



**Minutes
RCCDFA/CCA/CTA/NEA
September 14, 2021
Zoom Meeting**

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

- 1) Call to Order 1:06 pm
- 2) Motion: Move to approve the minutes from September 7th 2021. (Garth/Fabian) Jeff abstained. Motion approved.
- 3) **President's Report: Rhonda Taube** – Rhonda reported that the District is updating the IOI forms with the new contract language and is including suggestions from the FA Executive Board. Once the District completes the updates, they will be shared with faculty via the VPAA's to the division deans.
- 4) Rhonda reminded faculty that exemptions for the vaccine need to go to HR not the Faculty Association. The Faculty Association does not approve exemptions, only the District can.
- 5) Rhonda reported that the current Faculty Association office in the Digital Library at the RCC campus will be undergoing updates to make the FA meetings

streamable. Once we are back on campus, we will still have the opportunity to hold meetings via zoom.

- 6) Rhonda reported that at the Board of Trustees meeting, Vice-Chancellor of Finance, Aaron Brown, reported that the RCCD will receive a total of 16 new faculty positions as part of state budget allocation. It is unknown at this time how the new positions will be distributed, that process still needs to be worked out.
- 7) In Vice-Chancellor Brown's budget report, he also stated that faculty salaries account for just under 36% of the District salary budget.
- 8) Rhonda and Dariush met with the RCCD Trustees over the weekend to discuss the ongoing and pending faculty investigations that never seem to end. One in particular that regards an RCC faculty was extremely frustrating. After numerous meetings, text messages, and phone calls, a letter was drafted with disciplinary action against a faculty member for charges that were unfounded. Dariush and Rhonda were dumbfounded that this type of letter was even drafted and were even more concerned when they found out that it was written by outside legal counsel, who had clearly never even bothered to read the investigator's concluding report. They demanded the letter be revised to include substantiated one claim and the discipline be appropriate to the determination. We are still waiting for the final letter to be sent.

Moreno Valley College

- 9) **Fabian Biancardi** – Fabian and Jeff met with Dr. Steinback for the monthly FA meetings. Some faculty were changing their face-to-face classes to online without discussing the change with administration beforehand.
- 10) Rhonda added that this issue happened at Riverside as well. Even when the faculty member has been contacted about a Covid exposure, that faculty member needs to have communication with their dean and college administration before going online.
- 11) Fabian helped to clarify an misunderstanding about hybrid courses. The new contract is clear about hybrid courses, "Distance Education is recognized as a mode of delivery that meets the needs of a diverse student population. The limitation on contract load that can be taught fully online is 0.6000. For the purposes of full-time faculty contractual load, a hybrid class with at least 50% of the lecture delivered face-to-face or, for extensive preparation labs where the lab component and lecture component have equal contact hours, with at least 50% of the total contact time delivered face-to-face, shall not be counted toward the .6 limitation on online teaching for contractual load" (page 22).
- 12) Fabian discussed that Dr. Steinback was tasked with creating a task force to work on getting the dashboard for the District covid cases. Rhonda pushed back

on this issue because this was an Official Demand to Bargain issue and there should not be wasted time on going through the process of a task force. Other colleges already have a dashboard working so the District should use those current models.

- 13) Fabian reported that the issue of part-time faculty offices is currently being worked on. One of the major challenges for this issue is the lack of office space on each campus. However, there is a budget line for part-time faculty offices in the state budget.
- 14) Rhonda added that the state has a budget of \$10 million and that RCCD could have half a million. The state will pay for half of the cost of part-time faculty office hours and the District would need to pay for the other half. The FA will need to further negotiate this issue.
- 15) Office hours for part-time faculty would be in addition to the current student contact hours in the contract. Currently in the contract, "Associate faculty will receive compensation for each course they teach, regardless of holidays or the number of weeks in the semester/intersession. Associate faculty will also be paid one (1) additional hour for each unit of the course(s) to compensate for non-regularly scheduled time in contact with students and other professional activities required. By way of example, an associate faculty member teaching a 3-unit course will be expected to assist students or engage in professional activities for 3 hours during the semester/intersession in addition to assigned instructional time. This requirement is not part of the associate faculty member's scheduled teaching assignment" (page 112).

Norco College

- 16) **Peter Boelman** – Peter reported that Norco is also working on tweaking the winter and spring schedules to meet student demand.
- 17) Peter reported that a faculty member asked about if there is a board policy on students sharing class lectures on social media.
- 18) Rhonda added that in California, both parties need to be aware of being recorded. Emily added that faculty lectures are considered intellectual property. Students would face disciplinary action according to the RCCD Student Code of Contact for doing so.
- 19) Board Policy 2710 https://www.rccd.edu/bot/Board_Policies/Chapter%202%20-%20Academic%20Affairs/2710.pdf and 2720 https://www.rccd.edu/bot/Board_Policies/Chapter%202%20-%20Academic%20Affairs/2720.pdf address some of the factors of this issue.
- 20) Dariush implored that it is a good idea for faculty to add a privacy disclaimer on their email signatures like many administrators do. Dariush is advocating that the

FA and the Academic Senate should work together on refining the current board policies to create a stronger language in safeguarding faculty rights.

- 21) **Diana Campuzano** – Diana asked if faculty are able to apply the MOU for faculty that have adjusted their course to a new textbook selection for in-person that was then moved online. Dariush clarified that this was not the intent of the MOU.

Riverside City College

- 22) **Dariush Haghghat** – Dariush reported that the Faculty Association will no longer rely on a gentleman's agreements for negotiations. The FA will only accept negotiations and policies that are in writing.
- 23) Dariush reported that the Demand to Bargain that was issued over the Covid case numbers dashboard is still ongoing. The Chancellor tried to create a parallel task force to the ongoing negotiations on this matter which is in clear violation of collective bargaining established processes. Dariush had to remind the chancellor of this important fact and Rhonda issued a cease-and-desist demand to the Chancellor.
- 24) Dariush suggested his experience with the previous taskforce is not so positive. The current trend of creating task forces over every issue is unproductive and time consuming.
- 25) The process of creating a meaningful Dashboard has proven to be more labor intensive and time consuming than previously anticipated. There are so many data that needs to be uploaded to the Dashboard. Dariush is very thankful of the diligent work of the IT personnel for taking care of this important task. Dariush is hopeful that the Dashboard will be completed during the next few days.
- 26) The District and the Association are also working on the ground rules for determining the tipping point for Covid cases in the District. Then the agreed groundwork can be assigned to a committee consisted of our stakeholders' representative keeping track of information related to those groundworks and determine the tipping point for our district.
- 27) There is an alarming email that has been sent to students who have been exposed to Covid. If the student is fully vaccinated and was exposed, the District has sent emails telling the student since they are fully vaccinated, they can return to campus. This is concerning that the District is not having students and faculty test when they are exposed. Testing needs to be readily available for students, staff, and faculty on campus to meet this need.
- 28) Dariush was contacted by a faculty member that had a disturbing incident with a student. The student was not cleared to attend an in-person class. The student came to class to protest and had an outside friend record the confrontation. The faculty member had to cancel class due to the disruption. The faculty member

contacted the Faculty Association and administration when the student threatened to come to class but the administration failed to stop the student. Dariush contacted both President Anderson and Chief of police about the incident and was informed that the student had been contacted by both them and had promised that they would not show up to the class. But the student went against their promised and showed staging a public campaign against vaccination mandate and clearance processes for the students. Dariush is dismayed that the student was not confronted by the police in a timely manner and has registered his sentiments with both President Anderson and Chief Gates.

- 29) Dariush also talked to the individual faculty and was informed that they had turned down the request for having a police officer standing outside their classroom since they did not wish to cause panic among students. Dariush suggested that it will be a good practice to have a police officer standing outside the classroom when a faculty member receives such a direct warning from a student. These days we just cannot leave anything to the chance. It is just better to land on the side of caution.
- 30) Dariush was contacted by a faculty member that was having to clean athletic equipment in-between students because there was not enough staff to do so. Dariush has asked the administration to investigate this matter since it is truly counterproductive to spend class time on cleaning. It is also not the professional responsibility of the faculty to attend those tasks. The administration needs to make sure that there are staff members available to support this issue.
- 31) **Garth Schultz** – Garth has been asked by faculty of the status of the Covid dashboard.
- 32) Garth is working on distributing the printed copies of the contract. All faculty have access to digital copy here:
https://www.rccd.edu/admin/hrer/Documents/agreements/Faculty_Association_Agreement.pdf
- 33) **Secretary: Emily Philippsen** – Emily is working on updating the website.
- 34) Emily requested funding from the Faculty Association for help to update the membership files.
- 35) Motion: a person to help Emily update membership files and the website. This person will be paid by the Faculty Association (Peter/Araceli) Approved unanimously.
- 36) **Treasurer: Lee Nelson** – No report.
- 37) **Open Hearing** – A faculty member asked if the Covid-19 booster will be available on campus. Dariush replied that he is not sure but it most likely will be.

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

39) **Closed Session** – Four items were discussed.

40) Adjourned at 2:53 pm