Minutes
RCCDFA/CCA/CTA/NEA
September 18, 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>Fabian Biancardi (MV VP)</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>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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<tr>
<td>Kendralyn Webber</td>
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<td>Mark Carpenter</td>
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<td>Shannon Hammock</td>
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1) Call to Order 1:00pm

2) Motion to approve minutes (Rhyne/Campuzano). Unanimously approved with amendments.

3) **President Report—Rhonda Taube**

4) Rhonda sent out a draft MOU to the Executive Board to propose that bereavement leave does not need to be taken consecutively. Rhonda will submit the proposed draft to the Chancellor for his consideration and approval.

5) Motion (Bair/Campuzano): To approve MOU for bereavement. Approved unanimously.

6) This upcoming Thursday evening, MVC President Robin Steinback will be hosting a dinner at March Air Field Museum. We look forward to supporting Moreno Valley College and all their accomplishments.

7) Garth and Rhonda are serving on the Dean of Student Services position. There was a large pool of candidates.
8) Next Tuesday, Dr. Marcus Dayhoff will be joining our Executive Board meeting to explain in further detail about the new employee assistance program. He will be bringing brochures and information. As always, the Executive Board meeting is open for all faculty to join us—every Tuesday in the Digital Library (DL 404) at 1:00pm.

9) Rhonda has initiated a Faculty Spotlight for chapter members. The first chapter member selected is Dr. Peter Curtis. Dr. Curtis, RCC Music professor, is using his talent as a musician to help those less fortunate. He has helped organize a concert for the homeless Sunday, September 30th at 4:00pm at the Coil School of the Arts. We are extremely proud of Dr. Curtis for making a difference! (See attached flyer.)

10) Nominations to spotlight additional faculty that are doing inspiring and interesting projects are welcome. We want to highlight chapter members from all the three colleges and promote their honorable accomplishments.

11) **Moreno Valley College**

12) **Jeff Rhyne.** A full time faculty member was inquiring about using FLEX day for scheduling optional department meetings. Since FLEX is outside our calendar, we can use department meetings toward FLEX activities. Jeff would like to see that part timers attending FLEX activities be paid outside the three professional development hours allowed per year. This proposal makes good sense to the Executive Board.

13) The Chancellor has been making monthly visits to each of the colleges. He presented the statistics that all the release/reassign time going to full time faculty is equivalent to 59 full time faculty positions.

14) Administrators have found the loophole in our contract given that the Faculty Association does not negotiate release time with administration unless the position lasts longer than four semesters. Currently, there is high amount of reassigned time due to accreditation. The problem occurs when administrators and faculty rely on the reassign time and it becomes an expectation to make the reassign time permanent. If the reassign time is inconsistent with our principle of equity, then the Association is the “bad guy.” By us allowing four semesters in our contract without negotiations, we have lost control of the initial examination of the need—and we’ve given the administration the advantage to avoid our exclusive representation rights.

15) If we agree with the Chancellor that too many faculty are working “outside” the classroom, then the Faculty Association are again the “bad guys” to the administration who is proposing the reassigned time and to the faculty member who wants to be compensated for additional work.

16) Of course, we all know that if the administration were to take all the work from faculty who receive reassign time and give the work to administrators to do, it would not get done—or the district would go broke hiring more administrators. One way or another
the work needs to be accomplished.

17)**Ervin Slavick.** Ervin attended the MVC Academic Senate meeting. The Senate expressed disappointment with Sam Davis running for a Board of Trustee position. In the past, he was an absurd board member representing Moreno Valley College.

18)The senate also expressed disappointment regarding Brian Hawley falsely asserting his primary employment as “educator” when he was a guest lecturer at UCR. He is a business owner.

19)Ervin would like to see more attention paid to faculty at BCTC.

20)**Riverside City College—**

21)**Dariush Haghighat.** Dariush sent an email inquiry asking Vice President Carol Farrar where we are at regarding faculty hires. He asked how many positions have not been filled. VP Farrar responded that we have three new positions that have not been filled.

22)VP Farrar also further elaborated on replacement positions. Replacement positions are tricky because the colleges handle them differently. At Norco, replacements go back to the pool and then the position goes through the hiring prioritizing process. At MVC, departments “keep” the replacement position. Until recently, RCC departments automatically kept the replacement positions but now the administration is suggesting that there are some programs that are struggling earning its target FTES. Discussion ensued regarding how the replacement positions are being done. The RCC replacement positions needs to have a spelled out process. The Faculty Association must work out with the administration on a clearly articulated process for the replacement positions.

23)In the math building, additional chairs were placed in some classrooms and some math faculty members complained that the cap in their courses were arbitrary increased by the administration. After studying this matter in detail, the Faculty Association has been assured that while the number of students was increased in some of the math classes due to additional chairs, none of the courses have exceeded their historical universal course caps. So there has been no breach of contract by the administration.

24)**Garth Schultz.** Garth, Emily, and Dariush met with President Hendrick where they brought up course caps and classroom chairs that have been added/subtracted. Course caps need to be revisited since we are being quoted an out-of-date document stating the “historical” caps. Faculty and administrators should not confuse course caps with room caps.

25)Garth met with Jacqueline Lesch to further explain the process of how counselors receive student evaluations for their Improvement of Instruction (IOI). The library is
seeking ways to get feedback from students but still maintain student anonymity.

26) Emily Philippsen. Emily has sorted all the new CTA cards and distributed to the representatives. The cards are a large undertaking for distribution and it typically takes several weeks to disperse the cards since not all faculty have mailboxes and/or teaching assignments. Please contact an Executive Board member if a faculty member has not received their CTA card.

27) A Part time faculty member emailed Emily asking if he/she needs to submit a preference request form every year if they are already on the preference list. No, they do not need to resubmit forms each year for preference. Once a faculty member is on the preference list, they are eligible for preference. If they want to be considered for a new course that they did not earn preference for in the past, then they should fill out and submit a new form.

28) Norco College.

29) Peter Boelman. Peter participated in a CCA prison faculty taskforce to explore model language for a MOU to be negotiated for Norco College faculty.

30) Peter was asked if the Availability Form for preference could be altered since it was made as a sample. Educational Services revised the Availability Form to make it generic and it is available on the Ed Services website https://www.rccd.edu/administration/educationalservices/Pages/Reemployment.aspx as well as linked to the Faculty Association website https://www.rcc.edu/cta/Pages/CTA Home.aspx. All the Preference information and forms are on the Ed Services website.

31) Monica Gutierrez. Monica will be participating in a meeting next Thursday regarding the proposed photonics program.

32) Monica shared that there are faculty concerns regarding the process of appointing interim administrative positions versus holding a hiring committee for interim administrative positions. Faculty have been told that “acting” positions can be appointed because they are short term, but “interim” positions have no clear procedures. Some administrators are being appointed and some go through a hiring process which is insistent, confusing, and requires better clarification from HR.

33) Secretary: Shari Yates. Shari was asked if preference is automatically given to full time faculty who don’t retire but resign, academic administrators, and classified administrators/staff. In consultation with the Faculty Association Executive Board, the automatic preference for retirees is only intended for full time tenure-track retirees, not faculty that resign, academic administrators, or classified administrators that retiree.
34) The Executive Board clarified that preference is automatically given to full time tenure track faculty the first semester but they must apply for preference in order to get on the preference list.

35) The faculty tenure track retirees need to be evaluated the first semester teaching as Associate Faculty. If he/she receives a satisfactory evaluation then the retiree will be placed on the three-year evaluation cycle. Unfortunately, HR has dropped all retirees off the evaluation cycle lists so they are never being evaluated as an Associate Faculty. This oversight needs to be addressed and corrected by HR since some retirees choose to teach part time after they retire.

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

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

38) **Open Hearing.** None.

39) **Election.** The Board of Trustee election was discussed. The County Registrar of Voters has now approved the designation of “Retired Educator” for Board of Trustee candidate Sam Davis.

40) The social media campaign is continuing in promoting Jose Alcala and Tracy Vacker. The former student we hired cleaned up a bunch of broken and incorrect emails.

41) The invitations for the Meet and Greet for Sabrina Cervantes have been sent to our stakeholders through our Faculty Association listserv and they need to RSVP in order to attend the event. This Meet and Greet is part of a series specifically for our chapter members letting them “get to know their elected official.” We plan to do more of these for our local chapter in the future. It will be held on September 30th at 6:00pm.

42) Rhonda proposed that the PAC buy an ad in the show program for the RCC performance of Newsies on behalf of the Jose Alcala campaign.

43) **Motion (Haghighat/Rhyne):** To approve $750 to buy ad for Jose Alcala. Approved unanimously.

44) California Community College Association (CCA). Marianne Reynolds shared that the CCA and CTA support Tony Thurman for State Superintendent of Public Instruction. The position doesn’t directly impact community colleges however it greatly affects K-12 and those students eventually lead to us.

45) Closed Session. Three items discussed.

46) Adjourned 2:55pm.