



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**September 10, 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 1:03pm.
2. Motion to approve [minutes from September 3](#) (Calderón/Rhyne). Approved unanimously.
3. President's Report: Rhonda Taube
  - a. **Motion** to contribute \$10,000 for bond measure CC (Rhyne/King-Johnson). Approved unanimously.

- b. On Thursday, Jose Alcala and the Chancellor informed Rhonda that it was the last day to include bond measure information on the CTA mailer for all CTA members recommending support for Measure CC. The cost was \$350 for the CTA mailer. While we discussed paying for the mailers last week, Rhonda did not know the actual amount at that time. She thanked Felipe for coming to RCC to provide a check.
  - i. **Motion** to approve the use of \$350 to include information on Measure CC on CTA mailers (Rhyne/Ramin). Approved unanimously.
- c. The District will be reaching out to all faculty, classified professionals, and students to support the bond measure. However, we cannot promote the bond measure in our classes.
- d. There are numerous issues with the DE Camp, and some of them impact working conditions. The camp is labor intensive and takes much longer than sixteen hours. Also, faculty are getting inconsistent messages; some are being told they do not need DE certification for hybrid courses while others are told they do. In addition, classified professionals are approving and providing subject-matter/content feedback to faculty, which is highly problematic. Furthermore, someone in DE at the DO is approving sections of the DE Camp that were never discussed as being part of the process. Finally, the feedback process is lengthy; one faculty member shared that they only recently received feedback for the DE Camp completed in the spring.
  - i. Jo Scott-Coe shared that the three senate presidents will have DE on their agenda.
  - ii. Felipe stated that the goal is not to fix these issues as this is the purview of the Chancellor or Vice-Chancellor; rather it is to highlight the numerous DE issues and put DE under the Academic Senate where it belongs. If issues arise for faculty, then faculty can address them.
  - iii. The FA needs to submit a cease and desist until we can have further discussions on the issues.
    - 1. **Motion** to issue a cease and desist on the DE Training Camp (Covarrubias/Calderón). Approved unanimously.
- e. Jo said the issue of merging courses came through Academic Senate last spring. The guidance is that classes can be merged but discussion boards cannot.
- f. Rhonda was asked about the Contract not addressing when a tenured faculty member received an unsatisfactory evaluation by the original and second committees.

- i. The assumption has been that the District would know what action to take after two unsatisfactory committee findings. Per ed code, the District can terminate for unsatisfactory performance.
  - ii. Marianne cautions adding a disciplinary clause to the contract and suggests telling the DO to refer to ed code. The District must give a 90-day notice and, if the person does not improve, it can move forward with termination.
- 9. Jo shared that we received clarification on the security audit taking place across the district. Beiwei Tu said that student surveys and employee surveys are being sent out. Faculty should keep an eye out for them week of September 16-20.

#### 4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
  - i. Jeff shared that new faculty have been sharing with him over the last couple of years how appreciative they are of the FA, noting the salary and benefits are superior to other colleges/districts at which they considered employment.
  - ii. Because of the lack of room available, the FA meeting at MVC has been changed to November 12 in Welcome Center 103. Please save the date.
  - iii. Jeff and Jennifer had a question from a faculty member who belatedly realized that work they did as a TA in a discussion section as a grad student wasn't calculated as prior teaching credit for salary placement. There doesn't appear to be a BP/AP or document that standardizes the HR process for determining the first step on which faculty are placed.
    - 1. Jeff pointed out universities, for example, often use different titles for the same work (including being the instructor of record on classes). Rhonda said that past teaching experience depends on the job description. They have to be instructing and not only leading a discussion section. Jeff asked if Rhonda could speak with Tammy about this to see if we could have a copy of the guidelines they use for calculating prior experience for salary placement. We also want to ensure uniformity of interpretation of this calculation.
    - 2. Another faculty member shared that when they were hired, they had negative experience with HR because HR didn't want to give credit to ten years of teaching because they

taught on the quarter system. The liaison informed the faculty that the district would figure this out later after starting employment. The faculty member had to threaten not to begin employment and get others involved to have their full experience credited

- iv. The dean has told counselors that guidance classes must be part of an overload and not part of contractual load. We have been told that the college has had a massive overload in counseling and overspent its budget, and so it might represent cost savings to have counseling faculty make their counseling hours primary to contractual load and GUI classes as overload. While it is not a contractual violation to assign GUI classes as overload as opposed to contractual load, we understand counseling faculty are frustrated as they are still not consulted on these policies or given adequate justification/explanation.
  - 1. No one is required to do overload.
  - 2. A faculty member stated that the positions are listed as counselor/instructor and that part of the interview may include a teaching demonstration. The job descriptions for counselors state they can teach guidance classes but are not required to teach them.
- v. Jeff has recommended to the VP of Student Services and the dean to come to the table with counselors to share numbers and to explain their rationale and is astounded that they have yet to do this. Until then, Jeff recommends the counselors reach out to the administrators (cc-ing Dr. Carter) to ask for a discussion on this with full information and to ask if this is an established rule or a temporary policy until budget issues are resolved. There needs to be more transparency and open communication.
- b. Full-Time Representative's Report: Jennifer Floerke
  - i. Absent
- c. Part-Time Representative's Report: Rhejean King-Johnson
  - i. Rhejean emailed associate faculty this week with union updates and information on becoming a member. She has received a number of positive responses.
  - ii. Jennifer, Jeff, and Rhejean had a productive meeting with Dr. Carter and thanked her for her time.

## 5. Norco College

### a. Vice President's Report: Araceli Covarrubias

- i. Araceli attended the First Friday as a guest and met the new faculty. She went over the IOI process, shared enrollment forms, and encouraged faculty to attend FA meetings.
- ii. At the Academic Senate meeting, Araceli was asked if part-time health insurance includes long-term care. No, long-term care insurance is separate from health insurance for both part-time and full-time faculty. Faculty need to contact Edwina Cardenas if they have questions about long-term care insurance. Rhonda will ask at the next Benefits Committee meeting about CA requirements for long-term care insurance.
- iii. Araceli received questions related to faculty at CRC.
  1. A faculty member teaching at the CRC was concerned about the ½ mile walk from the parking lot when there is poor air quality and about classrooms without AC during extreme heat. While there is a clause about safety in the Contract, the determination about the safety of a building is the responsibility of administration. The faculty member should contact the CRC coordinator with these concerns.
  2. CRC faculty do not have office spaces for student hours. They will then do their office hours at the college.
    - a. A faculty member at CRC dismisses class ten minutes early so they can meet with students as these students are removed from the room when class ends. While not ideal, there seems to be no other option.
- iv. Araceli will be discussing DE certification concerns with Kimberly Bell and other faculty.
- v. Issues with HR are ongoing. Faculty, especially new faculty, do not know their placement on the salary scale and have not received responses from HR.
- vi. Araceli thanked Michelle and Diana for their support during a lengthy meeting with the college president. They have a positive working relationship with President Green that allowed them to resolve an issue before a faculty member filed a grievance.

### b. Full-Time Representative's Report: Michelle Ramin

- i. Michelle was asked about nested courses.
  1. Nested classes have caps that are lower in enrollment and are often the only way to offer all levels as there would not be enough students to offer a single section.

2. During the IOI tenure-track process, a faculty member teaching a nested class with multiple sections can have all sections evaluated as the nested class is technically one course. However, this should first be discussed in the scope and process meeting.
  - ii. A faculty member shared that the institutional service form has "watchdog vibes." Part of the reason for this form is that faculty requested more accountability as there are some faculty who do not participate or contribute. Everyone is paid the same for institutional service, so faculty who do not do institutional service are getting paid while others carry the load. This is about equitable workload.
    1. RCC and MVC have already used their own forms whereas NC required a narrative/summary. This new form, while not a perfect solution, is a step towards ensuring consistency.
    2. Deans are empowered to bring up not meeting institutional service during the IOI process. However, there is inconsistency and a lack of leadership with some deans who fear confrontation and difficult conversations to ensure workload equity. Many are hired without onboarding.
    3. Some people believe simply being on two committees meets institutional service. This policy has not been in the Contract for about ten years. All faculty are required to complete five hours of institutional service each week.
    4. The entire form must be resubmitted if faculty wish to make changes.
  - iii. Araceli, Diana, and Michelle had a two-hour meeting with Dr. Green, who seemed open and was measured and thoughtful in her responses.
    1. They clarified that First Friday is FLEX and not institutional service.
    2. They also discussed faculty support for bond measure CC. Clarification is needed on what faculty will be doing when they volunteer. Options include canvassing, attending events, and making calls.
    3. They agreed that HR issues are a significant problem.
  - iv. As a reminder, retirement paperwork needs to be submitted to HR by October 25. Resignation letters do not need to be submitted until the end of December.
- c. Part-Time Representative's Report: Diana Campuzano

- i. No report
- 6. Riverside City College
  - a. Vice President's Report: Emily Philippsen
    - i. The recent directive from Chris Clarke requiring faculty to go through the DO is not feasible and hampers the work of faculty and programs such as MUN. Furthermore, no rationale was provided. It is an unacceptable attempt to control the free speech of faculty and is not the first attempt by the DO to stifle faculty communication.
      1. Rhonda will discuss this issue with the Chancellor.
      2. Faculty have the right to communicate in our Contract.
      3. The Chancellor wants faculty to campaign for the bond measure, which may require communicating with elected officials.
  - b. Full-Time Representative's Report: Araceli Calderón
    - i. Emily, Araceli, and David are working on coordinating meetings with the college president.
    - ii. An IDS sent an email to HR regarding a teaching authorization form and was told that they are working on short-term subs only, providing no time frame. Araceli has also reached out to HR to follow up.
  - c. Part-Time Representative's Report: David Martinez
    - i. No report
- 7. Treasurer: Felipe Galicia
  - a. Felipe is transitioning to electronic payments when possible.
  - b. The investment account needs updating.
- 8. Secretary: Sonya Nyrop
  - a. Sonya has created an FA Executive Board group in Office for easier access to files and has also created a shared calendar and planner.
- 9. MVC Academic President: Adam Navas
  - a. MVC Academic Senate had its first meeting yesterday. The number of hours for DE certification was discussed.
  - b. The English discipline shared its concerns on AB1111 (common course numbering). The Common COR requires the use of textbooks, appears to ignore decades of equity research and best practices, and was created by UC faculty with little to no participation of community college faculty.

10. Open Hearing

- a. Mike Chavez thanked Rhonda for the delegate letter. He will be sworn in and able to participate in delegate meetings next month.

11. Closed Session: 8 items were discussed.

12. Meeting adjourned at 4:02:pm.