



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**September 28, 2021**  
**Zoom Meeting**

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Lee Nelson (Treasurer)
Emily Philippsen (Secretary)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
Dariush Haghighat (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 1:00 pm
- 2) Motion: Move to approve the minutes from September 21. (Fabian/Dariush)  
Motion approved with one abstention.
- 3) **President's Report: Rhonda Taube** – Rhonda reported that the District is out of compliance with the Covid case dashboard information which is an unfair labor practice. The dashboard information was not updated according to the negotiation.
- 4) A faculty retiree contacted Rhonda because their RCC email was no longer working. Access to District emails is limited when faculty retire.
- 5) Rhonda would like to see that faculty are taking time to thoroughly discuss the scope and process meeting of IOIs. The new contract language has significantly

changed and provides more in-depth information about this meeting, particularly regarding faculty obligations and boundaries. Many of the issues that the FA deals with in regards to IOIs has to do with problems with the scope and process component and this meeting should not be just to pick the dates but should provide a discussion of everyone's responsibilities. This initial meeting should entail a meaningful discussion and mutual agreement of the components of the IOI and what will be evaluated. The contract now clearly says that anything outside of this agreement cannot be included in the evaluation.

- 6) Rhonda asked for FA Executive Board members to serve on a few hiring committees. Peter and Jeff volunteered to serve on those committees.

### **Moreno Valley College**

- 7) **Fabian Biancardi** – Fabian reported that a faculty member asked about Jury Duty payments. Apparently, this faculty member was asked to reimburse the payments that they received from the county and provide it to the District. The process is outlined at the bottom of page 66 of the new contract under H. Jury Duty.
- 8) **Jeff Rhyne** – Jeff reported that a faculty member was disappointed that the exact number of total annual workdays was not listed in the workload article of the new contract.
- 9) **Angelica Barraza** – Angelica reported that a part time faculty is having difficulty with approvals on Etrieve. The faculty member's professional development time has been awaiting approvals for the last few weeks and still has not been paid for their time. Fabian and Jeff will follow-up with the dean on this matter.
- 10) Angelica reported that a part-time faculty member contacted her about an overpayment error on their paycheck. Rhonda explained that in the past, the FA has worked with District HR about payment plan so that the faculty member will not have to pay it all back in one large sum.

### **Norco College**

- 11) **Peter Boelman** – Peter reported that a faculty member asked about preference: is preference per college? For example, if a part-time faculty member has preference at Riverside and at Norco, does that mean that they are to be offered at class at each college that they have preference for? Yes, preference is per college so theoretically part-time faculty can have preference for courses at each college separately.
- 12) **Araceli Covarrubias**– Araceli reported that a faculty member asked if the 60/40 agreement for teaching online and in-person will apply to Spring 2022. The faculty member asked if the Faculty Association is having discussions about extending what was negotiated this fall for the spring 2022 term as well? Rhonda explained that we are assuming that we will be back at 60/40 for spring 2022.

- 13) **Diana Campuzano** – Diana had a faculty that contacted her about living out of state. Rhonda explained that faculty teaching in our District need to be living in the state for tax purposes (you would be double-taxed if you live out of state), CalSTRS, and the FA has a MOU with the District that all faculty will be living in the state.
- 14) Diana asked about a part-time faculty member that wanted to volunteer their time to help with an event at the college and was denied. It was claimed that it was due to "Union Rules" which is not true, there is nothing in the contract prohibiting volunteering. It looks like the college denied it due to liability issues or other problems. We will seek further information from the district and try to find a solution for this.
- 15) Part-time faculty have been reaching out to Diana about their professional development time being stuck in Etrieve. One issue is that the District has not updated Etrieve to reflect the additional equity professional time that was negotiated. Many part-time faculty are confused on how to submit the equity time.
- 16) Dariush would like the part-time faculty representatives to ask part-timers how many are waiting on professional growth payments.

### **Riverside City College**

- 17) **Dariush Haghghat** – Dariush is gravely concerned that there has been lack of proper communications by the district regarding the precise plan of action for scheduling classes for the Spring semester. Most department chairs have already finalized their schedules and there is still so much uncertainty. Some department chairs have reached out to the Faculty Association for clarity about the Spring scheduling of classes. The Association has communicated these issues to the District and has requested the Chancellor and his cabinet provide clarity on a consistent plan of action for the Spring scheduling and communicate that effectively to all Deans and Department chairs.
- 18) Dariush reported that some faculty members at RCC have reached out to the Association complaining about lack of adequate support services in their area. They have even sent pictures of faculty performing duties that are well beyond their teaching responsibilities. Some faculty members have even their complaints to trustees regarding this lack of support. It is beyond frustrating for faculty to continue to teach and perform duties beyond their teaching responsibilities due to lack of adequate support services at the college.
- 19) Dariush is frustrated with his discussions with the District regarding the cost of some academic programs to the District while we have some excessive costs at the District. Instead of putting academic programs on hold, we need to examine the waste of resources across the board which includes administration.

- 20) **Secretary: Emily Philippsen** – Emily reported that CTA membership cards are attached to the CA Educator magazine for August/September 2021. Emails were also sent to members via the email that CTA has on file. If you did not receive the magazine or the email, please contact Emily and she can request one for you.
- 21) **Treasurer: Lee Nelson** – No report.
- 22) **District Academic Senate – Mark Sellick** – For scheduling for both winter and spring 2022, the senate agrees with the curriculum committee chairs that the DE Addendum should be extended through winter 2022. Classes that have not gone through the usual DE process will be exempted for that through winter 2022 but not for spring 2022 term. For spring 2022, any course that is going to be taught online needs to go through the DE process and the deadline is 10/8.
- 23) The Chancellor is discussing the Study Abroad program and the potential to restructure it. A committee will be created to discuss ways to make the experience more equitable.
- 24) Fabian added that the Study Abroad program is life changing for many students and that it is a way for many students to experience other cultures when they may not have the opportunity otherwise.
- 25) Dariush recommended that the Study Abroad program should be an action item with the Academic Senate since it is under that purview.
- 26) Districtwide effort to make a Zero Cost and Low-Cost definitions and symbols for course schedules consistent at each college.
- 27) The Academic Senate is still in the process of creating a consistent definition of equity.
- 28) There is a concern about reassigned time and how it should be negotiated in the future.
- 29) **Open Hearing** – A faculty member is concerned about department chairs still receiving Adobe sign emails for faculty to receive a Covid-19 vaccine exemptions. Rhonda explained that faculty do not sign off on exemptions and that faculty should forward these requests to their dean.
- 30) **California Community College Association (CCA) – Dorothy Reina** – There is still time to sign up for the fall CCA conference, which will be online.
- 31) **Closed Session** – Four items were discussed.
- 32) Adjourned at 2:57 pm