



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**April 5, 2022**  
**RCC DL 404 & Zoom Meeting**

Present	Absent
Rhonda Taube (RCCD Faculty Association President)	Dariush Haghghat (RIV VP)
Emily Philippsen (Secretary)	
Lee Nelson (Treasurer)	
Fabian Biancardi (MVC VP)	
Jeff Rhyne (MVC FT Rep)	
Angelica Barraza (Interim MVC PT Rep)	
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 March 29, 2022. (Garth/Lee) Motion unanimously approved.

1. **President's Report: Rhonda Taube** – Rhonda reported that the Benefits committee met and the following updates were provided:

- a. The PPO plan will see a small fee increase in the next year. This seems to be due to the increase of claims of people that are feeling more comfortable with going back to regular doctor appointments, which was expected. The amount of claims increased the shared cost. One way to decrease that shared cost in the future is to add more members to the plan. New faculty need to be encouraged to join during open enrollment or upon hiring.

- b. The contract for the employee assistance program REACH will be ending soon. The Benefits Committee will be reviewing proposals from prospective plans and conducting interviews of the firms. Everyone on the Benefits committee was disappointed with the small pool of proposals. Having a strong and comprehensive District employee assistance program is an important component of the progressive discipline process that is currently being negotiated. We want a program that is accessible 24/7 and provides wide-ranging services.
  - c. District dental plans have a surplus and Keenan is proposing for dental implants to be added to our plans.
  - d. Long-term care has been proposed through state legislation for all educators and public servants. If this passes, then it will be automatically part of our current benefits.
1. Rhonda reported that the first meeting for the progressive discipline process negotiation was conducted. This first meeting was to set the parameters of the negotiation and to agree upon the timeline. Rhonda and the rest of the FA negotiating team were taken aback by the District bringing a lawyer to the meeting without it being agreed upon prior which goes against the process. Rhonda will be contacting CTA for legal representation to join the FA bargaining team for the next meeting.
  1. Rhonda reported that the evaluations for District and college administrators were due the previous day and thanked everyone who participated in this extremely important process. The executive board all agreed that this is a step in the right direction for holding administrators accountable.
  1. Rhonda explained that the Vice Chancellor interviews are scheduled for the end of the week. Hopefully, this process will continue in a timely manner so that the selected candidate will be in place before the BOT summer break.

**Moreno Valley College**

- 3) **Fabian Biancardi** – No report.
- 4) **Jeff Rhyne** – Jeff met with President Steinback for their monthly meeting. One issue that was discussed is the long-term impact of low enrollment that MVC is facing.
- 5) Jeff reported that he was contacted by several faculty regarding inaccurate sick bank totals on the March paycheck. Some faculty had as much as 297 hours taken, which is grossly inaccurate. So far, payroll has been quick to respond and fix the errors. However, many other faculty may have the same issue and not realize it. Jeff will follow-up with the interim payroll manager for more information.
- 6) Jeff discussed a concern from a faculty member about the conflicting information from DHR and the college health services for Covid protocols. This faculty

member was exposed to Covid, tested negative, and still canceled their course as an abundance of caution. When they contacted DHR Risk Management and the college health services, they were given two separate protocols. The faculty member spent a large amount of time converting their in-person classes to online for the remainder of the week as told by one District office. Then, on the second day, they were cleared to return to campus in-person by the other college office. Not only is this equity issue for students to have to be given conflicting information for these affected courses (having to change transportation or find reliable internet to be suddenly online) but it is also a frustration situation for the faculty member. It feels like a punishment for doing the right thing.

- 7) **Angelica Barraza** – Angelica had a few part-time faculty members ask about applying for preference.

#### **Norco College**

- 8) **Peter Boelman** – Peter reported that a faculty member asked about the possibility of extending the summer term for courses that are taught in the prisons. The Juneteenth and Fourth of July holidays both fall on Mondays which affects the days and hours for those courses. For other courses, the times of the class meetings is adjusted for holidays but that it not possible to do for the prison courses. The Executive Board agreed that extended the summer term is the best solution.

- 9) **Araceli Covarrubias** – No report.

- 10) **Diana Campuzano** – Diana discussed the case of part-time faculty at Long Beach Community College suing the District over unpaid time that they were asked to meet with students, grade, and class preparation.

#### **Riverside City College**

- 11) **Dariush Haghighat** – No report.

- 12) **Garth Schultz** – Garth mentioned that President Anderson has not put effort into meeting with the Faculty Association this entire academic year and last year for regular monthly meetings. This seems to be an indication of a lack of interest in faculty issues. This is something that past presidents have set-up and facilitated as a way to show their support.

- 13) Garth was asked by a faculty member that was interested in about release time for FA Executive Board members.

- 14) Garth asked about the process for providing the beer and wine for the faculty reception that will take place before graduation. Rhonda explained that there is a form that will need to be completed.

- 15) **Wyn Moreno** – Wyn reported that he received appreciation from part-time faculty for resolving the Etrieve issue.
- 16) **Secretary: Emily Philippsen** – No report.
- 17) **Treasurer: Lee Nelson** – Lee reported that there are several nursing faculty that are frustrated and upset by the special pay scale for the culinary faculty that is reported on page 103 of the new contract. It is not known why the pay scale for these faculty is significantly higher than other faculty and it seems grossly unfair. The historical reasoning for this is uncertain but it warrants Districtwide discussion.
- 18) **Open Hearing** – A faculty member asked about the proposed state COLA increase. Rhonda explained that as of now, it is projected at 5.3% but the final amount will be given after the May Revise of the budget.
- 19) **California Community College Association (CCA) – Dorothy Reina** – No report.
- 20) **Closed Session** – Six items were discussed.
- 21) Adjourned at 2:36 pm