



Minutes
RCCDFA/CCA/CTA/NEA
October 15, 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 1:04pm.
2. Motion to approve [minutes from October 8](#) (Rhyne/Floerke). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Jeff, Jennifer, and Rhonda had a positive meeting with the Chancellor to discuss issues with SPRs. We are now waiting to see what DO will do. In addition, the FA will report about this tonight at the board meeting.
 - b. Rhonda is struggling to understand the startling and exponential growth of the DO.

- i. College administration frequently goes to the DO for assistance with issues that could be resolved at the college level, which only seems to encourage the growth of the DO. The Contract specifically states we are supposed to attempt to settle grievances at the lowest level, which means the college, without handing over the problem to the DO. This leads to the question of why decisions can't simply be made at the colleges.
- ii. It is supposedly time for administrative evaluations, but it is not clear when these are being done and who will be evaluated on this go-around.
- iii. The DO is creating problematic positions and programs, which raises several questions.
 - 1. Why is the DO hiring student success coaches when they have no students?
 - 2. Why are there dean positions at the DO? Deans are academic positions.
 - 3. Felipe shared that the DO is partnering with the City of Perris to provide programs to develop skills. No one knows about this program. Why has Academic Senate not been notified, and why are faculty not involved?
- iv. Araceli asked for the process for the DO to create and hire positions. Nobody knows as the DO does not publicly share their strategic plan or program review.
- v. Marianne suggested using EERA to obtain information from the DO. Rhonda will create a draft and share it with Marianne.
 - 1. **Motion** to use EERA to request financial information from the DO (Philippsen/Floerke). Approved unanimously.
- c. The Chancellor has created an HR taskforce, but the meeting has not yet been scheduled as HR is so busy. One change that could help is to rewrite BP/APs to remove the senior HR analyst from the hiring process. In fact, the colleges are asking for their own on-site HR departments.
- d. The District is moving away from Benefits Bridge and is looking for a new company to do healthcare onboarding in a more user-friendly and up-to-date way. The Benefits Committee will be interviewing a new company.
- e. Rhonda had a lengthy meeting with senior IDSs at RCC to discuss Anthology. The Anthology designers cannot figure out how to make 54 hours equal 0.2 FTE and, therefore, suggested making them equal to 0.19998 instead. A tech company is attempting to drive decision-making when it is supposed to tailor its program to how our system works. Hours must be exact according to our catalog and Contract, and we will have to issue a cease and desist if Anthology attempts to dictate the work of the District. There have been numerous problems with Anthology. For example, it cannot figure out overloads or lecture/lab combo courses, and it is significantly behind schedule. We were supposed to start using this two years ago.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. No report
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. Rhejean, Jeff, and Jennifer had a productive meeting with VP McGowan, in which they discussed closed session items recently brought forward at meetings.
 - ii. Two meetings have been scheduled this month for DE negotiations. Jennifer appreciated the District's foresight in scheduling two meetings. She hopes everyone will be prepared to have productive meetings.
 - iii. A faculty member was notified in June that they were the subject of an investigation. Since then, they have heard nothing from the District. Rhonda suggested letting the faculty member know that the District automatically gets one extension, but faculty can decline subsequent extensions.
 - c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report
5. Norco College
- a. Vice President's Report: Araceli Covarrubias
 - i. Araceli had the opportunity to meet with the NC DE chair.
 - ii. Araceli thanked the Executive Board members for being supportive colleagues.
 - 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. No report
 - b. Full-Time Representative's Report: Araceli Calderón
 - i. After Araceli went over her paycheck with Celeste Baldonado, they found a minor error. She reminded faculty that they can reach out to Payroll if they need assistance understanding their paychecks.
 - 1. Michelle shared that Payroll has been helping her with issues as well.
 - 2. Both Rhonda and Araceli stated that Payroll is understaffed but doing their best to help employees.
 - ii. Last week, Araceli reported on a faculty member who was potentially being removed from an IOI committee. The faculty member confirmed that they had been replaced. They reached out to the dean who shared that this was the chair's decision but provided no explanation. While the Contract states that a replacement can be chosen by the chair or administrator when there is a vacancy on an IOI committee, it does not

address a faculty member being removed by someone else on the committee. The assumption has always been that that original members will stay on the committee, and it is unprofessional to remove someone without explanation or communication.

- iii. A colleague shared with Araceli that they feel they have experienced mistreatment and a lack of access to transportation and spaces.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
7. Treasurer: Felipe Galicia
- a. After examining the FA account, Felipe discovered that we owe three months of payment to IELC and not a year. He will send a cheque for those three months.
 - b. Felipe will go to Altura to remove previous cosigners.
8. Secretary: Sonya Nyrop
- a. No report
9. Community College Association Director N: Dorothy Reina (via email)
- a. Dorothy shared the recent [2024 CCA Board Report](#).
10. Open Hearing
- a. A faculty member shared the section on types of leaves from the Los Rios faculty contract.
11. Closed Session: 11 items were discussed.
12. Meeting adjourned at 3:11pm.

The FA meeting on October 29 will be at Norco College in Operational Center 116.

**The FA meeting on November 12 will be at Moreno Valley College in Welcome Center
103.**