



**Minutes
RCCDFA/CCA/CTA/NEA
February 23, 2021
Zoom Meeting**

| Present | Absent |
|---|--------|
| Rhonda Taube (RCCD Faculty Association President) | |
| Emily Philippsen (Secretary) | |
| Lee Nelson (Treasurer) | |
| Fabian Biancardi (MV VP) | |
| Jeff Rhyne (MV FT Rep) | |
| Peter Boelman (NC VP) | |
| Monica Gutierrez (NC FT Rep) | |
| Diana Campuzano (NC PT Rep) | |
| Darius Haghghat (RIV VP) | |
| Garth Schultz (RIV FT Rep) | |
| Wyn Moreno (Interim RIV PT Rep) | |
| Jennifer Floerke (District Academic Senate President) | |
| Faculty Guests | |

- 1) Call to Order 1:06 pm
- 2) Motion to approve the Faculty Association Minutes from the last meeting (Lee/Fabian) Approved unanimously.
- 3) Representatives from Retiree First presented their proposal for the RCCD retiree health insurance plan.
- 4) **President's Report—Rhonda Taube** – Rhonda reported that there is an absurd number of ongoing investigations in the District. This disturbing trend has been increasing over the past few months. In the past, there were times where the Faculty Association could help to work out allegations between the parties. However, it seems that some investigators hired by the DHR have found a pot of gold in our District with a blank check for almost unlimited expanding

investigations. This seems to be reflective of a collapse of accountability and meaningful leadership in the DHR.

- 5) Of course, there are some allegations that are serious in nature and must be investigated but it seems at times we are encountering overzealous and never-ending wasteful investigations. These investigations do not come cheap and it is really disheartening to see our colleagues to be dragged into wasteful and costly investigations which are truly nerve racking for them with a huge financial burden for our district specially during these dire economic conditions.
- 6) Rhonda clarified some of the confusion regarding IOIs and Part-Time faculty evaluations. Tenured faculty IOIs were skipped last spring due to the pandemic. This means that if a tenured faculty member was due to be evaluated in spring 2020, they are now due spring 2021. Tenured faculty that were due in spring 2021 will now be due in spring 2022 and so on.
- 7) As negotiated for the fall 2020 evaluations, faculty and administration need to be thoughtful in their online evaluations. During the initial meeting, all parties need to agree on the specific module/week for the observation. Evaluators are ONLY looking at the agreed upon module or week, not the entire course. Evaluators should be asked to be added into Canvas courses as observers to be protective for student information and grades.
- 8) The negotiated MOU for online evaluations from fall 2020 is attached for reference.
- 9) If the faculty member is teaching a hybrid course with a face-to-face component, then the evaluator can observe in-person if all parties agree and it is safe to do so.
- 10) Rhonda reported that there is an issue with non-credit courses that was discussed in District Academic Senate. It appears that with non-credit courses, there is an issue with retirement contributions.
- 11) This is a serious concern as many faculty have been teaching non-credit courses and may not be aware of this. Administration wanted to move non-credit courses to only part-time faculty teaching them but part-time faculty also contribute to retirement so that does not solve the issue.
- 12) The exact issue is still unclear and Rhonda is investigating it. There is a work group that is being formed to tackle this issue. Many CTE faculty have agreed to be part of the work group since CTE has many non-credit courses.
- 13) **Moreno Valley College**
- 14) **Fabian Biancardi** – Fabian reported he and Jeff have been working with counseling faculty who have concerns about scheduling.

- 15) Fabian reported that he had a faculty member approach him with a question regarding an equivalency committee composition. Rhonda clarified that this is not part of our contract but is an AP or Board Policy. The Chancellor makes an appointment, the discipline makes an appointment for the subject matter expert, and the college's Academic Senate President also makes an appointment.
- 16) **Jeff Rhyne** – Jeff reported he is very close to finding a part-time faculty member to serve as interim representative for MVC part-time faculty.
- 17) **Norco College**
- 18) **Peter Boelman** – Peter reported there is still some confusion over the IOI process. Rhonda will make a clarification in her report.
- 19) Peter, Monica, and Diana met with Dr. Green for their standing meeting. Low enrollment was addressed in that meeting and it seems that Dr. Green is open to helping to work on a resolution for this process.
- 20) **Monica Gutierrez** – Monica asked if there are district guidelines with respect to the cancellation of low enrolled courses and Dr. Green stated that there is no current process or guidelines. Dr. Green will follow-up with the deans and VPAA and would support discussions on a District-wide plan that recognizes and includes individual college's parameters that affect these decisions.
- 21) **Diana Campuzano** – Diana reported that it is about 80 sections cut from Norco college with the majority being part-time faculty courses that were cut. There was some plan for adding some late start courses to try and remedy this issue.
- 22) **Riverside City College**
- 23) **Dariush Haghightat** – Dariush reported that the issues with District Human Resources is still ongoing. One issue is that DHR was blocking direct communication between the Faculty Association and Keenan (our health benefits administrator). Dariush has threatened legal action if the Association's right to timely information regarding our members health care coverage is blocked or tampered with.
- 24) Dariush also reported the issue of his 403b plan still not being resolved. This has been ongoing for over six months and still no resolution in sight. Dariush is concerned that other faculty member's 403b and 457 plans are not correct.
- 25) The increasing faculty investigations by DHR is being an extreme concern. The number of faculty investigations is so great that the Faculty Association is challenged with representing the number of faculty involved. One such investigation includes investigating a number of faculty members in a department and to meet this demand, five FA Executive Board members must now be involved to handle it.

- 26) Dariush is gravely concerned about the financial burden to the District that has been incurred due to the alarming number of investigations. This is predicted to be a cost of hundreds of thousands of dollars when some of these investigations are minor and could be handled in a more cost-effective way. This is especially disheartening when the Association is facing challenges to add hearing aid coverage to our health care plans with an estimated cost of \$30,000 for all three health care plans.
- 27) Dariush is concerned with the inconsistency of part-time faculty courses being cut. There is no consistency even in the same college. The District needs to communicate their plans for cutting courses so that chairs that are planning courses for the summer and fall have clear guidance on what to do.
- 28) **Garth Schultz** – Garth has been assisting with the increase of part-time faculty courses being cut this term due to the economic impact of the pandemic.
- 29) Garth clarified about the timeline for part-time faculty to be bumped. Page 24 of the contract states that part-time faculty can be bumped until census for full-time faculty that need to meet their contractual load. For full-time faculty that bump for overload assignments, it has to happen before the course starts.
- 30) Part-time faculty “shall be compensated for the hours that he/she provided instruction and/or for the first week of instruction, whichever is greater, and will receive compensation for additional hour for each unit of the course at the lab rate for Group 1, Step 1 of the Faculty Hourly Salary Schedule (Appendix B).”
- 31) Dariush added that now there is an issue of which college is going to pay for part-time faculty that have courses cut. Part-time faculty are District employees. It can get complicated for part-time faculty who have had their courses cut from full-time faculty from other colleges. This is a pressing issue that must be resolved soon so that these part-time faculty members can be compensated for their work.
- 32) **Wyn Moreno** – Wyn reported that the bulk of his work with part-timers in the last week has been focused on courses being cut and questions on the process for preference. Many part-time faculty members were unaware or confused about the possibility that their courses could be cut. Some part-time faculty members did not receive any information about the process or compensation for courses being cut from their chairs or deans.
- 33) Rhonda would like to follow-up with chairs on this matter so that there is consistent communication and kindness and empathy on this matter.
- 34) **Secretary: Emily Philippsen** – No report.

- 35) **Treasurer: Lee Nelson** – Lee reported that he completed the balance sheet for this term. It will be sent out along with the minutes.
- 36) **District Academic Senate:** Jennifer Floerke – No report.
- 37) **Open Hearing** – A faculty member added to the non-credit issue. Most faculty probably do not know about the retirement contribution issue and might not want to teach those courses if they did know. Also, many other programs besides CTE have non-credit courses so all disciplines and departments that have non-credit courses need to be represented in the work group.
- 38) A department chair is receiving many new approvals such as approving sick time for faculty in their department. This chair does not feel that it is in their purview to sign some of these requests. When the chair asked about these new approvals, it was said to be coming from the District.
- 39) Rhonda would like to follow-up on these new approvals as it sounds like department chairs should not be expected to be keeping track or signing off on them.
- 40) **California Community College Association (CCA)** – No report.
- 41) **Closed Session** – Nine items were discussed.
- 42) Adjourned at 3:34 pm