



**Minutes  
RCCDFA/CCA/CTA/NEA  
November 30, 2021  
Zoom Meeting**

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

- 1) Call to Order 1:05 pm
- 2) November 16 Minutes will be approved at the December 7 meeting.
- 3) **President's Report: Rhonda Taube** – No report.

**Moreno Valley College**

- 4) **Fabian Biancardi** – Fabian reported that faculty are concerned about faculty offices getting a bit dilapidated in the Humanities building.
- 5) Fabian also reported that we received a request from a faculty member to keep the jury duty allowance as well as their salary. We reminded the faculty member that the jury duty allowance is a benefit paid by the county to compensate symbolically those people who don't receive their full pay and benefits like we do since we have up to 30 days of paid jury duty leave provided in the CBA.

- 6) Fabian and Jeff will meet with President Steinback and VP Lopez on Monday, Dec. 6 for their regular monthly meetings.
- 7) **Jeff Rhyne** – No report.
- 8) **Angelica Barraza** – Angelica mentioned that there are more shenanigans going on with Etrieve and getting PT faculty paid and that we are working to find out the sources of delays. The problem remains that it should not be this difficult for PT faculty to claim pay to which they are entitled.

#### **Norco College**

- 9) **Peter Boelman** – Araceli and Peter and Diana met with Dr. Green. They discussed Etrieve. Dr. Green said she'd look into it and report back about to them what she learns.
- 10) **Araceli Covarrubias** – No report.
- 11) **Diana Campuzano** – No report.

#### **Riverside City College**

- 12) **Dariush Haghghat** – Dariush reported that he had multiple communications with various District administrators. First, the District has proposed a number of new positions. He has heard from the Senate who object to many of the positions but primarily object to the process for how the District has decided to pursue these new positions. Another question the Senate is raising is about District financial situation: we keep hearing that the District is worried about the financial outlook, so how can they afford to increase the District budget.
- 13) Some stakeholders along with a couple of Trustees have inquired from Dariush and Rhonda what the FA position on the District requests are. The FA simply reported that in our experience as faculty, shortages in HR and payroll are impacting faculty.
- 14) Dariush sent email to all four Vice Chancellors requesting rationale for the positions each is requesting. VC Few wrote back immediately explaining HR's needs. Dariush praised VC Few for her clear rationale and for quick response. VC Brown also wrote immediately and detailed rationale. VC Goldware responded after the Thanksgiving break, and Dariush has not heard back from VC Kim about the new positions requested for the ED services.
- 15) After carefully reviewing the rationale provided by the three VCs for the requested positions in their area and based on the experience the Faculty Association's has had with all the problems it has encountered with the backlog of workload at the HR and Payroll services with direct adverse impact on faculty working conditions,

Dariush feels the recommendations by the HR and Finance offices worth the support of Faculty Association. Having said that, Dariush fully appreciates Senate's frustration with the district's lack of attention to the proper process in navigating these positions. Of course, the Faculty Association is not involved in that process and can only echo the sentiments of the Senates on that matter.

- 16) Dariush cannot submit a clear recommendation to the Faculty Association on the positions requested by VC Goldberg for the District's Institutional Effectiveness office and the Foundation. Dariush has not had any firsthand experience with any faculty related working condition issues impacted by the positions requested for the Institutional Effectiveness. And as suggested Dariush has not heard back from VC Kim for any position requested for the District's Academic Office. Therefore, Dariush is unable to submit any recommendations to the Faculty Association for the positions requested for that area.
- 17) Dariush reiterates that HR and payroll have clear needs and recommended Faculty Association's support for the positions requested by the HR and Finance office, to the Trustees. Dariush also suggested that the Association should also support Senates' call for the adherence to the process to be taken seriously.
- 18) A faculty member expressed concern that the District is cutting reassigned time but asking faculty to do more work that they claim needs to be done.
- 19) Dariush reported next that the FA has been patiently waiting for the District to negotiate about reassigned time, as was agreed during contract negotiations last year. First problem is that winter and spring work is on hold because faculty need to know if they are doing the work. Second problem is that the District is asking for all these new positions but claims poverty whenever it comes to faculty work.
- 20) Rhonda adds that we made major compromises in contract negotiations to allow for faculty to be held accountable, but administrators are not even evaluated and renewed over and over.
- 21) Dariush questions: Why should we be the only ones accountable when most top administrators are never even evaluated? Dariush proposes that the FA will discuss in closed session.
- 22) In the past few years, college administrators have been sleep walking with and reckless with granting reassigned time to most if not all the requests for release and reassign time submitted to them by faculty. The college administrators most often play the good cop when it comes to the release time requests without any meaningful and proper evaluations of such requests. The college Administrators try to make the Faculty Association the bad cop when those positions come up for full negotiations with the Association. With such a careless and reckless decision-making process at the college levels, the District has demanded full

accountability for all reassigned and release times by putting a moratorium on any pending requests for release and reassigned time.

- 23) Dariush suggested the Faculty Association has waited far too long for a meaningful discussion with the District on this issue and can no longer wait. Many faculty need to know the status of their reassign time for the Spring semester to schedule their TAs accordingly.
- 24) Dariush suggested the Association should approach the Chancellor and submit to him that the Association can no longer abide by the District's request on the moratorium on reassign time negotiations between the Association and college administrators.
- 25) Dariush brought up that a faculty member pointed out problems with Schools First. Dariush sent an email to RCCD-all and immediately received a flood of emails saying other faculty are having similar problems. Dariush called for emergency meeting of the Benefits Committee.
- 26) A faculty member reported that his wife's district is having same problems with Schools First.
- 27) Dariush repeats that this is very concerning that our vendors deduct from our paycheck but hold it and do not invest in our retirements.
- 28) Dariush also expressed frustration with some challenges he personally experienced with the way "Opt-Discuss" is being handled. Dariush is planning to discuss those challenges with the District during the Association's meeting with the District on its demand to bargain on a host of issues involving technology related issues impacting faculty working conditions.
- 29) **Garth Schultz** – No report.
- 30) **Wyn Moreno** – No report.
- 31) **Secretary: Emily Philippsen** – No report.
- 32) **Treasurer: Lee Nelson** – Lee is working on taxes.
- 33) **Open Hearing** –
- 34) A faculty member asks if there has been any guidance on return to work in spring. For example, will meetings be on campus in spring? Faculty are concerned that we will be left with last minute decisions on expectations for holding meetings in spring.
- 35) A faculty member expressed gratitude that overload sick pay is on the paystubs ... finally.

36) Another faculty member congratulated Dariush on the MUN's continued successes.

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

38) **Closed Session** – 10 items were discussed.

39) Adjourned at 3:06 pm