



Minutes
RCCDFA/CCA/CTA/NEA
October 29, 2024
Norco College / Operations Center 116 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary and Membership Chair)	
Felipe Galicia (Treasurer)	
Jeff Rhyne (Moreno Valley College VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Araceli Covarrubias (Norco College VP)	
Michelle Ramin (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Emily Philippsen (Riverside City College VP)	
Araceli Calderón (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Marianne Reynolds (California Teachers Association Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:03pm.
2. Motion to approve [minutes from October 22](#) (Rhyne/Campuzano). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Rhonda thanked everyone who attended the CCA conference and also thanked Marianne Reynolds.
 - b. Rhonda submitted paperwork to obtain more information about the Perris skill center but has not received anything yet. The DO stated that most documents are

still only in draft form, which do not need to be shared. This has been the case for quite a while.

- i. Jeff wondered how the DO can conduct business without clear and completed forms.
 - ii. The DO appears not to want to share information despite the fact that we are a public institution.
 - iii. VC Goldware and Dean Mustain are responsible for making the arrangements regarding the Perris center. The DO seems to be accepting any grants, which leads to the question of whether we should be more discerning about the programs we offer. A lot of energy is spent on contracts with Amazon and other logistics centers. Rhonda pointed out that the Chancellor talks about lifting our students out of poverty, but programs such as logistics do not do that.
 - iv. In addition, the District cannot create its own classes and hiring processes. To avoid issues, the DO should collaborate with faculty before securing grants.
- c. Rhonda shared [sections of the Contract](#) relevant to the Perris skills center.
- i. "Unless otherwise stipulated below, contract education, economic development, and workforce preparation programs are subject to the collective bargaining agreement" (XX.H.1).
 - ii. "All qualified District faculty in good standing shall have first right of refusal for contract education, economic development, and workforce preparation offerings. Faculty will be compensated according to the Faculty Salary Schedule for work that is comparable to and requires the necessary qualifications to teach in the regular credit and noncredit instructional programs" (XX.H.2).
 - iii. "The Association will be notified of program development in the areas of contract education/economic development, and workforce preparation" (XX.H.3).
 - iv. "Any for-credit contract education must provide for the following provisions: Any for-credit program or course offered through contract education must have been approved by appropriate college curriculum committee . . . " (XX.H.10).
- d. Interim VC Bishop is working on a process for helping the personnel of Economic Development to follow our Contract. It is unclear why simply reading the Contract does not suffice.
- e. RCC had a critical incident in which a student fell off a building. There was a lack of communication from the president's office; the incident occurred at 9:06am, the RAVE alert wasn't sent until about noon, and President Oliveros sent an email around 3pm. One of the VPs stated the process went well, which shows a disconnect between administration and others in the college community in how emergencies are handled.
- i. It was faculty who ensured the RAVE went out and notified the DO.

- ii. President Oliveros sent a schedule of when mental health professionals would be available; however, no one was there at some of these sessions.
- iii. Rhonda wanted to know why there are no town halls organized by the college administration. RCC administration has refused to do town halls, even though faculty and classified professionals have asked for them.
- iv. Rhonda appreciated that the Chief of Police repeatedly checked in with her. He was unable to send the RAVE notification earlier as the protocol is for the college to send it.
- f. Rhonda and Emily met with the Chancellor and discussed issues and concerns at RCC. During the meeting, he promised evaluations for his cabinet, including college presidents, would be sent in the next few weeks.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. Jeff asked for feedback on the course caps document.
 - ii. Jeff worked with Adam Navas on an email to the Chancellor to start the president search and communicate a plan. They have not received a response yet. Jeff will confer with Adam after next Tuesday to continue to press the issue.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer thought the CCA conference was beneficial, especially for team building, and thinks there are opportunities for FA Board members to present at future conferences and share successes. This could be a topic for the upcoming retreat.
 - ii. A faculty member canceled a lab session to stay in the classroom as students needed more instruction. It appears the lab tech reported this to the IDS, and the faculty member received an absence affidavit. After looking into it, it seems that this was a misunderstanding. However, we are going to check to ensure this is not a directive that has been shared with staff.
 - iii. The DE negotiations teams had their first meeting and will meet again today.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. Rhejean attended bargaining and grievance workshops at the CCA conference.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Araceli welcomed Norco College faculty, especially new faculty members, and thanked them for coming.
 - ii. Araceli thanked IT for their assistance with technology for today's meeting.
 - iii. As a result of previous discussions on increasing membership, Araceli reached out to HR for a list of nonmembers but was informed that HR can

only provide a list of active members. She will need to use that list to create a nonmember list.

- iv. Araceli shared a statement from a faculty member concerned about the impact of BOTs enrolled in our courses, particularly late-start classes which can have 20-40% enrollment drops because of them. These BOTs are taking away valuable class space. The faculty member asked if FA could demand admissions departments at all three colleges to screen students with a program such as ID.me.
 - 1. Araceli understands these concerns but worries about vulnerable student populations that we already have difficulty in recruiting and retaining.
 - 2. Emily said that most BOTs are using stolen social security numbers, including numbers of minors.
 - 3. Rhonda confirmed this is a significant problem, but it is an academic issue and not a workload issue. While the FA can suggest a strong process, this is more of an Academic Senate issue.
 - 4. District Academic Senate President Kimberly Bell said the three Senate presidents are already discussing this issue.
- v. Araceli was included in communication sent to Parking Services about limited faculty parking because of students taking these spaces. This particularly impacts associate faculty. Rhonda suggested meeting with Parking Services and the college president to work on this issue and shared that RCC also has this problem.
- vi. At the CCA conference, Araceli heard about other colleges that are behind in negotiations or have less effective collective bargaining agreements. She feels part of our strength is a president who calls people out and communicates. In fact, people at the CCA conference asked Rhonda to present. Araceli believes we are in good hands.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Michelle thanked everyone for making her first CCA conference enjoyable.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Emily Philippsen
 - i. Emily stated that several serious incidents have occurred at RCC in the last two years. Administrators promised every time that notifications and communication would improve but nothing has been improved.
 - 1. Rhonda pointed out that faculty are disaster service workers, so it is crucial to have current information during emergencies.
 - 2. The FA Executive Board members at RCC met with President Oliveros, who believed the emergency last week was handled well and does not understand why faculty are confused about

protocols. When questioned, she was defensive or deflected. It feels like she does not want to hear any feedback that isn't positive. She made it clear that she does not believe it is her role or responsibility to communicate with faculty directly, which is deeply concerning. The faculty are an integral part of the college; we build and maintain relationships with students on a daily basis. We have an ethical responsibility to keep our students safe.

3. As one faculty member stated, when there is police activity on campus, faculty need to know that it is safe to release students after class.
 4. Emily received an invitation for the Emergency Operations Committee. Rhonda, who is a member of EOC, did not receive an invitation, and Emily was invited twenty minutes after the meeting had begun. At the EOC debriefing, Interim VP Thomas Cruz-Soto stated everything went well during the emergency last week. This was shocking due to the multiple concerns expressed by both faculty and students.
 - ii. Emily thanked Dean Kyla Teufel for her heroic actions during the incident and her integral help with faculty, classified professionals, and students traumatized by last week's emergency.
- b. Full-Time Representative's Report: Araceli Calderón
- i. Araceli was included in an email asking about the process when online student surveys are not sent in a timely manner or do not have accessible links. When either of these happens, the IDC should be notified.
 1. Emily asked if chairs must go through IDCs for student surveys or if they can create their own forms. They cannot because of potential issues with confidentiality, consistency, technology, etc.
 - ii. A colleague is concerned about private communication that was used by CSEA as evidence. They should reach out to CSEA leadership with their questions. While the FA has a good relationship with CSEA, we do not have control over those processes.
- c. Part-Time Representative's Report: David Martinez
- i. Last Thursday, David and Rhejean attended the Part-Time Preference Committee meeting.
 1. They were informed that Dr. Zhai will be taking over temporarily as Susan Brucks is retiring.
 2. The committee is trying to automate the preference process for retirees. Emily reminded faculty planning to retire to return the preference form before they leave.
7. Treasurer: Felipe Galicia
- a. Felipe also attended the CCA conference and was glad to learn that the RCCD FA is doing so well.

8. Secretary: Sonya Nyrop
 - a. No report

9. Academic Senate President: Adam Navas
 - a. District Academic Senate met yesterday. One topic was the Perris skill center.
 - i. Kimberly Bell discovered outdated information was used.
 - ii. Senate asked for a form of checks and balances with these projects.
 - b. IETTC seems rushed, and faculty have not been informed. The recommendation from Senate is the Chancellor, the Cabinet, and people working on this engage in more robust conversations with faculty committees. Surveys for feedback and faculty forums are ways to share information and engage in conversations.
 - c. Senate is reaching out to District Curriculum to have conversations about these programs as there are numerous questions about roles and processes.
 - d. Because of midyear retirees, Senate discussed academic rank and is reviewing the process for the title of emeritus.
 - e. MVC Academic Senate has been discussing the MVC hiring prioritization, particularly the directive from the college president that counselors would not be part of this year's prioritization. This is a unilateral decision based on the new funding formula, which leads to questions on this formula that was decided on by the Chancellor. This is not about hiring counselors but about the process and possibility of double-dipping issues with funding.

10. Open Hearing
 - a. A faculty member thanked HR for working hard to resolve issues for some new faculty members.

11. Closed Session: 5 items were discussed.

12. Meeting adjourned at 3:49pm.

The FA meeting on November 12 will be at Moreno Valley College in Welcome Center 103.