



Minutes
RCCDFA/CCA/CTA/NEA
August 24, 2021
Zoom Meeting

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

- 1) Call to Order 1:00 pm
- 2) **Moreno Valley College**
- 3) **Fabian Biancardi** – Fabian reported the first day of the semester on campus went well. The students cooperated well.
- 4) There were some issues with some faculty not being fully vaccinated, not having a negative Covid test, and then being sent home. Faculty will be sent home if they do not have a Cleared4 clearance.
- 5) There were many confused students and faculty regarding the Edunav/Webadvisor freeze.
- 6) Some course caps are still larger due and this is an issue that will need to be worked out.

- 7) **Jeff Rhyne** – Jeff introduced a part-time faculty member that is interested in being the Moreno Valley part-time faculty FA rep.
- 8) Motion: Angelica Barraza to be the interim part-time faculty representative for Moreno Valley College. (Jeff/Wyn) Unanimously approved.
- 9) Jeff reported that he attended the CCA summer conference. Most of the workshops were focused on K-12. However, there was a helpful workshop on District budgets.
- 10) Jeff praised Vice President Carlos Lopez for his outstanding leadership in stepping in for President Dr. Steinback. VP Lopez has been very transparent and consistent in his communication.
- 11) Some faculty members asked Jeff about receiving a printed copy of the new FA contract. The printed copies of the contract were delivered to the FA office on the Riverside campus and will be given for distribution to the FA representatives soon. The electronic version is available on the District website:
<https://www.rccd.edu/admin/hrer/Pages/handbooks.aspx>
- 12) **Norco College**
- 13) **Peter Boelman** – Peter reported that he was asked if the provision in section 2b in the Return to Campus-Fall 2012 side letter that states that faculty who have to temporarily transition their face to face class to remote learning will be compensated for 5 hours also applies to the CRC classes that had to temporarily transition from face to face to correspondence mode. The Executive Board agreed that it should apply.
- 14) **Araceli Covarrubias** – Araceli reported that We just reported that our return to campus was well organized. Students cooperated and it was much better than expected.
- 15) **Riverside City College**
- 16) **Dariush Haghghat** – Dariush reported that there were some hiccups during the first day of fall classes at Riverside but overall, it went better than expected. Dariush praised all VPs and Deans at all three colleges for their outstanding work during the first week of classes with all the challenges and uncertainties looming over the three campuses. Dariush Also thanked a host of part-time and full-time faculty members and administrators who showed up at the welcome screening boots at all three campuses.
- 17) Dariush reported that the Faculty Association worked tirelessly during the past few weeks communicating with the CTA legal counsels, our union counterparts in other districts and researching every safety standard, policy and procedures introduced, adopted and recommended for the safety and well-being of our colleagues in reopening of our campuses. The Faculty Association has issued

one demand to bargain after another to the District resulting in countless side-letters of agreement all designed to protect and promote the safety of our colleagues with meaningful compensation for the extra work some of them will endure due to a number of factors in the Fall semester.

- 18) Dariush welcomed the new Vice Chancellor of Human Resources, Tammy Few. Dariush praised VC Few for very impressive work during the negotiations of those side-letter of agreements and her diligent work in leading HR in tackling countless challenges the reopening of campuses has thrown at the DHR.
- 19) Dariush is extremely concerned with a very disturbing decision reached by the Trustees in overturing an administrative determination that had worked out between the DHR, one of our college's presidents and the Faculty Association regarding a disciplinary action of a faculty member. Dariush is very alarmed by such turn of event and is seriously concerned about the potential chilling impact of such decision on the entire process outlined and practiced in determining administrative determining in our district. If not properly checked such a decision can easily spin out of control with adverse impact on the academic freedom in our district.
- 20) Dariush suggested that the FA has been pushing the Chancellor to adopt a meaning progressive discipline policy with examples from other districts. So far, the Chancellor and the District have yet to handle this issue. The Faculty Association will not give up its steadfast advocacy of academic freedom, health and safety, healthcare, benefits, and meaningful working condition. Having a meaningful, well thought out progressive disciplinary policy will go a long way in safeguarding those important issues in our district.
- 21) **Garth Schultz** – Garth served with Administration and staff members outside that Kane building during the first week of classes.
- 22) **Wyn Moreno** – Wyn is impressed with how much everyone is working together to handle the many issues on campus.
- 23) Wyn reported that a part-time faculty member contacted him regarding Human Resources losing their evaluations.
- 24) Diana added that there are some similar issues with part-time faculty at Norco. She feels that the current system is punishing part-timers especially when the evaluations are not completed correctly or as needed for preference.
- 25) Dariush discussed other issues with part-time evaluations such as IDS's being overwhelmed with student comments, some deans not conducting them on the appropriate timeline, and the previous HR leadership wrongly trying to hold department chairs accountable for housing those files (which is not the function

of department chairs). The FA has been pushing back on this issue for the last few years and HR is slow to figure out a clear, consistent, and timely process.

- 26) **Secretary: Emily Philippsen** – Emily has been working on adding new members to our chapter and will report accurate numbers soon.
- 27) Emily reminded faculty that the new CTA Membership cards will be sent out to home addresses in the next few weeks. The CTA membership card will be attached to the CTA Educator magazine.
- 28) **Treasurer: Lee Nelson** – No report.
- 29) **Open Hearing** – A faculty member expressed a concern about faculty having to check wristbands for each student that comes into in-person classes.
- 30) A faculty member that taught during the spring 2021 term shared that they had to check student's Rave Guardian passes so the Cleared4 process is similar to what faculty that have been teaching in-person already. Also, they advised faculty to take accurate attendance each class meeting in case contract tracing needs to be done.
- 31) A faculty member shared the process for adding students as observers until they are added to the course.
- 32) **California Community College Association (CCA)** – No report.
- 33) **Closed Session** – Three items were discussed.
- 34) Adjourned at 2:23 pm