



**Minutes
RCCDFA/CCA/CTA/NEA
September 29, 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 1:02 pm
- 2) Motion to approve the minutes from September 22th, 2020 (Jeff/Lee) Approved unanimously.
- 3) **President's Report—Rhonda Taube** – The Faculty Association Executive Board needs to vote on the specialty drug preauthorization clause of the PPO plan. The pre-authorization is only for expensive, specialty drugs, not for all prescriptions. The Benefit Committee meets October 16th and we need to make our decision before the meeting.
- 4) Rhonda clarified that District DE has returned the ability for faculty to add others to their Canvas classes for the purposes of teaching evaluations. Observations

on Canvas should be conducted by adding the evaluator as a TA, to protect student information and grades.

5) **Moreno Valley College**

6) **Jillian Robertson** – A part-time faculty member asked if there is a different opening timeline for the Ben Clark facility? Are there any protections for part-time faculty who do not want to teach a hybrid lab course due to safety concerns?

7) Fabian clarified that Ben Clark is CTE program and that they do have a separate timeline. Ben Clark faculty need to be in communication with their deans about their courses. If a faculty member is concerned about teaching a hybrid course, then they need to reach out to their FA representatives for guidance.

8) **Norco College**

9) **Peter Boleman** – Faculty that teach courses in the prisons have had to transition to correspondence courses since their students do not have internet access. The nature of the correspondence courses presents a challenge during evaluations and IOI's.

10) Dariush recommended that a meeting between with the Faculty Association President, Norco Association Vice President and Rep, the Vice President Sam Lee, Academic Senate President Quinton Bemiller, and the director of Prison Education Jessica Cobb to be set up immediately to discuss and devise a plan of action to rectify this problem.

11) **Riverside City College**

12) **Dariush Haghghat** – Dariush is representing two faculty members in investigations. An attorney sent a five-page, list of 57 questions for one of the investigations which will take several hours to get through in the interview. Dariush has been pressing of streamlining the investigation processes so the District would not sustain so much financial burden and faculty will not endure so much pain and agony seating through hours of questions and answers by these high paying attorneys.

13) Dariush is still waiting for an updated preference list from the District. This has been several weeks now. This is a major scheduling issue for chairs who need to schedule classes according to specific timelines. This also creates stress for part-time faculty who have been waiting several months for an answer and has the potential to hinder them from courses.

14) Dariush suggested that he needed to clarify his last week's remarks about the treatment of the minimum qualifications requirements in job posting by the DHR.

15) Last week Dariush suggested that some candidates in a recruitment process did not meet the Academic minimum qualifications for a position that they have applied in the District. So Dariush was wondering why these candidates were

kept in the pool by the DHR. While researching this matter, Dariush has discovered that back in 2018 DHR instituted a policy that allowed candidates who do not meet the Academic minimum qualifications to be kept in the pool if they meet the equivalency due to their additional job experience. Therefore, DHR has simply followed the policy drafted and instituted in 2018 and those candidates can be kept in the pool based on the equivalency standards devised by that policy.

- 16) Dariush suggested that all of these are new to the Association and to the Senate based on Dariush and Rhonda's discussions with the Senate leadership. Dariush also indicated that tackling this issue should be a top priority of the District once this process is over. The current search processes cannot be dismantled because they were planned and advertised based on the said 2018 policy instituted by the DHR.
- 17) Dariush reported that the MOUs for Covid Safe Return to Campus and Occupational Experience Credit have both been signed by the District.
- 18) Dariush thanked Rhonda and Jennifer Floerke for the much-needed clarity they provided for the Winter and Spring schedule in their very thoughtful joint statements with Chancellor Isaac which was posted on the District wide list serve last week.
- 19) **Secretary: Emily Philippsen** – Emily provided an update on new faculty memberships. There is a total of 11 new full-time faculty and 18 part-time faculty have become Faculty Association members since spring 2020.
- 20) **Treasurer: Lee Nelson** – No report.
- 21) **District Academic Senate:** Jennifer Floerke – There is a discussion on the on the ongoing issue of minimum qualifications on job descriptions that are decided at the Human Resources instead of the stakeholders having be the determining factor. It seems this issue has been worked on in the past but has not been fully processed. Academic Senate will be working on the AP 6120 revision for proper hiring processes.
- 22) There is another ongoing issue which is with participatory governance for planning at the colleges and the district. The discussion is on Title 5 and who has been determined to be recommending bodies which is Academic Senate and the administration. Many classified staff have voice that they want equal representation. District Academic Senate is asking for the administration to clearly and regularly communicate the Title 5 regulations for recommending bodies. This should not be coming from faculty on a regular basis.
- 23) **Open Hearing**

24) Marianne Reynolds gave a CTA presentation on medical leaves and reasonable accommodations.

25) A faculty member asked whether faculty should wait for the IDS to put a request to DE to add faculty evaluators?

26) Rhonda clarified that District DE enabled the Canvas feature for faculty to add and remove evaluators into their courses. Faculty can now add and remove evaluators without DE approval. Faculty need add evaluators as TA's.

27) **California Community College Association (CCA)** – No report.

28) Closed Session – Six items were discussed.

29) Adjourned at 3:30 pm