



Minutes
RCCDFA/CCA/CTA/NEA
August 27, 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 Calderon (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 [May 28](#) and [August 20](#) (Campuzano/Floerke).
Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Faculty called as witnesses in district investigations have been told by the DO that they could not have representation. This is absolutely incorrect.

Both the Contract and past practice stipulate that witnesses are allowed representation.

- i. If faculty are asked to meet with an investigator as witnesses, it is recommended that they contact the FA first so that meetings can accommodate all schedules. Faculty can also postpone a meeting until a representative can attend.
 - ii. Faculty should also tell the DO that they want their union representative included in all communication and ensure that this happens.
 - iii. In addition, faculty are entitled to receive the questions they will be asked 48 hours in advance of any meeting.
- b. While the Contract discusses the process for regular tenured faculty who receive an unsatisfactory IOI, it doesn't specify the timeline and outcomes for the college president if the second-level committee has also given an unsatisfactory vote. The presidents would like more language to guide them on this process.
- i. The timeline should be fifteen days to match the other parts of the evaluation process.
 - ii. There is a push for termination as the only outcome at the college president level as faculty have been through evaluation at two levels at that point.
 - iii. Jeff said that the second committee can give an unsatisfactory vote but also allow one more chance and agreed that there are vague and ambiguous results in either scenario.
 - iv. It's unclear what an additional chance after a *Needs Improvement* in the fourth year of the tenure track means as the faculty member is considered tenured. If the faculty member appeals, there are different processes depending on whether they are tenured.
- c. During an Academic Senate meeting, both the Chancellor and the Vice-Chancellor of Educational Services confirmed that the only faculty member who has a course on their TA is the instructor of record and not the substitute.
- i. There appears to be a districtwide belief that a subbing assignment over two weeks becomes part of the TA. The Vice-Chancellor will ensure Payroll is made aware that this is not the case.
 - ii. Substitute instructors can get access to Canvas for hybrid or online courses, and IDSs can assist with accessing WebAdvisor when needed.
- d. A faculty member who teaches in a classroom specifically for an activity had set up the room for that activity. However, Facilities readjusted the

room for DRC. It would be greatly appreciated if Facilities would notify faculty before rooms designated for specific courses/activities are changed.

- e. Rhonda thanked Lee Nelson for his service as FA Treasurer and as an Inland Empire Labor Council (IELC) delegate.
- f. The FA needs a PAC Chair and additional IELC delegates.
- g. Finding faculty for Equivalency Committees has been challenging. Greater clarity on equivalency processes may help.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. Jeff met with faculty who have director positions for special programs to discuss specific reassignments needing updates. External accrediting bodies have demanded increased reassignment time to direct specific programs, so an MOU is needed to address this deficiency. He is working on this with this faculty and VPAA McGowan.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer registered for the [Community College Association Conference on October 25-27](#) and encourages all faculty who would like to learn more about unions, state budgets, legislation, etc. to attend. Faculty can be reimbursed for the cost of attendance by the CCA.
 - 1. Jeff and Felipe are also registered to attend.
 - ii. MVC will host the FA meeting on October 22.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. IELC COPE has dated contact information for RCCDFA. Rhonda will reach out to provide updates.
 - ii. Araceli received numerous questions about DE certification.
 - 1. Faculty members want to know how to request the \$750 stipend compensation for completing the DE certification. The Dean of Distance Education at the DO should determine the process.
 - 2. It will be the responsibility of the VPAA to provide lists of DE certified faculty.

3. The requirement for DE certification comes from the Chancellor's Office.
 4. A faculty member had concerns about delayed and insufficient feedback during their DE training. These concerns should be shared with Academic Senate.
 - iii. While Payroll has been very helpful, there are still ongoing concerns with delays in HR processing paperwork for new faculty members.
 - iv. Faculty who participated in hiring committees over the summer have still not received payment. In fact, Araceli participated on an appeal committee in January but has yet to be paid or to receive a response from HR.
 1. For work outside of fall and spring, faculty should use timecards. These are available on the intranet and should be sent to Graciela Caringella.
 2. These ongoing issues need to be discussed with the Chancellor as faculty may stop doing special projects if they continue.
 - b. Full-Time Representative's Report: Michelle Ramin
 - i. No report
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. No report
6. Riverside City College
- a. Vice President's Report: Emily Philippsen
 - i. There are numerous ongoing investigations. Emily echoes Rhonda's reminder that faculty called in as witnesses can request a representative from the FA. Emily asked if the FA Executive Board could have additional training on investigations.
 - ii. Department chairs can list their participation in DLC on their institutional service plan.
 - b. Full-Time Representative's Report: Araceli Calderon
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
7. Treasurer: Felipe Galicia
- a. No report

8. Secretary and Membership Chair: Sonya Nyrop
 - a. Faculty interested in attending the [CCA Conference](#) should reach out to Sonya.

9. Community College Association Director N: Dorothy Reina
 - a. AB2277 is in committee, and CCA President Eric Kaljumagi is encouraging members to lend their support by contacting their representatives.

10. Academic Senate (AS): Adam Navas
 - a. Yesterday was the first District Academic Senate meeting.
 - b. HR issues in hiring were a significant topic. Numerous faculty came to discuss the issues and impact of hiring delays. VC Few attended and also discussed this issue.
 - c. Academic Senate presidents will schedule individual meetings with VC Goldware.
 - d. There are numerous consequences with DE not being the purview of Academic Senate as it should be.
 - e. Adam reminded faculty to please fill out the survey that was emailed from the DO about IT. We need IT at the colleges.
 - f. DE chairs will be coordinating with AS on DE certification.
 - i. Jeff shared that the RCCD DE's page states that newly hired part-time and full-time faculty who wish to teach online and hybrid courses have a year from their first semester of employment to complete one of the certification options while simultaneously teaching online and hybrid courses.
 - g. AS discussed the AI faculty guide. AS will be moving forward with the recommendations of the workgroup from spring. In addition, AS will send out information about upcoming AI policies webinars.
 - h. There was also a discussion about a document repository for the District and local senate, which would make it easier to get minutes, agenda, etc.
 - i. Adam hopes that an equivalency committee is ready to go already rather than creating them ad hoc.

11. Open Hearing
 - a. Faculty shared the ongoing challenges with HR.
 - i. Some are concerned about part-time faculty with MOUs doing the work of full-time faculty without full benefits.
 - ii. A full-time faculty member who had been hired wasn't notified by HR that they had the job. The college had to scramble just before the semester to staff these classes. Another position was denied by

someone at the DO who didn't have the authority to override a faculty hiring decision.

- iii. A faculty member wondered if last year's fiasco with the part-time list will be repeated this year.
 - iv. Another faculty member is concerned because of the need to hire additional faculty in the near future to meet CalGETC changes but current open positions cannot even be filled.
 - v. Faculty can have an impact by attending BOT meetings to share their concerns and experiences. The Board is aware of the issue but not the full extent of the problem.
 - vi. The Chancellor is paying attention as he also has heard of the issue at the BOT meetings and from discussions with Rhonda.
- b. A faculty member asked how to determine the number of hours or activities for the institutional service plan form.
- i. The form was created to have consistency across the three colleges. The plan is simply a projection. Faculty should guess as best as they can.
 - ii. This plan is only due in fall. Hours must add up to at least 80 hours each semester.
 - iii. Reassignments and SPRs are not included. However, chair duties can be included on the form.
 - iv. Some faculty are concerned that members of the same committee might have wildly different number of hours or that faculty are being micromanaged.
- c. The communication from HR about faculty under the ten years for PPO subsidies at retirement has been unclear. Rhonda believes this issue is on the agenda for the next Benefits meeting.

12. Closed Session: 5 items were discussed.

13. Meeting adjourned at 3:28pm.