



Minutes
RCCDFA/CCA/CTA/NEA
November 19, 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 1:05pm.
2. Motion to approve [minutes from November 12](#) (Rhyne/Campuzano). Approved unanimously, pending minor edits.
3. President's Report: Rhonda Taube
 - a. Rhonda encouraged faculty, especially subject matter experts, to complete the IETTC survey that was sent this week from the DO.

- b. HR has decided to entertain appeals on a case-by-case basis for employees whose dependents lost healthcare after the dependent audit. We have asked the District to have open enrollment in March rather than August.
 - i. One faculty member did upload files, but Benefits Bridge did not forward them to the DO. Fortunately, the faculty member had verification that they had uploaded files to give to the District.
- c. Administration evaluations should be coming this week. Rhonda has been reminding the Chancellor as well as his assistant about these evaluations.
- d. The HR taskforce met yesterday and continued to discuss streamlining the faculty hiring process.
 - i. A college president suggested a two-week limit to screen materials, but this was voted down.
 - ii. HR pushed back on the suggestion of no longer requiring a senior HR analyst in the room as they believe this goes against best practices. Some pointed out that this may be a best practice, but HR is understaffed and unable to adhere to this policy. Other colleges have faculty do additional EEOC training and fulfill the role. Another suggestion was to reduce HR's role such as not requiring an analyst to be in the room during prescreening.
 - iii. Rhonda is still having to remind the District that faculty positions do not require a rationale as this mistaken belief has delayed faculty hiring. Faculty already have a rationale built in with prioritization and strategic planning.
- e. The District is creating separate emails for retirees rather than simply allowing faculty to keep their same emails. Faculty members who retire still need to be available for students who, for example, may need letters of recommendation. Maintaining these emails has been established past practice. Diana suggested making this part of the next contract negotiations.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. Jeff heard that the MVC president's hiring committee will have senate representatives from the other two colleges but thought that this may apply to the VC hiring committee. Adam will contact the Chancellor for confirmation. Rhonda shared that she heard the plan is to convene the committee this week.
 - ii. Jeff wanted to share his appreciation and respect for the solidarity in his collegial relationship with CSEA VP Arlene Serrato.
 - iii. A chair asked if the chair comment section on IOI forms is an appropriate place to add items such as student complaints, etc. Jeff received confirmation that this can be appropriate.
 - iv. Jeff attended a taskforce meeting on incorporating DEIA criteria for evaluations for all employees. The DO will be issuing a demand to bargain with bargaining units to make possible changes.

- v. Jeff also attended the District Enrollment Management meeting last week.
 1. A new accounting method from the state will automatically give the DO a few hundred additional FTEs. All districts in the state have two years to incorporate this new method. RCCD will be moving quickly to incorporate the new method and thus secure the increase in state funding.
 2. A committee member asked about the issue of BOT "students" making it past RCCD protocols. Conversation ensued.
 3. They also discussed future FTE targets and the complex relationship between college funding and FTE targets.
- vi. Jeff has been working with dental hygiene/assisting faculty to finalize an MOU memorializing their reassignments required through their programs' accreditation process.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer was alerted that an MVC DE training on accessibility had been shut down by DE at the DO, who said this was because of the cease and desist.
 1. The cease and desist language clearly does not apply to regular professional development, so it is uncertain why they chose to shut down a workshop on accessibility.
 2. If they believe nothing can happen during the cease and desist, what work is happening at the DO? Araceli Calderon shared that a faculty member had tried to get DE technical support at the DO but was not able to get assistance.
 - ii. Some administrators attempted to make services available to students during the fall break without considering the faculty who work in those service areas and will be off-contract. There also did not appear to be communication with students. The situation has been amended.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Special projects must be made available to all faculty of good standing. Araceli has been made aware of a specific faculty member who has been offered SPRs not open to all faculty. This is not an isolated incident, as Rhonda, Jeff, and Jennifer have already spoken with the Chancellor about this issue.
 - ii. A large underground pipe broke, affecting multiple buildings and causing heating issues. A faculty member shared that their classroom's temperature had gone down to 40 degrees. Araceli reached out to Trae Bell to ask for heaters and other solutions. She heard portable heaters will be placed in spaces.
- b. Full-Time Representative's Report: Michelle Ramin

- i. Michelle has been working with administration to address aging and broken technology in art classrooms. Michelle was told to go through program review; however, this issue has been in program reviews for several years. The situation is not sustainable as the technology needed for teaching is no longer functional.
 - ii. Araceli and Michelle are working with a faculty member who has been called as a witness in an investigation.
 - 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. A faculty member who is also a coordinator asked if roles and responsibilities for positions such as coordinators, coaches, and gallery directors can be changed. Roles and responsibilities within job descriptions cannot be changed; also, if these positions are part of job descriptions, they can be part of an IOI. For other positions that are not part of job descriptions, job duties, outcomes, and deliverables can be adjusted.
 - c. Part-Time Representative's Report: David Martinez
 - i. A faculty member asked about open enrollment for associate faculty. It will be in March, and emails about open enrollment usually go out in February.
 - ii. Two associate faculty members had their healthcare insurance dropped as they did not submit their annual renewal paperwork.
 - iii. Araceli and David met with President Oliveros and discussed several topics, including the recent townhall, Canvas issues, and the upcoming holiday party on December 10. During the meeting, the president stated that she believes our Contract is a barrier.
- 7. Treasurer: Felipe Galicia
 - a. Felipe reminded everyone to submit invoices for payment.
- 8. Secretary: Sonya Nyrop
 - a. No report
- 9. Community College Association Director N: Dorothy Reina (via email)
 - a. HR 82 (Social Security Fairness Act of 2023) passed the House and will now move on to the Senate.
- 10. PAC Treasurer and IELC Delegate: Mike Chavez

- a. The NUHW is on strike against Kaiser and called on people in the region to show up for the Fontana strike line. In addition, AFSCME 3299, which is the service workers of UC campuses, will also be striking, and Mike asked people to show solidarity and attend. He can be contacted for more information.
- b. Mike restated his concerns with the complete disconnect between the consultants hired for the IETTC and stakeholders. As he previously shared, it appears outdated data was used. Also, the Labor Council wanted to share its apprenticeship, but the process took so long that it went ahead and developed the program.

11. Open Session: None

12. Closed Session: 6 items were discussed.

13. Meeting adjourned at 3:46pm.