



Minutes
RCCDFA/CCA/CTA/NEA
February 25, 2025
Riverside City College / Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary and Membership Chair)	
Carrie Foster (Treasurer)	
Jennifer Floerke (Moreno Valley College VP)	
Felipe Galicia (MVC FT Rep)	
Johnina Grozav (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 for February 18](#) (Ramin/Campuzano). Motion approved unanimously.
3. President's Report: Rhonda Taube
 - a. Rhonda attended the recent District Academic Senate (DAS) meeting.
 - i. AP2101 (independent study) will be coming to the FA for a discussion on compensation.

- ii. DAS has created a team of nine faculty members (three from each college) for the ASCCC AI Academy. DAS is working on creating best practices and guidelines for AI.
 - 1. AI is a statewide issue. A suggestion was made to wait for the State Chancellor's Office to provide guidance on AI and then have both the state's and RCCD's best practices.
 - 2. Marianne said we need to consider the issue of districts replacing faculty with AI to perform work that faculty do.
 - iii. DAS will be meeting with vice-chancellors to address concerns about faculty minimum qualifications being aligned to AB11.
 - iv. DAS is working with VC Brown to address concerns with the bookstore.
 - b. Rhonda is working with VC Brown's office to help people denied the CalSTRS early incentive option. Nine faculty members opted for the two-year service credit, and CalSTRS denied all of them. CalSTRS used to suggest that these offers be available to employees with five years but have now made this into a rule. RCCD has a higher requirement of ten years, so RCCD only included people with at least ten years for the golden handshake; CalSTRS is using this as a reason to reject these retirees.
 - i. VC Brown reached out to these retirees. As a solution, the District is recommending that these faculty members move to PARS.
 - ii. A further complication was that, as this issue was occurring, the District cut off email access to retirees, so they did not necessarily receive information.
 - iii. This issue should have been caught by the DO before it offered the two-year option. The retirees who chose this option are understandably upset.
 - iv. Marianne said Ed Code might have changed since the last golden handshake.
 - c. RCC is flying the position of head football coach. This position is in the Contract as a faculty position with release time and a stipend, but it has been flown as a management position. Therefore, a cease and desist has been issued.
 - i. This position was management prior to the last head football coach.
 - ii. The person actually receiving the stipend and release time has been the associate football coach, so "associate" needs to be added to the language in the Contract.
 - iii. Rhonda will write the MOU.
 - d. Faculty hired during the pandemic were required to go to the DO to prove citizenship and provide documentation as this is federal law. Despite several notifications from the DO over 1.5 years, some faculty have not completed this process, so termination letters have been sent.
 - i. The affected faculty are predominately associate faculty.
 - ii. The District is under pressure to complete this process as this is a federal mandate and not simply a district rule.
 - iii. Chairs should be notified for scheduling purposes.
 - e. The definition of day-to-day substitution has still not been resolved.

- f. The District issued a demand to bargain on DEIA.
 - g. Rhonda attended the Benefits Committee meeting, during which she saw utilization reports for the RCCD health insurance carriers.
 - i. Few employees are selecting Healthnet, so we did not receive a report.
 - ii. There has been a 32% increase in claims for Kaiser, with eight individuals accounting for nearly all of those claims (which are largely surgical). Pharmacy costs are up 26% at Kaiser despite Kaiser using only generic drugs.
 - iii. The PPO has seen a 15% increase in claims, which might be because of the 14% increase in membership. The cost per member per month has risen 2% compared to an average increase of 7-8% in California.
 - iv. The dependent audit was to ensure claims are legitimate.
 - h. Moreno Valley Unified School District has issued a demand to bargain on dual enrollment. Their concern seems to be the potential impact on their enrollment.
 - i. Marianne shared that there is currently a bill introduced in the legislature to mandate that all districts provide dual enrollment. It is unclear what the impact would be on faculty if the bill passes.
 - i. Rhonda spoke at the board meeting on the lack of support for DE. The Chancellor stated he will speak with VC Bishop and said the DO is flying the positions for instructional designers.
4. Moreno Valley College
- a. Vice President's Report: Jennifer Floerke
 - i. There are ongoing concerns about BOTs in courses.
 1. Associate faculty are worried about their courses being cancelled and asked about compensation for classes cancelled after the semester begins.
 2. Rhonda raised this issue at both the board meeting and at DAS, and it appears the District will not be cancelling courses at this point. Michelle shared that her dean said they are advocating for faculty to keep their classes and jobs.
 3. This is a statewide problem and can affect apportionment for all California community colleges.
 4. The Dean of Enrollment Services, Admissions and Records, and Financial Aid worked over weekends to clean up rosters, and we thank them for their hard work.
 - b. Full-Time Representative's Report: Felipe Galicia
 - i. Felipe was asked about the process for changing job descriptions.
 1. The job descriptions under which faculty are hired do not change for the entire duration they are in their positions. The only exception is when there have been considerable changes to job duties and description.

2. A faculty member would have to qualify for a transfer to have a change in job description. Faculty must apply for open positions and cannot simply change their job descriptions.
 3. A job description can be revised to what is currently needed when that position is flown.
- c. Part-Time Representative's Report: Johnina Grozav
- i. An associate faculty member asked about the impact of the Long Beach Community College ruling on compensation for part-time faculty. The judge ruled that part-time faculty are entitled to pay for planning, grading, and holding office hours.
 1. Marianne said the Long Beach decision was based on what the Collective Bargaining Agreement for that district states. The ruling is not a blanket statement for all community colleges and depends on what contracts expressly pay for and do not pay for.
 2. Rhonda believes the DO would argue that hourly pay for associate faculty at RCCD is higher than most districts and compensates for those duties.
 3. We have tried to negotiate on this issue in the past and will continue to do so.
5. Norco College
- a. Vice President's Report: Araceli Covarrubias
 - i. A faculty member asked if surveys can be used for evaluating deans, similar to surveys used for faculty. This is not the purview of faculty as management negotiates and determines their own evaluation process.
 - ii. Araceli wondered if RCCD might have a more specific board policy on dropping no show students, specifically for online courses.
 - b. Full-Time Representative's Report: Michelle Ramin
 - i. The Dean of Instruction at NC also discussed BOTs. Michelle thanked Dr. Perez for advocating for all faculty to keep their classes/loads.
 - ii. Faculty will be receiving a CBA input survey on March 10 regarding next year's contract negotiations. Faculty (full- and part-time) will receive this survey from their individual college FA representatives, and they should be on the lookout for this email if they would like to add their voices and thoughts to the negotiations.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. This Friday at 4pm is the deadline for healthcare forms. The process is confusing as both the MOU and form state the paperwork is annual. It's unclear why the DO requires the paperwork each semester, but it may be because associate faculty assignments can change from semester to semester. Associate faculty can reach out if they have questions.
6. Riverside City College
- a. Vice President's Report: Emily Philippsen

- i. No report
 - b. Full-Time Representative's Report: Araceli Calderón
 - i. A contract faculty member asked if they could teach in the summer term after receiving a *Needs Improvement* on their IOI in the fall semester. No, they cannot as this faculty member is not currently in good standing. They will have the opportunity to go back to good standing during their IOI next fall.
 - ii. An associate faculty member had an IOI, but the forms were not submitted by the evaluator. It is the dean's responsibility to follow up and ensure the process is completed, particularly as completion of IOIs affect preference. The associate faculty member can file a grievance to resolve this situation.
 - iii. A faculty member who will be on leave for twelve weeks asked if they still need to complete FLEX. Yes, but the hours will be prorated. They can contact Melinda Miles for assistance.
 - c. Part-Time Representative's Report: David Martinez
 - i. David sent an email last week to associate faculty regarding health insurance enrollment and deadlines.
- 7. Treasurer: Carrie Foster
 - a. No report
- 8. Secretary: Sonya Nyrop
 - a. No report
- 9. DSPC Representative: Jeff Rhyne
 - a. On Friday, DSPC saw the same report as the Benefits Committee on health insurance. Edwina Cardenas shared that there has been almost \$300,000 saved due to the audit. Some of the savings are in premiums, so Jeff asked VC Brown what will be done with that money. VC Brown stated that it helps to offset costs of the program but indicated it is a complex answer. Jeff will be following up with VC Brown to try to understand the funding of benefits like this.
 - b. Lorraine Jones presented interesting data as part of her report on EEO training. The data highlights that the District is making progress in hiring, but under- and overrepresentation of groups still exist. Jeff hopes other governance bodies will be able to discuss this data.
 - c. Dr. Zhai will be looking for people to work on the District Five-Year Strategic Plan.
 - d. The meeting consisted of three hours of reports, with little room for discussion. Consequently, Jeff asked VC Bishop if the committee could discuss the point of these meetings.
- 10. Open Hearing: None
- 11. Closed Session: 6 items were discussed.

12. Meeting adjourned at 3:33pm.