



Minutes
RCCDFA/CCA/CTA/NEA
May 17, 2022
RCC DL 404 & Zoom Meeting

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Fabian Biancardi (MVC VP)
Emily Philippsen (Secretary)	Garth Schultz (RIV FT Rep)
Lee Nelson (Treasurer)	Wyn Moreno (RIV PT Rep)
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
Dariush Haghighat (RIV VP)	
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 at 1:00 pm
- 2) Motion: Move to approve the minutes from May 10, 2022. (Jeff/Diana) Motion unanimously approved.
- 3) **President's Report: Rhonda Taube** – Rhonda reminded the faculty of the motion passed in the FA meeting on May 10, 2022. In-person graduation shall continue with the Covid-19 vaccine mandate temporarily lifted for the event, masks should be highly encouraged, and the expectation for faculty is that in-person attendance is still expected, or faculty that need an accommodation for virtual attendance can petition through their college administration, not District HR.
- 4) Rhonda is on the hiring committee for the RCCD Police Chief position. Interviews will be held at the end of the week.

- 5) Rhonda reported that the District had contacted her to schedule some of the negotiations for the recent Demand to Bargains that have been issued.
- 6) Rebecca Goldware reached out to Rhonda to open a communication channel between the administration and the FA Executive Board. As a result, they've set up monthly meetings moving forward.

Moreno Valley College

- 7) **Fabian Biancardi** – No report.
- 8) **Jeff Rhyne** – Jeff reported that Fabian was honored with the 20-year service awards, and he was honored with the 15 years.
- 9) Jeff expressed his appreciation for all classified professionals for their service to our students and our District in celebration of Classified Appreciation Week.
- 10) Motion: For Jennifer Floerke as the Interim Moreno Valley College Full Time Faculty representative for the 2022 – 2023 school year (Jeff/Araceli). Motion unanimously approved.
- 11) A faculty member asked Jeff for clarification about the language of reassigned time in the contract. The current language is unclear if the total is for the academic year or per semester. It seems that this issue is dependent upon the duty.
- 12) **Angelica Barraza** – Angelica responded to a faculty member's question about preference.

Norco College

- 13) **Peter Boelman** – No report.
- 14) **Araceli Covarrubias** – Araceli reported that while checking her own flex obligation hours, she found out that she was still in need to complete 3.5 hours of equity related training. Araceli reached out to Dr. Lee to remind him that faculty are not being held accountable for completing equity flex hours this year. After Dr. Lee reached out to the district office, he informed the Flex Administrator at Norco College that hours can be collected and applied towards flex total obligation, but that faculty are not required to comply with the eight hours related to equity until further notice.
- 15) **Diana Campuzano** – Diana reported that it had been communicated to all District part-time faculty that Adobe Sign would be used in place of Etrieve for professional development and assessment time. Diana is thankful to RCC VP Wright for her quickness in working with the FA on this matter.
- 16) A part-time faculty asked Diana if sub time counted in retirement. Sub time does not count in the faculty member's TA, so the sub time would not count for

retirement, sick time, or other benefits. The advantage of sub time not being calculated into TA time is that there is no cap on faculty subbing courses which is an advantage for part-time faculty who are teaching at their maximum FTE.

Riverside City College

- 17) **Dariush Haghghat** – Dariush suggested many faculty members have approached Dariush regarding the historic budget surplus reported by the State of California and the promise of the Faculty Association is securing additional funding for faculty once state's economy bounces back. The May revision is astonishing. Governor is allocating a considerable sum of funding to higher education. The Faculty Association is mindful that most of that money is one-time funding to the colleges, but such a huge state budget surplus. The Faculty Association cannot sit on the sideline and not claim a fraction of that impressive budget surplus directed to the colleges for faculty. During the Pandemic, the faculty have gone beyond the call of duty, serving students, and generating FTEs for our District during the most challenging times in recent memories.
- 18) The District relies on faculty to bring students back and improve our FTEs. During the last round of negotiations, we anticipated that there would be a budget surplus. We secured COLA and the right to negotiate for a fair share of the budget surplus for faculty when such an opportunity arrives. With the run-away inflation, the ever-increasing cost of living, and the incredible budget surplus the state has registered, the Faculty Association should issue a demand to bargain and engage the District in a serious negotiation for faculty fair share of the budget. Of course, when faculty negotiate a raise, the administrators get the same raise. Dariush suggested that the Staff union negotiates its own contract but historically have received the same raise that faculty have received.
- 19) Some administrators whose contracts have been renewed secured a salary raise beyond what has already been stipulated in the contract for everybody. This is concerning since faculty do not have such an opportunity. We are only limited to COLA, which is lagging behind inflation.
- 20) Then all members of the Association executive board took turn articulating the following sentiments.

Faculty have been on the frontlines of teaching during the Pandemic, faculty were some of the first to come back in-person, faculty have been asked to work to retaining students, move all our courses online back and forth for the last two years, and faculty made many sacrifices during the Pandemic such as working through spring break in the spring 2020 and continuing service to students and the college during a pandemic. Inflation is around 8.7% so COLA does not cover the current hardship.
- 21) Dariush recommends negotiating a salary increase. The CA state surplus is set to be 97.5 billion.

- 22) Motion: The Faculty Association to issue a Demand to Bargain for a salary increase for faculty (Dariush/Jeff). Motion unanimously approved.
- 23) Dariush and Rhonda discussed the addition of dental implants in the District dental plans. There were three proposals that were discussed and the Executive Board feels that the option of 75% to \$2000 coverage is the best option.
- 24) Motion: For the addition of 75% to \$2000 coverage for dental implants to be added to the District dental plans beginning in fall 2022 (Dariush/Jeff). Motion unanimously approved.
- 25) Dariush discussed the ongoing frustration with RCC President Anderson. President Anderson repeatedly failed to act on pressing issues brought to his attention by the Faculty Association on behalf of our colleagues. Instead of showing leadership tackling those issues in a constructive, timely and effective ways, President Anderson constantly turns to the HR or outside attorneys for guidance and instructions. Then he claims his hands with the instructions he has received from those sources. We must constantly remind him that he is the president of RCC. As such he has the responsibility of making decisions on those issues. HR and outside attorneys can provide guidance, but they do not make decisions for the college, especially when it comes to contractual issues during a grievance process.
- 26) Besides, some of these issues can and should be handled with effective leadership and not through legal channels. Once those issues are ignored and not handled through proper and constructive leadership, they snowball into very complicated and costly legal entanglements for the college.
- 27) Dariush and the rest of FA RCC team have given ample opportunities to President Anderson to take the ownership of RCC that he has been entrusted with as its leader. Time after time, President Anderson has dropped the ball and demonstrated that he is incapable of being a leader. His lack of leadership has created so much pain and agony for many faculty in general and for the Faculty Association in particular.
- 28) The Faculty Association has exhausted all of its options with President Anderson and is left with no choice but to bring a vote of no confidence against him. It is time for RCC, and President Anderson depart path. A vote of no confidence seems to be the only option and will be brought to the Board of Trustees.
- 29) Motion: The RCCD Faculty Association vote of no confidence for RCC President, Gregory Anderson (Dariush/Lee). Motion unanimously approved.
- 30) **Garth Schultz** – No report.
- 31) **Wyn Moreno** – No report.

- 32) **Secretary: Emily Philippsen** – Emily is very thankful to RCC Acting VP of Business Services, Mehran Mohtasham for his help with the FA Gala.
- 33) **Treasurer: Lee Nelson** – Lee reported that there is still no resolution to the nursing department equity training being denied by the RCC equity committee. The Executive Board is still frustrated that this training was denied since approving trainings is not the purview of this committee.
- 34) **Open Hearing** – A faculty member wanted Gary Storer to be kept in people's minds due to him being hospitalized. Gary is a long-time RCC employee.
- 35) **California Community College Association (CCA) – Dorothy Reina** – No report.
- 36) **District Academic Senate – Mark Sellick** – Mark discussed the first batch of AP & BP policy updates were approved at all three colleges and there are some updates that the Chancellor needs to address.
- 37) Mark discussed an issue that is happening in STEM. The IOI process is becoming challenging for lecture courses that have multiple lab faculty. Since student surveys have been conducted online, there has been student confusion on who they should be evaluating. In some instances, they have had to throw out a whole batch of student evaluations since it was uncertain which lab instructor the students were providing feedback for. This issue has been brought up before and will be followed up on.
- 38) Mark reported that all three college Academic Senates accepted the OEI course exchange and rubric for online courses. As a reminder, the rubric is suggested best practice guidance and will not be used for evaluative measures.
- 39) **Closed Session** – Four items were discussed.
- 40) Adjourned at 3:07 pm