervantes has been extremely vigilant in securing eight million in grant money for Norco College. Assemblymember Cervantes is pro education and has been a great resource for our district. Our chapter cannot officially endorse her reelection bid. However, the State CTA has officially endorsed her. We urge our members to attend the Meet and Greet for Assemblymember Cervantes and find out for themselves how her position on the State Assembly will impact our district.

20) Dariush extended his thanks to Tony Rizo who has been a gold mine to us. He has been so helpful to the Faculty Association and the CSEA.

21) Rhonda and Dariush would like to make Dr. Kendralyn Webber the chair of communication and social media committee of the Faculty Association.

22) Motion (Boelman/Haghighat): To approve Dr. Kendralyn Webber as Chair of Communication and Social Media Committee of the Faculty Association. Approved unanimously.

23) Dariush and Rhonda met with Chancellor Isaac and the new HR director and the director of diversity and equity discussing Faculty Association’s serious reservations and objections to the way some of the recent investigations of faculty members by DHR have been handled.

24) Dariush also registered the Association’s strong objections to HR’s recent interferences with the desired job descriptions and academic qualifications by the disciplines, departments, or colleges in some of the recent recruitments.

25) Dariush expressed his outrage with Brain Hawley’s recent attack on Faculty and Staff as “Special Interest Groups” endorsing Jose Alcala. Both Brian and Jose are running for RCCD Board of Trustees’ Area 4. Dariush indicated this is yet another example of Brian Hawley’s lack of understanding and appreciation of the role and position of faculty and staff in a higher education institution. Brain Hawley is small business owner who has assembled a huge war chest and vastly over spending Jose Alcala, a home grown educator in his bid for RCCD board of Trustee position.
26) Dariush also expressed his disgust with the misleading ballot designations by Sam Davis who is running for RCCD Area 5 and Brian Hawley running for Area 4.

27) Dariush, Rhonda, CSEA leadership, and several faculty and staff members throughout the district have submitted to the Registrar of Voters their opposition to the erroneous ballot designation by Mr. Davis and Mr. Hawley urging the rejection of their misleading ballot designations. An example of the letter sent to the Registrar of Voters along with the state rules and requirements for ballot designations are attached.

28) **Emily Philippson.** Laura Greathouse has worked hard to make the part time faculty professional development forms and assessment forms now on the Internet. Hard-copy “paper” documents are no longer necessary and can be filled out online.
   a) For access on campus, through the INTRANET, please use [http://intranet.rccd.net/forms/default.aspx](http://intranet.rccd.net/forms/default.aspx)
   b) For access off campus, through the INTERNET, please use [https://go.rccd.edu](https://go.rccd.edu) (choose etrieve)
   c) *Reminder: Associate faculty are eligible to be paid for 3 hours of professional development hours (participating in department meetings, flex workshops, etc.) and 3 hours of assessment (completing an assessment of SLOs and PLOs, etc.) once per academic year.
   d) The paper forms are also available on the Faculty Association website which includes the links.
   e) Remember that professional growth/assessment hours are districtwide for the academic year.

29) We’d love to see the pay dates for part time faculty on WebAdvisor.

30) Emily has also been communicating with Pauline Castro about benefits Open Enrollment. Emily asked Pauline to send a separate email for part timers with more details on the health insurance plan rates.

31) **Norco College**

32) **Monica Gutierrez.** Monica and Peter had their monthly meeting over the phone with President Reece.

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

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

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

36) **Open Hearing.** None
37) **California Community College Association (CCA).** No report

38) Closed Session. Three items discussed.

39) Adjourned 2:50 pm.