



Minutes
RCCDFA/CCA/CTA/NEA
March 1, 2022
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 1:04pm.
- 2) Motion: Move to approve the minutes from February 22, 2022 (Garth/Lee).
Motion unanimously approved.
- 3) **President's Report: Rhonda Taube** – Rhonda discussed the possibility of the Faculty Association meetings going to in-person with a Zoom component. The Executive Board agreed that as faculty leaders, meetings should go back in person. The decision to go back to in-person meetings as soon as March 8th was unanimously approved.
- 4) The Faculty Association meeting on April 26th will be canceled due to the 60th Distinguished Faculty Lecture by Dr. Dariush Haghghat on “Iran and America:

Troubled Past, A Turbulent Present. How the Immigrants Caught in the Middle Offer Promising Contributions for the Path Forward.” ‘

The Distinguished Faculty Lecture is Hosted by the RCCD Faculty Senate and is one of the most prestigious academic recognition bestowed upon RCCD faculty members.

The Faculty Association Executive Board has always encouraged our colleagues to participate in such a rewarding academic tradition in our district and encourage their students to take advantage of this unique opportunity as well.

The 60th Distinguished Faculty Lecture has been delayed for two years due to the Covid-19 pandemic. The Association is extremely excited that after two and half years of distance education, once again we have an opportunity to kick off such an important academic tradition both in person.

The 60th annual Distinguished Faculty Lecture will take place on April 26th at 12:50 at the Coil School of the Arts in downtown Riverside followed by rooftop reception hosted by the Chancellor's office. The lecture will also be streamed.

The lecture will be delivered again on Thursday, April 28th at 12:50 p.m. at Arthur G. Paul Quadrangle Room 144 at RCC campus.

- 5) Rhonda feels that the brown bag contract training went successful. Many IDS technicians and administrators were asking great questions.
- 6) Rhonda attended the District safety committee meeting and they were informed that the District Covid-19 positivity rate is less than one half of one percent. So moving back to campus seems to align with the current statistics. Rhonda inquired about meetings going back to in-person and she was told that the CSEA MOU will sunshine in April and then staff can attend meetings in-person again.
- 7) Rhonda addressed the conflicting parking messages and it seems to be resolved.
- 8) Rhonda is being contacted about the out-of-date IOI forms. The FA does not create or update forms, only Education Services can do so.
- 9) Rhonda attended the RCC Academic Senate meeting and many faculty members were confused about the equity FLEX trainings. There is confusion on what is or is not considered equity and what are the metrics for approval, which is Senate purview. The timeline is becoming tighter since the eight-hour requirement for full time faculty is due in June. The faculty professional development committee only meets monthly so the concern from many faculty is that FLEX equity training might not be approved and then there is not enough time to address it by June 30th.

10)When the equity training component was added to FLEX by the FA, it was not supposed to add to the department chair workload. Department chairs should not be in charge of approving what is or isn't equity but as the process currently is, chairs are the first approvals for equity training. This work flow needs to be adjusted. What was shared at RCC Senate seemed to be evaluative in nature which goes against the spirit of the negotiation. According to our collective bargaining agreement, faculty may only be evaluated during IOI or for special projects performed for the college.

Moreno Valley College

11)**Fabian Biancardi** – Fabian reported that many faculty members have been asking about the possibility of the mask mandate being lifted in our district. This decision would be a BOT of decision.

12)**Jeff Rhyne** – Jeff clarified interpretation of the objection clause of the IOI process for Regular Faculty. Regular faculty can object to the initial appointment of the administrator assigned to evaluate them one time every three years (once per each evaluation occurring every three years). The President of the college then appoints, after consultation with the college Academic Senate President, a new administrator to serve on the I of I committee.

13)A faculty member contacted Jeff regarding a sick leave issue. The faculty member rescheduled their office hours by one hour and announced the change to their students in advance. The faculty member was contacted by their dean and told that they needed to use a half day of sick time. The Executive Board agreed that this was excessive and that the faculty member should not be docked any sick pay. Jeff and Fabian will contact the dean.

14)Motion: Approval for the updated Covid-19 Supplemental Paid Sick Leave MOU, to align with CA SB 114. (Garth/Fabian) Motion unanimously approved.

15)**Angelica Barraza** – Angelica reported that there was a faculty member that is still struggling with Etrieve.

Norco College

16)**Peter Boelman** – No report.

17)**Araceli Covarrubias** – No report.

18)**Diana Campuzano** – Diana reported that the problems with Etrieve were discussed in the monthly meeting with President Green. President Green is frustrated with the Etrieve issue and the lack of support from the District for part-time faculty.

Riverside City College

- 19) **Dariush Haghghat** – Dariush reported that he is receiving many faculty inquiries regarding the state lifting the mask mandate in schools. Dariush is reminding faculty that a decision to end the mask mandate is a BOT initiation and decision. If the BOT decides to not renew the mask mandate, then it will be up to the unions to negotiate the impact of that decision on their member's working conditions. The faculty union can only react and not act on these decisions.
- 20) Dariush and Rhonda are researching what other districts and community colleges are deciding for the mask mandates lifts and how that process will go.
- 21) Dariush felt that the contract brown bag training for administrators went well. He is appreciative of the Executive Board members and their expertise.
- 22) Dariush and Rhonda have been dealing with conflicting information about the parking stickers. Dariush urges faculty to apply for the spring parking permit so that they are not ticketed.
- 23) Dariush reported that a recent faculty investigation went well, the investigator that was assigned was very efficient and did not waste time with the process of resolving the issues.
- 24) Dariush reported that some of the staff parking on Riverside Avenue/Mine Okubo Avenue (in front of the copy center) to make that a two-way street. The 30-minute parking spots will be removed to make way for the trucks hauling construction material for the renovation projects in the center of the campus.
- 25) Dariush would like for Garth to follow up on this issue in the parking committee.
- 26) Dariush is frustrated with the lack of notifications for Etrieve approvals. There needs to be a system for individuals that need to sign to be notified until it is signed. This ongoing issue MUST be resolved as soon as possible.
- 27) The union's patience has reached its limit. Our Part-time faculty cannot and must not go through all this trouble to get compensated for professional development hours that the union and district negotiated in good faith.
- 28) Right after the meeting, Dariush will send a strong message to the District asking for an emergency meeting to resolve this matter. We must make it crystal clear that enough is enough and is time to deliver for our hardworking part-time faculty.
- 29) Dariush expressed his appreciation and admiration for female basketball players for taking a stand on equity in our district demanding equity, equality, and respect.

- 30) Dariush wishes to make it clear that he is not taking any side on this matter among our colleagues in the Athletic program.
- 31) We have some of the most conscientious faculty and professional individuals in the Athletic program that Dariush is honored to call his friends. The voices raised by these courageous female players should not and must not taint the reputation of all the good folks in that program.
- 32) **Garth Schultz** – Garth reported that he felt that the brown bag contract training for administrators was successful.
- 33) Garth prepared the proposed elections timeline. Motion: approve the spring 2022 elections timeline for FA president, treasurer, secretary, and VP positions. (Diana/Peter). Motion unanimously approved.
- 34) **Wyn Moreno** – Wyn reported that he is working with Emily on resolving some membership issues.
- 35) **Secretary: Emily Philippsen** – No report.
- 36) **Treasurer: Lee Nelson** – No report.
- 37) **Open Hearing** – A department chair at RCC was asked by a department chair at Norco to take late start courses from RCC part-time faculty to give to a Norco full-time faculty member to make a contractual load. The RCC department chair is very confused as to why Norco did not schedule their own late start classes. Dariush advised all faculty members to seek advisement with these issues from the deans and the VPS at the colleges. Faculty should not be making these types of decisions on their own.
- 38) A faculty member asked if department meetings could be back in-person. Rhonda clarified that there has
- 39) District Academic Senate – Mark Sellick – Mark explained that District Academic Senate has not met yet and the first meeting is March 20th. He reported that at Riverside Academic Senate, there was a presentation on the non-credit courses. The diversity component of the FLEX hours for full time faculty training was discussed. There was confusion regarding what the exact guidelines would be. Some faculty were very concerned with hours not being approved and the issue that that would bring so close to the end academic year.
- 40) **College Association (CCA) – Dorothy Reina** – No report.
- 41) **Closed Session** – Five items were discussed.
- 42) Adjourned at 3:27 pm