



**Minutes
RCCDFA/CCA/CTA/NEA
September 15, 2020
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)	
Jillian Robertson (MV PT Rep)	
Peter Boleman (NC VP)	
Monica Gutierrez (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Dariush Haghighat (RIV VP)	
Garth Schultz (RIV FT Rep)	
Hector Guzman Orozco (Interim RIV PT Rep)	
Jennifer Floerke (District Academic Senate President)	
Faculty Guests	

- 1) Call to Order 1:05 pm
- 2) Motion to approve the minutes from September 8th, 2020 (Jeff/Diana) Approved unanimously.
- 3) **President's Report—Rhonda Taube** – Human Resources contacted Rhonda regarding a full-time, tenure track faculty member that transferred from one college in the District to another in their 4th year. Human Resources is unsure of the composition of the committee. In the contract, article 11, C, 1A, in summary, it states that there is a committee that will serve as a standing committee until the faculty member is granted tenure. This faculty member has changed colleges so the new college faculty members should be able to evaluate them.

- 4) Dariush suggested the established practice regarding IOI and tenure review processes of transferred faculty is that the composition of the committee should change to provide a realistic and constructive opportunity for the receiving college to effectively evaluate the member of their college, department and discipline. For instance, the new dean and department chair need to be on the committee. If the faculty member earns tenure, then it will be at the new college and those colleagues need to have a say in that process. Dariush suggested that these established practices should be folded into the contract during the next round of negotiations. In the meantime, a side letter of agreement be signed with the District to further clarify this matter.
- 5) Motion: (Dariush/Peter) A side letter of agreement to be signed by the Faculty Association and the District clarifying that a tenure track faculty member transfers during the tenure process, the Improvement of Instruction committee should be similar but that the new department chair, academic dean, and subject matter experts be allowed to be on the committee at the new college. Approved unanimously.
- 6) The Executive Board must vote on the new benefits and will do so during our next retreat.
- 7) The Safe Return MOU was sent to the Chancellor to be signed. The Chancellor would like some minor changes.
- 8) The task force for recommending criteria for tenure-track & part-time faculty IOI evaluations under Covid-19 met with the interim Vice-Chancellor of Ed Services and the 3 VP's of Academic Affairs from the colleges. The discussion was fruitful and resulted in a draft MOU pertaining to evaluations this term under remote teaching conditions. The MOU will be approved and shared soon.
- 9) Rhonda has a scheduled meeting with the new Dean of Distance Education regarding some of the issues that are ongoing with distance learning.
- 10) **Moreno Valley College**
- 11) **Fabian Biancardi** – Interim Vice Chancellor Best contacted the Executive Board regarding the faculty member that was hired with previous experience in their field. Because Human Services (and MVC discipline) falls outside of the ASCCC disciplines but is an "occupational" field that nonetheless has locally required a MA degree for hiring, HR will now follow the occupational salary schedule for Human Services to credit one year on the salary scale for each two years of work experience in the field.
- 12) **Jeff Rhyne** – At a recent Guided Pathways meeting it was found that the coordinators at the engagement centers are receiving varying amounts of reassigned time at each of the colleges in the District. There is no transparency

regarding the reassigned time that is negotiated, and it may not be a fair system when one college may have more money to devote to certain reassigned positions but there are faculty doing the same jobs at the different colleges.

- 13) Rhonda reiterated that this is a reoccurring problem in our District where there are side negotiations for reassigned time where the compensation and timeline are varying. Job descriptions should be included in each case of reassigned time. The District has a long history of handling, keeping track of, and controlling reassigned time and the Faculty Association ends up having to fix it.
- 14) Interim Vice Chancellor Best contacted the Executive Board regarding the faculty member that was hired with previous experience in their field. Sometimes the experience can fall outside of the ASCCC disciplines. Two years of work experience will equal one year of instructional experience which includes Human Services now.
- 15) Dariush reported that Interim Vice Chancellor Best contacted him and was positive about adopting a new set of guidelines for the salary adjustment for a particular discipline to bring it in line with the job description of that discipline.
- 16) Some faculty have reported the challenge of taking a personal day when working online from home. The line between work and home responsibilities is blurred during this pandemic and faculty are becoming burned out.
- 17) **Norco College**
- 18) **Peter Boleman** – No report.
- 19) **Monica Gutierrez** – No report.
- 20) **Diana** - Diana has joined the statewide CCA Part-Time Faculty Issues Committee to further advocate for part-timer faculty.
- 21) There have been a few issues with part-time faculty member's preference applications that had been submitted and they have still not processed. This seems to be an issue at all 3 Colleges.
- 22) The Faculty Association has submitted an official inquiry to Educational Services regarding preference for part-time faculty.
- 23) **Riverside City College**
- 24) **Dariush Haghghat** – Dariush received a question about part-time faculty and special projects. For full time faculty, special projects are part of their load in fall and spring but not winter and summer. Part-time faculty are exempt from this and the Faculty Association Executive Board decided about this in October 2019. Vice Chancellor Susan Mills created language to this effect and sent it out to the Vice Presidents last year.

- 25) Dariush has been working with the District regarding large group instruction. In our contract, page 21 states that alternative delivery is not covered for large group instruction compensation. So, all three Vice Presidents had interpreted the language in the contract large group instruction in all of disciplines during full online instruction due to Covid-19 would not be covered since they are being taught in alternative delivery mode.
- 26) Dariush met with the Chancellor and they both reached an agreement that STEM classes would not be part of the usual language for large group instruction compensation per the agreement the Faculty Association and the District had reached about the composition of the STEM courses during the reopening of those disciplines to the campuses. STEM large group instruction courses will be compensation at the large group rate.
- 27) Dariush reported that his paycheck was incorrect and did not include his department chair summer stipends and the hours that he had served in various hiring committees during the summer. Dariush is concerned about the amount of other department chairs and faculty with similar circumstances that could be affected by this payroll mistake, especially part-time faculty. Dariush made it clear that is not the job of faculty to catch these errors. Dariush has demanded that the Payroll do an audit of this matter making sure all department chairs and faculty serving in committees in off calendar dates to be properly compensated.
- 28) A Board of Trustee member contacted Dariush and Rhonda about a faculty member's concern about reopening the college. Dariush and the other Executive Board members have not received these concerns. Any concerned faculty need to reach out to the Faculty Association Executive Board and the Safe Return Task Forces so that these issues can be handled.
- 29) The District reported to Dariush that recently there was six cases of investigations and that only three went to the level of a formal investigation. The District reassured Dariush that not every issue goes to formal investigations. Dariush is still waiting for clear criteria regarding the investigation process.
- 30) The Instructional Designer position for Distance Education is still being held up. The Faculty Association is frustrated as hell and is planning to take this matter to the Board of Trustees and the Chancellor and demand immediate hiring of those positions based on the job description that suits the Faculty who are at the receiving end of services provided by the Instructional Designers. Enough is Enough. The Faculty Association's patience has run thin.
- 31) **Garth Schultz** – No report.
- 32) **Hector Guzman Orozco** – No report.
- 33) **Secretary: Emily Philippsen** – No report.
- 34) **Treasurer: Lee Nelson** – No report.

- 35) **District Academic Senate:** Jennifer Floerke – Faculty chairs are eager to report about spring 2020 scheduling and the meetings will serve to clarify this.
- 36) **Open Hearing**
- 37) **California Community College Association (CCA)** – No report.
- 38) Closed Session – Five items were discussed.
- 39) Adjourned at 2:55 pm