



Minutes
RCCDFA/CCA/CTA/NEA
October 5, 2021
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)	
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)	
Jennifer Floerke (District Academic Senate President)	
Faculty Guests	

- 1) Call to Order 1:04 pm
- 2) Motion: Move to approve the minutes from September 28, 2021. (Jeff/Garth)
Motion unanimously approved.
- 3) **President’s Report: Rhonda Taube** – Rhonda reported that there was a presentation for the RCCD Benefits Committee for “stop loss” additional insurance on benefits. This would be similar to “gap insurance” for the PPO plan. The concern is that the district Finance office has already signed the agreement with the vendor providing the stop loss without the knowledge and consent of the Benefit Committee and collective bargaining units. That is in clear violation of the spirit of the recently negotiated contract. It is also a slap on the face of Benefit Committee members who sat through an hour of presentation and reviewed several documents only to find out that the decision has already been made by

the district and the agreement has already been signed by the District Finance Office.

- 4) The Faculty Association registered its strong opposition to this unilateral decision by the District which is in stark contrast with the spirit of transparency and inclusiveness.
- 5) Rhonda also reported that the RCCD Benefits Committee is receiving proposals for a new 3rd party administrator for the PPO plan. Currently, the 3rd party administrator is Health Now but there are many issues with preapprovals and claims.
- 6) Rhonda is still frustrated with the current structure of the Board of Trustees meetings. The committee meetings are nothing but long, data-intensive reports that are impossible to follow. This current culture of the BOT meetings does not give the opportunity for meaningful discussion and problem-solving.

Moreno Valley College

- 7) **Fabian Biancardi** – Fabian and Jeff met with President Steinback and VP Lopez to discuss the challenges of working with the Ben Clark training center with the vaccine mandate.
- 8) Fabian reported the FA is in the process of completing the negotiating for a side-letter of agreement to be negotiated with the District for proper compensation to a few faculty that lost ten hours of their recorded lectures due to the discontinuation of the District service agreement with a vendor.
- 9) **Jeff Rhyne** – Jeff is appreciative of Dr. Steinback’s communication and clarification of a personnel issue.
- 10) Jeff reported that many MVC faculty are appreciative of Dariush’s email explaining the issue affecting approval of some Part-Time faculty TAs.
- 11) Jeff would like to remind department chairs to make sure that they are approving Part-Time professional development and assessment time in Etrieve in a prompt manner. Faculty can see where the hold-up is in Etrieve, and Part-Time faculty need to be paid for the work that they have completed.
- 12) **Angelica Barraza** – Angelica reported that the Part-Time faculty workroom at MVC needs to be updated. The computers need to be updated and serviced. Angelica is working with the administration to fix this issue.

Norco College

- 13) **Peter Boelman** – Peter reported that a faculty member is concerned that the differentiation between PT/Overload and Full-Time sick banks not being transparent on pay stubs. If faculty want to know the specifics of this information,

they currently have to reach out to their payroll tech. Also, there is additional frustration with pay stubs not being available online.

- 14) Rhonda added that payroll is severely understaffed and has gone through a number of large changes during the pandemic and that the District uses a taxing and antiquated process for payroll.
- 15) Peter reported that they had a monthly meeting with President Green and that the Part-Time faculty Etrieve issue was discussed. Dr. Green assured them that they would work on this issue being resolved.
- 16) **Araceli** – Araceli reported that the DE email that was sent out regarding the DE certification was extremely concerning for many faculty. Rhonda assured Araceli that if the District mandated a specific number of hours for training that the FA would negotiate it.
- 17) **Diana Campuzano** – Diana Campuzano – Diana pushed for an updated Etrieve process for Part-Time faculty to submit their equity training hours with the monthly meeting with Dr. Green. Dr. Green agreed this was important and would try to assist in resolving this issue. Diana is upset that Etrieve is still a major roadblock for Part-Time faculty to be compensated for their work.
- 18) Diana reported that some Part-Time faculty have not been compensated for the Equity and professional development training that they have already done, and it should not be held up by a poor system and people failing to approve the requests.

Riverside City College

- 19) **Dariush Haghghat** – Dariush reported that he is extremely frustrated with the District's lack of communication and progress report on several key issues with major impact on faculty working condition. This is during the time that the Association and the District are engaged in a number of sensitive negotiations. The silver lining in this frustrating situation is the great leadership exercised by Vice Chancellor Few who has been really on top of her game with timely and effective communications with the Association.
- 20) Dariush reported that Vice Chancellor Kim has assured the FA Executive Board that her IT team is working diligently to finalize the approval process of the Teaching Assignments of Part time faculty members whose TA approval process has not been completed.
- 21) Vice Chancellor Brown has also assured the Faculty Association that no part time faculty will face any delay in payment due to lack of approval of their TAs.

- 22) Dariush is still concerned that faculty working without formal TA approval might cause potential liability issues. That is why the Association is pushing hard that their TAs to be finalized and approved as soon as possible.
- 23) Dariush was disturbed to find out from student workers that they have been working without compensation. This is a complete injustice to our students and should never happen.
- 24) **Garth Schultz** – Garth brought forward an issue with a department that would like to hold their department meetings outside of the contracted workday. The FA Executive Board is concerned that there is not a way to mandate faculty to attend if it is outside of the contract. The FA recommends that the department find a way to hold meetings during the contracted workday.
- 25) **Wyn Moreno** – Wyn echoed the concerns and frustrations of the Etrieve difficulty and the TA issues.
- 26) **Secretary: Emily Philippsen** – Emily asked Rhonda how far back the information on the new FA website needed to be. Rhonda explained that perhaps a year would be enough for budget reports and minutes. The older MOUs were either folded into the new contract or expired. Emily will archive the older minutes and other information electronically and printed in the FA office at RCC.
- 27) **Treasurer: Lee Nelson** – Lee is close to completing the PERB report and to completing the taxes for the FA.
- 28) Lee will send the FA budget to the Executive Board.
- 29) **Open Hearing** – A faculty member asked if a FT faculty member can teach at a sister college for their regular load of classes and a new section is opened at their home college, is it bad for the faculty member to keep the course at the sister college? Dariush explained that this is a common practice and happens frequently. Rhonda added that even FT faculty are District employees so they can teach at any of the colleges in the District. Jeff added that this practice is explained on page 35 of the contract.
- 30) **District Academic Senate – Jennifer Floerke** – Jennifer reported that there was a problematic email that was sent out from District DE. This email claimed that there was a “senate approved” DE certification. This email also claimed that faculty were mandated to completed an absurd number of hours to be certified. This is untrue; the Academic Senate only approved that there would be an updated training from the Canvas Academy training and that the District would comply with the DE requirement from Ed code. Ed code mandates that faculty be trained on specific content for DE and does not specify the number of hours. Jennifer and the other DE faculty leaders are extremely frustrated with the lack of collaboration with the District DE.

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

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

33) Adjourned at 3:14 pm