Attendees:

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc President)</td>
<td>Monica Gutierrez (NC FT Rep)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Jacqueline Lesch (Acting Secretary)</td>
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<td>Shari Yates (Membership Chair)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Fabian Biancardi (MVC VP)</td>
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<td>Dariush Haghighat (RCC VP)</td>
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<td>Jeff Rhyne (MVC FT Rep)</td>
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<td>Garth Schultz (RCC FT Rep)</td>
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<tr>
<td>Ervin Slavick (MVC PT Rep)</td>
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<tr>
<td>Diana Campuzano (NC PT Rep)</td>
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<tr>
<td>Emily Philippsen (RCC PT Rep)</td>
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<tr>
<td>Mark Sellick (District Academic Senate)</td>
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<td>RCC Faculty various guests</td>
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1) Call to Order 1:12pm

2) The following minutes were approved at the 9/17/19 Faculty Association Executive Board Meeting. Motion: Yates/Haghighat. Unanimously approved.

3) President: Rhonda Taube

4) Rhonda continues to provide clarification regarding the representation of higher education in the current landscape of the California Teacher’s Association. Rhonda acknowledges an election will be held to replace the seat vacated when the CFA (California Faculty Association) de-certified from CTA, however it is to complete the remaining term of the vacated seat. The fate of higher education representation at the state-level in CTA is yet to be determined and it is important to discuss alternatives such as decertifying from CTA and the associated impacts.

5) Membership Chair: Shari Yates – No report.

6) Secretary: Jacquie Lesch - No report.

7) Treasurer: Asatar Bair - No report.

8) College Reports

9) Moreno Valley College

10) Fabian Biancardi
11) The Press Enterprise published an article on August 28, 2019, about Eric Thompson, a Moreno Valley College professor who was fired. The District affirmed in a press release dated Sept. 5, 2019, the intent to “Appeal the Order to Reinstate Professor Found Dishonest, Immoral, Unwilling to Follow the Rules of the State and District and Unfit to Teach.” As the leadership of the Faculty Association for the Riverside Community College District, we are committed to protecting our faculty colleagues, fellow staff and students as well as to maintaining the integrity of the contract and of the profession.

12) CTA legal counsel, Marianne Reinhold, has been invited to Moreno Valley College to give a FLEX in-service on freedom of speech. Date to be determined.

13) Jeff Rhyne

14) Academic Calendar Negotiations Report: The Faculty Association Executive Board approved 2020-2021 academic calendar. Four versions of the 2021-2022 academic calendar were distributed for review. Version 4 is the preferred version:
- Fall FLEX begins the 3rd week in August
- One-week break for Thanksgiving
- 2 weeks in December before the start of Winter Intersession
- Veteran's Day November 11, 2021 (Thursday) has been shifted to November 12, 2021 (Friday).

15) Dariush recommends calendar versions be distributed to the Administrators of the three colleges (Presidents, VPs of Academic Affairs, and Student Services) for review and input with the indication of the preferred version 4. The Faculty Association will vote to approve after receiving feedback from the Administration of the 3 colleges.

16) Ervin Slavick

17) Part-time faculty reported difficulty trying to enroll for benefits when informed by HR they did not have a TA for counseling. Counselors do receive a TA for counseling duties.

18) A part-time faculty inquired about electric vehicle charging stations for Moreno Valley College.

19) Norco College

20) Peter Boelman

21) Faculty participating in the Early Retirement Incentive/Golden Handshake who wish to teach for the District after retiring asked for clarification regarding hiring: retirees who return to teach will be hired as part-time at 0.667.
22) Part-time preference is not automatic. Retirees need to inform a college of their intent to teach and submit the preference request form. Preference will be granted for one course for one semester until evaluation.

23) Faculty inquired about the process to withdraw from the Union.

24) Rhonda explained the process is the same that was shared post Janus ruling. In Janus v. AFSCME, the court overturned a decision allowing the collection of fair share fees that was established more than 40 years ago. “Fair share” fees are not union dues and cannot be used for politics or lobbying. They are limited to the direct cost of negotiating and enforcing employment contracts. Faculty who wish to withdraw from the Union must submit a dated request in writing to the Faculty Association President and contact CTA directly to stop dues payments. Rhonda also clarified that anyone who voluntarily drops their membership relinquishes their right to vote on our collectively bargained contract regarding learning and working conditions, fair salary, health care, and other benefits; as well as the right to vote in all union elections. Additionally, they also forfeit access to legal and professional representation and advice, including due process rights; wage and hours issues; discrimination charges; and retirement issues.

25) Diana Campuzano

26) Is there a certificate that is required to teach online other than the Canvas training?
   No, the Canvas training is all that is required.

27) Riverside City College

28) Dariush Haghighat

29) The Board of Governors will be at Riverside City College on September 16, 2019.

30) Dariush will attend CCA in San Jose.

31) Karin Skiba thanked the Union for the healthcare negotiation. She was in the PPO for 10 years prior to retirement, but had to opt out because of the cost. She has asked if retirees are able to opt back in to PPO if they had to move to a different system? Dariush indicated this is a very important question regarding the PPO that we must pursue, find a proper response, and do our best to rectify the problem.

32) The lag time and cumbersome hiring process of new positions getting the green light from the District continues to be a reported source of frustration.

33) Ward Schinke asked, has there been an efficiency audit/assessment of DHR practices by an outside consultant?

34) Dariush expressed his absolute disappointment and dismay with misrepresentation of Rhonda and Dariush’s statement to the Board of Trustees in a report from Norco’s
Academic Senate President to the Norco faculty. Dariush is baffled that such a public record can be twisted and misrepresented.

35) Dariush submitted to the Faculty Association Executive Board that he will draft a personal response detailing point-by-point the misrepresentation of the facts in that report and post it on Norco list serve and submit it to the Executive Board next week.

36) Dariush accepts the full responsibility for his personal response and will urge the readers not to take it as official communication by the Faculty Association Executive Board.

37) **Garth Schultz**

38) Garth met with Dr. Anderson to discuss background checks for CCAP courses taught by RCC faculty at the high schools. There will be more regularly scheduled meetings with the Dr. Anderson and the Riverside City College Faculty Association Executive Board representatives. Dr. Anderson extended an invitation for Faculty Association representation at the BEST OF THE INLAND EMPIRE where RCC is being recognized.

39) Garth is meeting with Dr. Anderson and Communication Studies faculty to finalize the stipend agreement for the Intercollegiate Speech Competition.

40) **Emily Philippsen** – No report.

41) **Open Hearing**

42) **Mark Sellick**

43) Mark stated that the District Academic Senate will be meeting on September 23. The Moreno Valley College Academic Senate did not meet on September 9, but will be meeting on September 16. The Riverside City College Academic Senate met on September 9 and offered an orientation for new senators that included a history of the Academic Senate and its role at the state and local level. The RCCAS will meet again on September. The Norco College Academic Senate met on September 9. Mark pointed out that the meeting included a resolution of condemnation for Chancellor Isaac. Mark offered that he found several problems with the document as well as how he received it. He claimed that the resolution relied on an incorrect understanding of Accreditation Standard IV and Board Policy 2430, and that it offered no concrete examples of the chancellor acting improperly. Mark was surprised that the document was brought to the Norco College Academic Senate and that it was not sent to him and Jennifer Floerke, Moreno Valley College’s Academic Senate President, until Monday morning. The Norco College Academic Senate will meet again on September 16. Mark will provide a report from the senates during the next meeting.
44) Closed Session. Three items discussed.