



Minutes
RCCDFA/CCA/CTA/NEA
March 15, 2022
RCC DL 404 & Zoom Meeting

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Angelica Barraza (Interim MVC PT Rep)
Emily Philippsen (Secretary)	
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Darius Haghghat (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 1:06 pm
- 2) Motion: Move to approve the minutes from March 8, 2022. (Jeff/Wyn) Motion unanimously approved.
- 3) **President's Report: Rhonda Taube** – Rhonda reported that she and Jeff Rhyne are representing the FA in the Vice Chancellor of Ed Services search committee.
- 4) Rhonda discussed the need for the FA calendar committee to convene to negotiate the Juneteenth observance day. Even though both bargaining teams, for the FA and the District, approved the addition of Juneteenth, it was too late for this date to be added during the last contract negotiation that took place before the Board resolution to adopt the holiday. However, because we added the negotiated calendar to our contract, any changes require an MOU. Jeff will attend the calendar committee to represent the FA for this negotiation with the District.

- 5) Rhonda reported that the FA is waiting for the District to sign the Covid Healthcare MOU.
- 6) Rhonda is frustrated with the delayed response time from the District over the all of the Official Demands to Bargain. One in particular that is time sensitive for faculty is the Demand to Bargain holding faculty accountable for the equity FLEX time requirement for this academic year.
- 7) Rhonda was contacted regarding an IOI for a coach in athletics. The proposed IOI committee was composed of two administrators which Rhonda was concerned about as it is excessive for Athletics faculty. The FA Executive Board unanimously agreed that two administrators on any IOI committee is excessive and not in alignment with the contract.
- 8) Faculty members whom lost their reassigned time have been contacting Rhonda. Rhonda would like to remind faculty of the reassigned time process according the contract (page 26): (1) faculty need to submit their detailed proposal for reassigned time to the college administration (2) if the college supports the reassigned time proposal (3) then the proposal will come to the Faculty Association for approval (4) the FA will contact the District to begin negotiation (5) bargaining with the district begins and must be by negotiated with the district, not the colleges, as it is a district contract.
- 9) Rhonda reported that according to AB 1383, the District has 90 days to complete investigations. Historically in our District, faculty investigations have taken at least an entire semester if not the whole year to complete.

Moreno Valley College

- 10) **Fabian Biancardi** – Fabian highlighted Moreno Valley College’s 33rd Anniversary.
- 11) Fabian and Jeff met with MVC President Steinback for their monthly meeting. They discussed the current equity FLEX issues, including the recent Official Demand to Bargain.
- 12) Fabian reported that a faculty concern about reassigned time for reoccurring projects. Some college programs such as Dental Hygiene or The Children’s Centers, are accredited and there is an ongoing need for faculty reassigned time to facilitate these major projects. Currently, many of these projects are conducted through means of special projects which makes the already challenging process more complicated.
- 13) **Jeff Rhyne** – Jeff is the enrollment committee representative for the FA. Jeff reported that the District enrollment management committee met for the first time

this spring. The complexity of not meeting the FTE targets was a major discussion.

- 14) Jeff reported that it seems that the District will go back to multiterm scheduling where students will register for the summer/fall and winter/spring terms at the same time.
- 15) Jeff asked about part-time faculty members that are teaching at multiple colleges in the District and are being evaluated. It is most beneficial for faculty to be evaluated at all of the colleges that they are teaching at even if they were recently evaluated. This is due to preference. Preference is one class per college.
- 16) **Angelica Barraza** – No report.

Norco College

- 17) **Peter Boelman** – Peter reported that the faculty member that was contacted by Keenan and Associates regarding a prescription drug cost savings was a legitimate call. Keenan does contact employees to discuss alternative medications options that can save the District money. Employees have the right to decline the offer and so does their physicians. Dariush added that we can expect more of these calls in the future due raising costs of healthcare. The District has made this announcement to employees and that the savings goes into the retiree healthcare costs.
- 18) Peter and Araceli attended the department chairs meeting at Norco where they explained the Etrieve resolution and the Demand to Bargain for equity FLEX hours.
- 19) Peter is Co-Chair of the Call-to-Action Taskforce: Professional Development Workgroup. This District workgroup has created recommendations for faculty FLEX professional development.
- 20) **Araceli Covarrubias** – Araceli reported that a faculty member had a question about sick time for lab hours. If a faculty member is absent for lab, do they use sick time for lab? The Executive Board feels that they would but are unsure about the exact parameters. Araceli will contact the District for an official response.
- 21) **Diana Campuzano** – Diana Campuzano – Diana thanked Vice Chancellor Aaron Brown for meeting to resolving the Etrieve issue. There will be a new simpler system created with Adobe sign so that it is easy and quick to use. Diana reported that the backlog of part-time faculty that were stuck in the process will be moving forward for compensation. The three part-time faculty reps are preparing a unified message to all faculty that will detail the new process once it is ready to be used.

Riverside City College

- 22) **Darius Haghghat** – Darius discussed the need for a unified response to the state legislators from the FA and senates regarding the budget proposal for the new fiscal year. It seems that the state will be receiving increased money from tax increases and we need to push for our legislators to put pressure for community colleges to receive an increase in funding.
- 23) Darius is concerned with the delay in the District responding the Official Demand to Bargain for the equity FLEX hours. This seems to be a disturbing trend in the District which could result in this issue going to PERB.
- 24) Darius reported that the negotiation for progressive discipline policy is still continuing. The HR and the Union are planning for an upcoming negotiation session on this pressing issue.
- 25) Darius discussed the need and challenges of hiring for a general counsel for the District. The next general counsel needs to be knowledgeable of labor laws, contract laws, Title X, Title IX, and other educational codes.
- 26) Darius is waiting for the final resolution of the District finance office accounting of Faculty overload sick leave.
- 27) Darius reported that there are faculty complaints of the removal of the portable drinking water in the quad and some other areas at RCC. Darius contacted VP West and was told that this decision was made six months ago and a proper solution is being decided.
- 28) Darius proposed that the FA and Senate to co-sponsor an event for a former RCC student who is now one of the leading legal minds on Title IX presentation on Title IX as an honorarium. Motion: Peter/Garth. Approved unanimously.
- 29) **Garth Schultz** – Garth has been fielding faculty questions regarding the logistics of the lifted mask and booster mandate.
- 30) Garth was approached by a faculty member regarding the possibility of fourth booster mandate in the District. It is unlikely that this would happen since the mask and booster mandates will most likely be lifted at the next Board of Trustees meeting.
- 31) Garth was asked about the possibility of graduation being in-person in June 2022. There has been no official communication from the District or college and the end of the term is quickly approaching. The Executive Board feels that an in-person graduation would be a welcomed tradition especially since many of these students may not have been able to participate in high school graduation ceremonies to the pandemic.

- 32) **Wyn Moreno** – Wyn reported that he was contacted by part-time faculty regarding information about student outreach and recruitment. Many part-time faculty have lost their teaching assignments due to low enrollment and some would like to volunteer to try and remedy this issue. Low enrollment is caused by many factors including the pandemic, the rise in the cost of living, and student burnout so this makes this issue complicated. The District has introduced campaigns to advertise and recruit new students but this is a national and state issue so it is uncertain how much campaigns will increase enrollment at this time.
- 33) **Secretary: Emily Philippsen** – Emily – motion: to send a previous FA Executive Board member a flower arrangement in regards to a family emergency for \$250. (Wyn/Lee) approved unanimously.
- 34) Emily reported that eight new members are being processed for the month of March.
- 35) **Treasurer: Lee Nelson** – Lee discussed the contract that the FA has with Simply Voting to run our elections. The FA has a two-year contract which will expire at the end of April 2022 which is a cost of about \$1,000. Soon, the FA will need to make a motion to either renew this contract or seek another company. The FA has had positive electronic elections with Simply Voting so most likely this contract will be renewed.
- 36) Lee shared that he read an article about Schools First being one of the most expensive credit unions for members which he was surprised by. Lee recently approached Schools First to open an account to transition the FA accounts and he ran into a roadblock in doing so. Rhonda advised Lee to wait until fall FLEX when Schools First comes to advertise their services.
- 37) **Open Hearing** – No report.
- 38) **California Community College Association (CCA)** – **Dorothy Reina** – No report.
- 39) **District Academic Senate** – Mark Sellick – Mark reported that the first District Academic Senate meeting will take place on Zoom on March 28th. All district and college meetings should go back to in-person in April.
- 40) **Closed Session** – Five items were discussed.
- 41) Adjourned at 3:15 pm