



Minutes
RCCDFA/CCA/CTA/NEA
March 22, 2022
RCC DL 404 & Zoom Meeting

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Dariush Haghghat (RIV VP)
Emily Philippsen (Secretary)	Garth Schultz (RIV FT Rep)
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT 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 1:06 pm
- 2) Motion: Move to approve the minutes from March 15, 2022. (Lee/Diana) Motion unanimously approved.
- 3) **President's Report: Rhonda Taube** – Rhonda clarified that faculty may still participate in Equity FLEX and record equity FLEX hours in FLEXtrack. The Demand to Bargain was meant to give a pause to the process of the District holding faculty accountable for the 8 hours until some issues are resolved. Until then, Rhonda explained that faculty are still obligated to continue their 24 hours of required FLEX activities.
- 4) Rhonda reported that the State Chancellor's office proposed changes to Title V to include Diversity, Equity, Inclusion, and Accessibility (DEIA) that would directly impact our collective bargaining agreement. There are 2 components that are proposed to be changed, the first is with hiring practices that falls under Senate

purview and the second is IOI. The proposal for the IOI change is geared towards faculty having to submit proof of their individual equity work in their IOI. Rhonda explained that the FA supports the principle of faculty improving their understanding of equity on an ongoing basis, however, the metrics that the state is proposing to hold faculty accountable during their IOI is unclear and contrasts with our current collective bargaining agreement. During negotiations of the contract, these types of issues were discussed and an Equity narrative was added to the self-reflective IOI statement for faculty under review, but discussion of equity data cannot be used for a needs improvement or non-renewal.

- 5) The deadline for stakeholders to submit comments to the state regarding this issue is April 24th.
- 6) In regards to this issue, Diana reported that these changes were discussed in the recent CCA state board meeting and that CCA opposed the proposed changes as well, as it takes away the rights of the bargaining units to negotiate the IOI process and the lack of clarity on the process. They will be sending an official response to local chapters by the end of the week. Mark Sellick commented that even though the state Academic Senate was one of the signatures on the proposal, the details need to be worked out.
- 7) Motion: Support the CCA campaign to stop the proposed changes to Title V regarding equity in IOI and hiring (Wyn/Jeff). Approved unanimously.
- 8) Rhonda reported that the Chancellor updated the process for evaluating administrators due to the push from the FA. For too long, administrators in our District have been able to avoid evaluation or were able to hand-pick those that served on their committees. Those that are in process of being evaluated are: Moreno Valley President, Dr. Steinback, Norco College President Monica Green, RCC President Gregory Anderson, Vice Chancellor Aaron Brown, and Rebecca Goldware. Evaluation is meant to be a way for all stakeholders to be able to provide feedback.
- 9) Rhonda is asking for FA Executive Board members to participate in a CCA survey on collective bargaining.
- 10) Rhonda was asked by a faculty member if faculty who are immuno-compromised are able to ask students to wear a mask during in-person office hours. The Executive Board agrees that this is appropriate to ask since even though the mask mandate was ended by the Board, it is still “highly recommended”. Additionally, faculty offices are closed spaces and if a student does not want to wear a mask, virtual office hours are always an option, as more virtual office hours are allowed under the new contract.

Moreno Valley College

- 11) **Fabian Biancardi** – Fabian is thankful to the Faculty Association’s efforts to hold the administration accountable for fulfilling the evaluation obligation.
- 12) **Jeff Rhyne** – Jeff reported that he, Peter, Araceli, and Garth attended the meeting to negotiate adding Juneteenth to the Academic Calendar. Since it was already discussed and approved in theory by the contract bargaining team, the MOU should be straightforward. In terms of future calendar negotiations, discussion ensued.
- 13) Jeff reported that some faculty are concerned about having in-person meetings. It seems that everyone is in different emotional stages of returning to campus and some are needing more time to adjust.
- 14) **Angelica Barraza** – Angelica was asked by a faculty member about a statement on their CalSTRS communication. The statement suggested a potential reimbursement at the end of the year. Angelica will direct this faculty member to CalSTRS for clarification. Rhonda is assuming that this reimbursement is when a faculty tries to deduct too much from their paycheck into their CalSTRS account. When this happens, CalSTRS must reimburse whatever was deducted over the Ed Code limit.

Norco College

- 15) **Peter Boelman** – Peter sent the District Equity Task Force recommendations to the Executive Board for feedback.
- 16) **Araceli Covarrubias** – Araceli reported that faculty have been asking her about the graduation ceremony and she explained that there is no official information from the District or Norco College as of now.
- 17) Araceli was asked about updated part-time faculty evaluation forms. District Ed Services is heading this process and for now, faculty need to use the old forms.
- 18) **Diana Campuzano** – Diana reported that the Etrieve update is as follows: part-time faculty that had at least one approval in Etrieve can expect their professional development or assessment time to be on their April 9th paycheck. Part-time faculty that did not have any approvals on their submitted time can expect it on their May paychecks.
- 19) Diana discussed the 4/29-30 CCA state meeting in Irvine. Faculty that are interested in being a delegate need to request to do so in a FA meeting or by contacting a FA Executive Board member. All FA delegates must be voted by the FA Executive Board since their hotel room is partially compensated by the dues of our members. Delegates need to submit their a report of the workshops that they attended to a FA meeting and for the minutes so that the information can be shared with all members.

Riverside City College

20) **Dariusz Haghighat** – No report.

21) **Garth Schultz** – Garth will be sending out the election communication in this coming week to all FA members.

22) **Wyn Moreno** – Wyn reported that there is a sense of low morale amongst some of the RCC part-time faculty. He feels that the pandemic and the loss of courses is compounding this feeling. Wyn feels that an in-person graduation may help boost some.

23) **Secretary: Emily Philippsen** – Emily asked a question about Community Education non-credit course offerings. Most of the Community Ed courses are taught off campus in local community centers. All of these sites do not have vaccine mandates but our faculty are according to the RCCD District Covid vaccine mandate. Rhonda clarified that any off campus courses still need to adhere to the RCCD Covid vaccine mandate as of now. She is not sure whether this will change in the future or not.

24) **Treasurer: Lee Nelson** – No report.

25) **Open Hearing** – A faculty member asked about the process for District hiring and why the position is advertised internally before it is announced outside the District. Rhonda explained that this process is outlined this way due to Board Policy, as hiring practices are not included in our cba.

26) **California Community College Association (CCA) – Diana Campuzano** –The CCA Spring conference is going to be in person in Irvine April 29-May 1 and registration is now open. Anyone who wants to serve as a delegate for RCCD needs to be approved by the executive board prior to registration.

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

28) Adjourned at 2:36 pm

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