



Minutes
RCCDFA/CCA/CTA/NEA
October 22, 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 [minutes from October 15](#) (Rhyne/Floerke). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. A cease and desist has been issued on the Perris skills center. Economic development and workforce prep classes are the purview of faculty, and no faculty were consulted. The DO has acknowledged receipt. We do not need to negotiate as this is already covered in the Contract. Rhonda had a lengthy conversation with the Chancellor, who seemed to understand our concerns.

- i. It is not the first time these types of issues have occurred. There is some evidence that Workforce Development has hired faculty, though not under that title, which circumvented BP/AP 6120 hiring policy and our contract.
 - ii. Felipe feels the District consults with faculty on less important items like listservs but not on crucial issues like the Perris center. He wondered if training for administration by Keith Dobyms could help minimize these types of situations.
 - iii. Jeff believes what has been made clear is that the Chancellor does not mind breaking the Contract if the actions generate money.
 - b. Rhonda spoke with the Chancellor about multiple topics.
 - i. One is new hires for 2025-26. He said there will be sixteen hires and suggested the same formula as last year: 5 for MVC, 5 for NC, and 6 for RCC. Jeff said if this helps MVC and NC grow faster, it is a positive direction.
 - ii. Rhonda asked about evaluations for the Chancellor's Cabinet and college presidents and was informed they are coming soon.
 - iii. The Chancellor and Rhonda talked about grievance training for administrators. He said he talked with Keith Dobyms about conducting college-level training for administrators to learn what their duties are for grievances.
 - iv. They also discussed special projects, and they will be working together on an MOU or side letter to strengthen the language in the Contract to ensure that full-time faculty get first right of refusal for all SPRS, that special projects are advertised, and that there is a mechanism to make sure appropriate faculty are selected for special projects so there is no nepotism or favoritism.
 - c. Rhonda met with the new RCCD Chief of Police during a meet and greet. He seems to be a problem solver and to be committed to partnerships. He has taught criminal justice for years and has worked at Palomar and MSAC. Rhonda is optimistic that he will do well.
 - d. VC Few informed Rhonda that leaves (mostly kin care and bereavement) are out of compliance with current law. This can be handled with an MOU or side letter. VC Few also asked if FA Executive Board members would like to attend AHR/ER management training updates. Rhonda confirmed that we would, so Few will be extending invitations.
 - e. The DEIA Committee is reconvening, and Felipe will be attending the meetings as a Senate representative. Jeff is serving for the FA.
 - f. Rhonda and Jeff are working with the Eric Bishop and the DO on day to day subbing. We used to have a rule under Susan Mills that day-to-day subbing is when the time of absence is unknown. The situation can change from unknown and known, and there will likely still be grey areas. We will most likely revive the SM rule.
 - g. Rhonda did a public information request for the RCC president's contract.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. Jeff asked to meet with Felipe and Adam Navas later to discuss the timeline for hiring a permanent president for MVC and to work together to push the Chancellor to move forward on hiring for this position.
- ii. Jeff attended DSPC on Friday.
 1. Jeff had the language changed in BP2710 from *CTA* to *RCCD FA*.
 2. There was significant discussion on BP2720, which pertains to computer and network use, with many amendments to the motion to approve. The original BP stated that the DO will respect employees' privacy and will not monitor District computers. In the age of increased cybersecurity problems, however, District IT needs to monitor attacks, but they do not monitor individual computers, thus the need to revise the BP. The revision brought forward had left out "respect for employee privacy" and allowed for monitoring of individual employee technology use if there is "justification." Some thought that "justification" was too vague, so the revised BP up for the vote was amended to state that the District will respect the privacy of employees and will not check anything without substantive evidence of cause to monitor.
 3. Also passed was a new BP that mandates cybersecurity awareness training for all employees. While we cannot stop the DO from passing this and mandating training, Jeff reminded them that the District will need to bargain with FA on compensation for additional work.

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

- i. Rhejean, Jeff, and Jennifer would like to have recruitment events in November, one at MVC and one closer to BCTC, for both members and nonmembers, and they wondered about the budget. Felipe said he would need to know numbers to create a budget. A faculty member at BCTC suggested a taco truck.
- ii. Rhejean, Jeff, and Jennifer had a productive and positive meeting with Interim President Carter. They discussed numerous topics including the Perris skill center, noncredit courses, and end of year items such as celebrating retirees.
- iii. There are ongoing issues with hiring committees. Jennifer is on a hiring committee for an administrative position that is open until filled. While the committee members are regularly looking at new applications, they are not always given access in a timely manner. For example, the committee has a meeting this Thursday but still has not received applications.

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

- i. No report

5. Norco College

a. Vice President's Report: Araceli Covarrubias

- i. Araceli attended the DBAC meeting on Friday and learned that Etrieve is finally being replaced with new software on February 1. Also, the District is moving away from Adobe for electronic forms and using a company named SIG, which is the same company for Anthology.
- ii. There are new full-time faculty members who do not have computers in their offices. Rhonda said they should ask their chairs to advocate for them.
- iii. An associate faculty member asked if the evaluation cycle resets when they've already completed the three-year cycle at one college but then transfer to another college. The new college has the right to evaluate new faculty members, after which they can be evaluated three years from the last evaluation.
- iv. If an associate faculty member receives a *Needs Improvement* and the discipline does not have two senior faculty, they can find faculty in the closest discipline.
- v. A faculty member asked to what extent the FA can represent them when they are being investigated because of a student complaint related to Title IX. The FA can only provide support as a courtesy as this situation is non-contractual. Sometimes we will refer to CTA Legal depending on the severity of the situation.
- vi. A faculty member shared their concerns about directives during an FPDC meeting. A statement sent to the FPDC members stated that District Finance said funds can only be used for the Chancellor's Guided Pathways and to pause other uses. Rhonda questioned whether this directive actually came from District Finance and believes this likely came from someone at Norco. Furthermore, faculty development committees are under the purview of Academic Senate, and, therefore, there should not be any administrator or classified professional on the committee.

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

- i. No report

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

- i. Payroll issues, such as delays in receiving paychecks, are causing associate faculty to incur late fees, etc. Rhonda said she wished the District could break from RCOE.
- ii. Diana wanted to clarify that the extension of healthcare benefits was a one-time courtesy for the seven individuals who submitted their forms in May. As the paperwork stated the form was due annually, these faculty members thought they did not need to resubmit it in September.

6. Riverside City College

a. Vice President's Report: Emily Philippsen

- i. No report

- b. Full-Time Representative's Report: Araceli Calderon
 - i. After hearing from a colleague who received a parking ticket, Araceli spoke with one of the people citing tickets, and this person shared that the device they use does not always recognize the second vehicle when faculty register two vehicles. Faculty who run into issues can contact Daniel Shipp or April Morris.
 - 1. Jeff is frustrated by the traffic jam created by drivers dropping off and picking up students and the lack of parking spaces when they wait in the parking lot. He asked if there is a parking committee; there is, and Rhonda suggested bringing up this issue with the new chief.
 - ii. A faculty member going on child bonding leave wishes to work the first four weeks of the spring semester and then go on leave. They have enough sick time for all twelve weeks and wanted to know if they can do this. Yes, they can and need to work with Payroll/HR and their IDS to make sure everything is inputted correctly.
 - c. Part-Time Representative's Report: David Martinez
 - i. Emily, Araceli, and David will be meeting with President Oliveros on Thursday.
7. Treasurer: Felipe Galicia
- a. No report
8. Secretary: Sonya Nyrop
- a. No report
9. CCA Representatives: Jennifer Escobar and Tony Musumba
- a. Jennifer and Tony shared the State Council report from October 16-18.
 - b. Several speeches highlighted the impact of precinct walking as there are 2000+ school board elections this term. CTA has a [list of recommendations for current ballot propositions](#). As Proposition 55 (which extended Prop. 30) funds public education, including community colleges, and is due to end in 2030, State Council recommends building awareness of how important this proposition is; [find out more by watching/sharing this short video](#).
 - c. There are multiple scholarships available: [LGBTQ+ Safety in Schools Grant and Scholarship in Honor of Guy DeRosa](#) (due May 30, 2025), [César E. Chávez and Dolores Huerta Education Awards](#) (due March 7, 2025), and [scholarships supporting CTA Members and their families](#) (due February 7, 2025). CTA has increased the number of scholarships supporting CTA members and their families.
 - d. More community colleges are offering late start courses, and part-time faculty are being dropped (becoming non-members) as CTA/CCA members. This is an ongoing issue that has been brought up to CTA and is an ongoing concern for

CCA. Locals are encouraged to see if this is happening to their members, especially part-time members.

- e. All members are encouraged to take the [budget survey](#).
 - f. AB2901 (14 weeks paid pregnancy leave for public educators) did not pass because amendments were attached that would have indefinitely delayed implementation. CTA will be taking up the legislation once again, and faculty can attend a virtual town hall on November 21, 6–7pm, [by registering here](#).
 - g. Several committees will begin working on developing policy regarding dual enrollment. CCA will be part of this task force, which is scheduled to begin January.
 - h. Dues will increase by \$42 starting next year.
 - i. There are several upcoming conferences: [NEA Higher Ed Conference](#) in Philadelphia (March 14-16, 2025), CTA [Good Teaching Conference North](#) (January 31-February 2, 2025), and [Good Teaching Conference South](#) (February 21-23, 2025)
 - j. There is a proposed by-law change to increase by one year CTA president, vice-president, and treasurer terms (currently two years). This will come to the floor in January's State Council meeting.
 - k. State Council representatives Jennifer Escobar and Tony Musumba ask that anyone with concerns or questions reach out to them. The dates for the next council meetings are January 24-26, 2025; April 4-6, 2025; and June 6-8, 2025.
10. Academic Senate President: Adam Navas
- a. The MVC Academic Senate roundtable discussion focused on being left out of discussions on the Perris skills center and IETTC.
 - b. Sergeant Jackson attended the meeting and clarified that recording when we see suspicious activity is an option and not an obligation.
11. Open Hearing
- a. No items
12. Closed Session: 7 items were discussed.
13. Meeting adjourned at 3:26pm.

**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.**