



Minutes
RCCDFA/CCA/CTA/NEA
September 24, 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 1:06pm.
2. Motion to approve amended minutes from September 17 (Philippsen/Ramin).
Approved unanimously.
3. President's Report: Rhonda Taube
 - a. In the previous FA meeting, we discussed new faculty being told they could not select the 12-month schedule. Payroll made this decision, stating that this

is a RCOE policy, but this is not the case. As this is a violation of the Contract, we need to look further into the issue.

- b. Rhonda will speak to VC Brown about long-term subbing. Past practice for allowing associate faculty to exceed the .6700 FTE maximum is a letter of agreement by the college president and vice-president specifying the assignment.
- c. Goldware still has issues about faculty listservs.
- d. The Chancellor plans to create a taskforce on HR. An FA representative will be needed for this taskforce.
 - i. The taskforce should look at the BP/AP that says HR needs a person on every hiring committee. RCCD is one of the few colleges/districts that has this requirement, which slows down the hiring process and creates a burden on HR. It is not an Ed Code requirement to have an HR representative on every hiring committee.
 - ii. Leaders at all three colleges are saying they want in-house HR.
 - iii. Jennifer asked if CSEA will also be on taskforce as HR sits on every hiring committee.
- e. At the District Academic Senate meeting, there was a suggestion that department chairs are responsible for ensuring institutional service is met, but this is incorrect as it is the deans' responsibility. Rhonda is frustrated that so much time and energy has been spent on creating and completing a form with so little follow-up. The spirit of the form is to ensure accountability and equitable workload.
 - i. Felipe asked if deans follow up immediately when issues arise or if they wait until the IOI, which seems ineffective.
 - ii. Emily said Dean Yates is doing an amazing job as administrator; she had something in place before the DO created the form. Jeff shared that MVC also had a form in place prior.
 - iii. The form has been updated, and hours are calculated correctly now.
 - iv. Araceli recently attended a College Council meeting, which discussed changing voting rules because of a lack of attendance. Committee meetings are part of institutional service.
- f. At a recent bond meeting, a vice-chancellor expressed concerns to the Chancellor about outreach by the District regarding the bond measure. Forums are not enough.
 - i. District resources cannot be used for the bond measure. In addition, we can tell students about the bond measure and encourage them to register to vote, but we cannot try to convince students to vote for the measure.
 - ii. We do not have a PAC chair, who, in previous elections, would collect non-district emails of all faculty for political work.

- iii. Riverside Unified School District was recently awarded a significant amount of money, and close to a million dollars was stolen by a vendor. Some people are using this incident to lobby against the bond.
- iv. There are concerns that advertising by the DP is RCC focused to the exclusion of other two colleges.
- v. Jeff asked if the FA would get its funds returned if the DO doesn't use them since little to no campaigning/advertising has been done.
- vi. There is an event tonight on the bond measure (Yes on CC) at the Canyon Crest Country Club from 5-7pm.
- vii. There will be another bond event on October 7 at the Life Arts Center in Riverside from 5-7:30pm.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. Jeff received a question regarding associate faculty members who work in the evening and who are thus not able to access the mailroom. Jeff reminded faculty who teach after hours that they can have their mail delivered to the faculty workroom. They can also reach out to their department chairs to get further assistance if they are not sure how to get mail delivered.

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

- i. Jeff and Jennifer met with a faculty member who was frustrated with the DE training and shared screenshots of feedback they received.
- ii. Jennifer and Jeff met with faculty who had questions about institutional service and the Contract.

c. Part-Time Representative's Report: Rhejean King-Johnson

- i. Rhejean met with the faculty development committee coordinator and PT academic senate representative to discuss professional development compensation issues and future programming, new hire orientation, and additional opportunity for associate faculty. Rhejean is inviting faculty to provide suggestions on FA topics, best times and format for an orientation/professional development that will best reach associate faculty.

5. Norco College

a. Vice President's Report: Araceli Covarrubias

- i. An associate faculty member wanted to drop health insurance with their full-time employer and get the RCCD part-time healthcare. This is not possible per California law; if part-time faculty have insurance through another employer, they are not eligible for part-time healthcare.

- ii. Araceli was asked which members of the IOI committee do classroom evaluations for contract faculty. The Contract states that there will be "classroom visitations from each member of the committee" (XI.D.1).
- iii. Some faculty members who have almost completed DE training asked if they might have to begin again with a revised training. This cannot be discussed at this time as we are in negotiations with the District.
- iv. Faculty retiring in December are being asked to provide their last contractual day. Whatever day Payroll uses must match STRS; these faculty members have reached out to Payroll but haven't received responses. December 31 seems the logical choice.
- v. Araceli has received multiple emails on HR issues. NC does not have an HR liaison, and faculty are coming to the FA as a last resort. Unfortunately, there is nothing the FA can do as we cannot bypass HR/payroll processes.
 - 1. Faculty who did work off contract and haven't yet been paid should contact the administrator overseeing the work.
 - 2. Faculty can reach out to HR and include VC Tammy Few on the email.

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

- i. Michelle was asked if DE equivalency can still occur during the cease and desist. No, nothing can occur at this time.
- ii. A faculty member feels they have been misplaced on the salary schedule as some units were not counted. They should contact their HR analyst to question their placement.
 - 1. Michelle has worked with Graciela, who has been incredibly helpful. HR is overwhelmed and understaffed. However, Michelle is concerned about the negative HR interactions being the first experience many new faculty are having with the District.
 - 2. Jennifer wondered if we can see the actual process or template being used by HR to make these determinations.

c. Part-Time Representative's Report: Diana Campuzano

- i. AB2277 (increasing part-time faculty load) was vetoed by the Governor.
- ii. Some associate faculty did not submit their forms and lost their health insurance. These forms must be submitted each year to maintain healthcare. This issue will be discussed with the Benefits Committee.

6. Riverside City College

a. Vice President's Report: Emily Philippsen

- i. Rhonda and Emily have been working with Hilda Haley regarding the associate faculty and union member who passed away. CTA said the

faculty member was dropped by RCCD, but RCCD states it did not drop him.

- ii. A member at large would like to attend the CCA Fall conference as a delegate.

- 1. **Motion** to approve Janet Hill as a delegate (Rhyne/Floerke).

- Approved unanimously.

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

- i. No report

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

- i. David received questions about and resolved issues with payroll and equivalency.

- 7. Treasurer: Felipe Galicia

- a. No report

- 8. Secretary: Sonya Nyrop

- a. Dorothy Reina reached out to share that the CCA Fall Conference has exceeded the expected number of attendees, so those planning to attend should register and book a hotel room ASAP as there are no overflow rooms.

- 9. Kimberly Bell

- a. Kimberly thanked people for attending the Senate meeting yesterday.

- b. One topic was the cease and desist order for the DE camp.

- c. The next round for common course numbering/AB11 will be coming out. Senate will be recruiting faculty to nominate for work groups. Kimberly encouraged faculty to fill out surveys regarding the templates.

- d. Curriculum continues to work on AP 2102 Independent Study. Senate will determine workload, and then the FA will determine compensation.

- e. Global Learning is accepting applications for Summer 2025 in Tokyo.

- f. Forms for Academic Senate agenda items as well as appointments can be found on the [district Academic Senate website](#).

- g. Senate discussed the ongoing HR challenges.

- h. The Chancellor clarified that the District should push for growth.

- i. Adam shared that there appears to be a conflict with the BAM in pushing growth as VC Brown said if we overshoot targets, then we will create unfunded sections and work from the state.

- ii. Some have shared that there appears to be conflicting messages. The Chancellor's message is to pursue growth.

- i. There is a push districtwide for standards of care, and more discussion is needed to understand what that actually means.

- j. The enrollment management retreat is scheduled for November 1. The focus will be on continued implementation of Guided Pathways. There will also be opportunities to further discuss growth, efficiency factors, and effectiveness
 - i. Jeff contacted the DO to suggest selecting a district enrollment management meeting day since seventy people already attend on that Friday rather than selecting a random day with numerous conflicts. The District should, at the very least, talk to colleges about calendars as this new date has led to the rescheduling of numerous planned events.

10. Open Hearing

- a. None

11. Closed Session: 3 items were discussed.

12. Meeting adjourned at 3:20pm.