



Minutes
RCCDFA/CCA/CTA/NEA
September 3, 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 1:02pm.
2. Motion to approve [minutes from August 27](#) (Rhyne/King-Johnson). Motion approved unanimously.
3. President's Report: Rhonda Taube
 - a. Rhonda had a positive meeting with Dr. Eric Bishop, the Interim VC of Educational Services. VC Bishop stated he wants to work with us as collaborators and partners and emphasized the importance of

transparency. One issue Rhonda shared with him is the institutional service form not calculating correctly.

- b. Rhonda attended a meeting for bond measure CC. The goal is to get 1,000 endorsements over the next month.
 - i. We will need to reach out to the Inland Empire Labor Council (IELC), carpenters union, electricians union, etc. for endorsement.
 - 1. Mike Chavez contacted the leadership of local councils and unions on this issue at the request of the Chancellor. However, people are unhappy with the Chancellor, feel no effort has been made to build relationships with the IELC and local unions, and see no movement by the District on Trade Tech. They think there is a disconnect between verbal agreements and actions, and the expensive consultants hired by the DO have not fostered relationships and engagement with Labor.
 - ii. We do not have a PAC chair now but need to get bond measure CC on the next CTA regional flyer.
 - iii. At a previous bond meeting, one of the vice-chancellors asked why faculty were not in the room. VC Brown stated that faculty were invited, but neither FA nor Academic Senate had been notified.
- c. Both HR and the District's legal counsel have told Rhonda that witnesses called to participate in faculty investigation cannot have a union representative in the room and that union representatives are interfering with the investigation process. Rhonda reached out to CTA who clarified that Weingarten rights extend to witnesses as faculty called in as witnesses have later been subjected to disciplinary action. Furthermore, EERA law specifies that the right of unions to represent its chapter members does extend to witnesses.
 - i. CTA also clarified that IOIs are not completely confidential. For example, if something discriminatory is said during an IOI, that would not be confidential.
 - ii. We as union officers can determine when and how to represent members.
- d. Last spring, Rhonda met with the college president to discuss a final determination for a faculty investigation at RCC. Rhonda shared the president's decision with the faculty member only to learn that this faculty member later received a letter specifying a different outcome. Rhonda questioned the change in outcome and the breakdown in communication.
- e. We will receive COLA retroactively in September. Unfortunately, the process might be slower this year as the DO must redo salary schedules

after approving the comp and class study for CSEA. VC Brown has assured Rhonda that they are working on this, so Rhonda asked for patience.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. Jeff received questions about the institutional service form. Faculty need to do their best on estimating, and deans are mostly looking to see that there is a plan to fulfill institutional service. The DO is looking into fixing the calculation on the form.
- ii. Jeff sent an email about liaisons to start a conversation in closed session so we can present more fully formed information. Rhonda suggested a retreat so there would be enough time to complete large projects like the by-laws.
- iii. Jeff was asked about the course caps process. The taskforce from last year finished its work, but the formal governance process needs to be completed. Jeff has reached out to Educational Services to see where it is in the process.

b. Full-Time Representative's Report: Jennifer Floerke

- i. Jennifer will be speaking on institutional service at a Friday training and asked what best practices are in terms of first-year faculty and institutional service.
 1. There is inconsistency across the three colleges and in past and current practices. Some new faculty participate in committees immediately while some are given a semester or a year before participating.
 2. **Motion** for this body to nominate a person to work on a side letter of understanding to clarify contract language regarding first-year faculty, including specifying onboarding for faculty and addressing the lack of consistency across the District. (Rhyne/Galicia). Motion approved unanimously.
- ii. Jennifer thanked MVC Academic Senate President Navas for clarifying the senate spotlights for BOT meetings. The colleges will present as follows:
 1. September – NC
 2. October – MVC
 3. November – RCC
 4. December - NC
- iii. Jennifer, as a delegate of the IELC, has received numerous emails from them on candidate bios and fundraising. She asked if each college can nominate a good candidate for this position. As a

reminder, the FA cannot endorse candidates, only trustees, as we must align with CTA endorsements.

- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Norco will host the FA meeting on October 29 in room OC (Operational Center) 116.
 - ii. Araceli and Michelle are scheduled to attend a new faculty meeting on Friday. They will be reviewing the IOI process and institutional service.
 - 1. A question arose on whether Friday FLEX for new faculty is mandatory. This is unclear.
 - 2. Another question was whether new faculty meetings count as FLEX or institutional service.
 - a. If the event is faculty led (i.e., FDC), then it is FLEX. Academic Senate determines what counts as FLEX as defined by ed code. FLEX is additional days/hours paid for in our salary. If faculty don't complete it, they can be docked which can affect retirement.
 - b. The Contract has language to define institutional service, which is already worked into our work week.
 - 3. A faculty member asked if a side letter could be created to create clarification for department chairs when approving FLEX activities.
- b. Araceli was asked if the District has designated Riverside Medical Clinic as a health provider for Healthnet. Yes, it has. The previous dispute between HealthNet and RMC has been resolved.
- c. Full-Time Representative's Report: Michelle Ramin
 - i. No report
- d. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Emily Philippsen
 - i. The investigation questions that Emily found problematic were skipped. Emily found this investigator to be professional and understanding.
- b. Full-Time Representative's Report: Araceli Calderon

11. Closed Session: 5 items were discussed.
12. Meeting adjourned at 3:41pm.