



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**August 20, 2024**  
**Riverside City College / Library Room 404 & 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 1:05pm.
2. **Motion** to appoint Michelle Ramin as full-time representative for Norco College (Covarrubias/Campuzano). Approved unanimously.
3. President's Report: Rhonda Taube

- a. The MOU for associate faculty to receive a stipend of \$750 for DE training has been signed. Associate faculty are reminded that they can get additional payment for 3 hours of equity FLEX and 3 hours of professional development.
- b. Trustees Bill Hedrick and Mary Figueroa are running uncontested in the upcoming election, so they are already "re-elected."
- c. At the last Board meeting, nearly four hours were devoted to public comments about the bond measure. Numerous dignitaries, elected officials, and city council members from Norco, Corona, Moreno Valley, etc. attended the meeting to speak in favor of the bond.
  - i. The consultant for this bond is far more proactive than the previous consultant.
  - ii. Currently, support for the bond measure is 50%, so targeted campaigning and canvassing are needed to reach a winning 55%.
  - iii. The FA has historically contributed funds to support bond measures; in the previous campaign, we contributed \$5,000. As we do not need to help with trustee campaigns, we will have extra funds. Continued discussion is needed.
  - iv. This bond, along with funds from the state, will give the district almost a billion dollars for facilities.
- d. A department at RCC had approval to replace two tenured faculty who transferred, and the chair had begun the hiring process. However, the process has been held up because someone in the DO's business services decided to make a unilateral decision to not fund the positions, citing that there was no justification, and did not communicate about this decision to HR. This is in direct opposition to the Chancellor/DO's directive stating that only managers and classified professionals need to provide a rationale; the Chancellor assured Rhonda that full-time faculty replacement hires do not require a rationale.
- e. Numerous department chairs attended the meeting from all three colleges to convey that they are experiencing serious delays and obstruction of faculty hiring. Some chairs voiced that there are still hires from last spring that haven't been processed. They have been asked to staff additional sections, but they shared that this seems pointless as HR takes a lengthy amount of time to process newly hired part-time faculty.
- f. **Motion** to appoint Sonya Nyrop as Membership Chair (Covarrubias/Ramin). Approved unanimously.
- g. HR confirmed that there is an assumption of privacy with personal office space. Therefore, managers are responsible for communicating with

faculty ahead of time when facilities and administration need to enter their offices.

#### 4. Moreno Valley College

##### a. Vice President's Report: Jeff Rhyne

- i. Jeff welcomed Dr. Carter, the interim president of MVC and expressed his gratitude that she has hit the ground running and is tackling many challenging issues at the college with grace, insight, and a desire to progress.
- ii. Jeff thanked Lorraine Jones and Georgina Villasenor-Lee for their hard work to provide accommodations for faculty at MVC.
- iii. A faculty member considering the golden handshake is ten months shy of the ten years required for the district subsidy to maintain the PPO after 65. They wondered if there are allowances or if faculty could pay for a year of the PPO to reach ten years. The answer to both questions is no; the District does not allow any exceptions.
  1. Faculty will not lose their PPO even if they've had fewer than ten years. They can remain on the PPO until the age of 65. After that, they simply do not get the subsidies for the PPO.
  2. Faculty need to determine what works best for them as there will not be another golden handshake for quite a while.
  3. A suggestion was made that one of the golden handshake options can be used to offset the cost of the PPO if a faculty member doesn't have ten years in the PPO.
  4. Nonetheless, we will investigate what the cost might be to see if the District is willing to offer the opportunity to faculty to pay the steep cost for a year of PPO coverage to meet the 10-year requirement.
- iv. Summer SPRs are on the new salary schedule. As COLA wasn't included in summer SPRs, the amount will be paid retroactively.
- v. Some people believe that the past practice for long-term subbing has been that any assignment longer than two weeks goes on the TA. This is not specified in the Contract or Ed Code. To abide by the agreement between the District and the FA, subbing should be on timesheet basis, no matter how long the subbing opportunity is. However, only the instructor of record can have the course on their TA.
- vi. Chairs have been sharing with Jennifer and Jeff that they have been very frustrated by significant delays in HR in hiring and onboarding both part-time and full-time faculty.

- b. Full-Time Representative's Report: Jennifer Floerke
    - i. Jeff and Jennifer participated in the new full-time faculty FLEX day and received membership forms.
    - ii. Jennifer was invited by faculty chairs to lead a First Friday session on September 6 on the first-year tenure track IOI process.
    - iii. Jeff and Jennifer met with Dr. Carter and have set up regular meetings. Jennifer appreciated that Dr. Carter attended FLEX sessions and is learning the culture of the college.
  - c. Part-Time Representative's Report: Rhejean King-Johnson
    - i. Rhejean presented at the associate faculty forum at MVC last Friday. She invited associate faculty members to read the Contract and attend weekly meetings to ask questions and stay informed.
5. Norco College
- a. Vice President's Report: Araceli Covarrubias
    - i. Araceli was asked about AB2277. As this bill hasn't passed, the FA cannot yet negotiate.
    - ii. It's established past practice that department meetings held during FLEX days count for FLEX. Some faculty were told these meetings were institutional service and not FLEX, but this is incorrect. These meetings are outside of contract time, are not mandatory, and are not one of the three required department meetings of the semester. Only faculty can determine and approve FLEX activities, not administration or classified professionals.
    - iii. A retired faculty member would like to continue their membership and pay dues. Araceli will send information to Emily, who will reach out to the CTA contact.
    - iv. Norco has ongoing issues with HR. Department chairs are having to hire people at the last minute or cancel classes because of hiring delays. This is impacting working conditions and students' lives. These issues are making increasing FTEs more difficult.
  - b. Full-Time Representative's Report: Michelle Ramin
    - i. No report
  - c. Part-Time Representative's Report: Diana Campuzano
    - i. It is currently open enrollment for part-time health insurance. Part-time faculty who currently have this insurance must fill out an annual form stating their wish to stay on the insurance.
    - ii. Diana will send information about part-time office hours reimbursement so we can discuss this at the next meeting.

6. Riverside City College

a. Vice President's Report: Emily Philippsen

- i. The Executive Board needs to determine the BOT attendance schedule.
- ii. Some faculty have had to teach without working equipment such as projectors, and the lack of communication from IT has made an already difficult situation even more frustrating.

b. Full-Time Representative's Report: Araceli Calderón

1. Faculty scheduled in HyFlex classrooms, which have cameras that follow faculty, have concerns about surveillance. Araceli reached out to Julio Cuz who said faculty can disable the auto-tracking feature on the camera system by selecting the "auto track off" button on the touch panel.
2. No faculty member can be forced to teach a HyFlex class.
3. Some faculty wonder why so many rooms were converted to HyFlex without input from faculty. These decisions were made by IT at the DO. Room changes should involve faculty who actually use those spaces.
- ii. As dept chair, Araceli has also experienced the HR chaos. A new faculty hire still hasn't been listed as the instructor of record.
- iii. Araceli asked if faculty who do payroll deduction for parking passes have the option to only purchase fall and/or spring rather than the annual passes. She will look into this.

c. Part-Time Representative's Report: David Martinez

- i. David received emails over the summer about payroll issues. Faculty who have moved up a step have not been paid at the higher rate. These faculty contacted Payroll months ago but have not received a response. David also reached out to Payroll but hasn't heard back yet. All faculty are advised to check their paystubs.

7. Treasurer: Felipe Galicia

- a. No report

8. Secretary and Membership Chair: Sonya Nyrop

- a. No report

9. Benefits Committee: Dariush Haghighat

- a. Dariush would like feedback on the Benefits Committee report.

- b. The committee has received numerous requests for catastrophic leave that do not qualify for catastrophic leave. For example, the situation might technically fall under FMLA.
- 10. Open Forum:
  - a. A faculty member asked about accessing IOI forms. IOI forms are on the [district website](#).
- 11. Closed Session: 8 items were discussed.
- 12. Meeting adjourned at 3:48pm.