



Minutes
RCCDFA/CCA/CTA/NEA
March 8, 2022
Zoom Meeting

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	
Emily Philippsen (Secretary)	
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
Dariush Haghighat (RIV VP)	
Garth Schultz (RIV FT Rep)	
Wyn Moreno (RIV PT Rep)	
Peter Boelman (NC VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Mark Sellick (District Academic Senate President)	
Faculty Guests	

- 1) Call to Order 1:00 pm
- 2) Motion: Move to approve the minutes from March 1, 2022 (Jeff/Lee) Motion unanimously approved.
- 3) **President’s Report: Rhonda Taube** – Rhonda would like to thank Stephan Ashby for helping to fix the technology in DL 404 for the Faculty Association meeting.
- 4) Rhonda reported that the Official Demand to Bargain for the equity FLEX requirement was just to pause the process enough for clarification. At DLC and Senate at RCC, there were several questions about the strict definition of equity FLEX and a little bit of confusion about the approval process. These are both aspects that are in conflict with the intent of the new provision of the contract. A

draft that was discussed seemed evaluative and also involved non-faculty. These concerns combined with all of the concern expressed by faculty at all 3 colleges at our last meeting led to the Demand to Bargain.

- 5) Rhonda reported that the Sexual Harassment training mandate that was negotiated before the pandemic is still in effect. Faculty can expect an official explanation from the FA regarding how the training will be facilitated and the deadline of the December 2022. Part-time faculty will be compensated two hours at lab rate for completion of the mandated training and full-time faculty can use the training for FLEX. More details will be forthcoming.

Moreno Valley College

- 6) **Fabian Biancardi** – Fabian reported that he and Jeff met with VP Lopez for their monthly meeting. VP Lopez is concerned about the current process for Census dates and reporting to the state. VP Lopez has proposed an update to the District to better align our Census to the state process. Our current system allows for faculty to drop no-show students within five days of the Census date however, Jeff believes that according to Ed Code, it should be completed the day of Census.
- 7) Fabian reported that a faculty member asked about the differences between special projects and reassigned time in terms of retirement. Rhonda believes that special projects do not count for retirement. Fabian will further clarify this question.
- 8) **Jeff Rhyne** – No report.
- 9) **Angelica Barraza** – Angelica is happy to be having our FA meetings back in-person.

Norco College

- 10) **Peter Boelman** – Peter reported that a part-time faculty member asked about the equity FLEX time. Part-time faculty do not have the eight-hour requirement, however, they can submit up to three hours of equity professional development (separate from the three hours of general professional development time) per academic year for compensation.
- 11) A faculty member contacted Peter because they received a phone call to their personal cell number from someone who identified themselves as a Keenan & Associates representative who was advertising a prescription drug plan. This does not seem to be a legitimate Keenan advertisement and Peter will further investigate. The FA advises for any faculty that receive this type of call or correspondence to not provide any of their personal information.
- 12) **Araceli Covarrubias** – No report.

- 13) **Diana Campuzano** – Diana reported that more faculty are having trouble with Etrieve. The FA has a meeting with the District to resolve this issue. Diana and the other part-time faculty reps will report back on this resolution.

Riverside City College

- 14) **Dariush Haghight** – Dariush is happy to have our FA meetings back in-person.
- 15) Dariush is thankful for the strong leadership of our female identifying FA Executive Board members. He wished everyone a Happy International Women's Day.
- 16) Dariush discussed that the official Demand to Bargain that was issued by the FA in regard to the equity FLEX requirement was due to the confusion and rigorous definition of equity by some individuals. The Faculty Association's demand to bargain is not intended to overstep on the Academic Senate's purview. It is rather a pause until there was further clarification. The AS needs to decide on updated guidance so that there is consistency for faculty and administrators. There is much faculty concern over the June 30th deadline for this requirement and that there is a still not clear guidance or a process for this requirement. The Association does not wish faculty to lose credit for 8 hours of flex activities which is equal to one full workload.
- 17) Dariush reported that he and Rhonda met with the District Benefits Committee and that there was an issue with approval process specialty drugs in the PPO prescription plan. Again, there was an issue with a faculty member that was denied a doctor prescribed medication. The FA clarified with Keenan that the original negotiation is that prescriptions will not be denied by the vendors. At no point will the expertise of doctors be taken out of this process.
- 18) Dariush reported that he, the other VPs, the part-time faculty reps, and Rhonda have a meeting with the District to finally resolve the Etrieve issue so that part-time faculty can be compensated for their professional development and assessment time in a timely manner.
- 19) Dariush suggested, he will no longer accept any more delay in compensation to part time faculty for their professional development hours. The Association negotiated that provision in good faith and Dariush holds the administration accountable to full and timely compensation to part time faculty who have fulfilled their three hours of professional development flex hours.
- 20) Dariush reported that the FA Executive Board and the District will meet to resolve the Official Demand to Bargain for the Equity FLEX requirement.
- 21) Dariush reported that he will not be surprised if the mask and booster mandates will lift after the next BOT meeting.

- 22) Dariush will reported that John Geraghty checked in and will need about thirty more days to finish updating the sick leave hours for faculty.
- 23) Dariush clarified the process for reassigned time which is clearly spelled out on pages 36-37 of the contract. Reassigned time and release time that is given outside of this process, is not sanctioned by the contract and therefore, not guaranteed the administration sanction its renewal and proceed with negotiations with the Faculty Association. Once the process outlined in the contract is fully and completely followed by the administration for any newly requested release or reassign time, those request will come to the FA from the administration and then the FA will negotiate from there.
- 24) Dariush reported that the FA will meet with the District to finalize the progressive discipline negotiation.
- 25) **Garth Schultz** – Garth has had a few faculty members contact him regarding the mask & booster mandates. Garth clarified that it will be up to the RCCD Board of Trustees to lift the mask and booster mandates.
- 26) **Wyn Moreno** – Wyn reported that a faculty member contacted him about an issue with applying for unemployment. Wyn provided this faculty member with the information to contact CCA and CTA since they are FA members.
- 27) Dariush asked Wyn about the process for part-time faculty to be hired. Wyn stated that the current process is complicated and hard to navigate. This process needs to be streamlined.
- 28) **Secretary: Emily Philippsen** – Emily is delighted to have our FA meetings back in-person. It is nice to be able to have these discussions in person again.
- 29) **Treasurer: Lee Nelson** – No report.
- 30) **Open Hearing** – No report.
- 31) **District Academic Senate – Mark Sellick** – Mark reported that there was wide discussion on the equity FLEX requirement and what is and is not considered equity FLEX. At RCC AS, there was concerns that the proposed equity guidelines were evaluative. The Faculty Association negotiated the equity FLEX requirement however, professional development is under the purview of Academic Senate. Content of professional development is faculty driven and faculty need to lead this charge.
- 32) Mark clarified the approval process of the equity requirement. Faculty submit their equity hours to FLEX. Department chairs will sign off on equity hours according to the approved equity FLEX guidelines. Deans will monitor faculty equity hours via the IOI process and the end of the year reports.

33) Mark reported that District Academic Senate's last Zoom meeting will be on March 28th 2022 and from that point on, the meetings will be back in-person.

34) Mark discussed faculty concerns about Ally scores. Rhonda asked about Ally scores for Web-Enhanced, in-person courses. This seems to be a much needed discussion and clarification from the District.

35) **California Community College Association (CCA) – Dorothy Reina** – No report.

36) **RCC Parking Committee – Bobbie Grey**

- a. The recommendations for parking changes around the Early Childhood Education building, Mine Okubo, CAK, and the top of the parking structure have been approved by the PRC and RDAS and are now at EPOC waiting for approval.
- b. The parking committee is currently working on ameliorating safety issues at the downtown buildings (CAADO/Coil/Culinary/Fox). The main issues are:
 1. Lack of signage and verbiage on current signs.
 2. Need for permanent and consistently available safety escorts (more than one) other than RCCD police officers.
 3. Need for employees to have the right to move their cars closer to the building when working in the evening.
- c. Patrons of of RCC have been ticketed for parking at RCC when attending events at Landis auditorium. This angers the public and makes them not want to return. Maybe parking fees can be included in ticket prices? [Discussion will take place on 03/25.](#)
- d. All parking committee meetings will be held on the fourth Friday of the month on Zoom from 12:00 pm - 1:00 pm

37) **Closed Session** – Seven items were discussed.

38) Adjourned at 3:35 pm