



Minutes
RCCDFA/CCA/CTA/NEA
February 28, 2023
Riverside City College Library Room 404 & Zoom

Present	Absent
Rhonda Taube (RCCD (Riverside Community College District) Faculty Association President)	Asatar Bair (RCC FT Rep)
Vivian Harris (Secretary)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
Jeff Rhyne (MVC (Moreno Valley College) VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Virgil Lee (NC (Norco College) VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Dariush Haghighat (RCC (Riverside City College) VP)	
Scott Brown (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Cameron Young (PAC (Political Action Committee) Chair)	
Mark Sellick (District Academic Senate President)	
Marianne Reynolds CTA (California Teachers Association) Staff Member	
Faculty Guests	

1. Meeting called to order at 1:03 pm
2. Current CCA President Eric Kaljumägi, mathematics professor at Mt. Sac and CCA Vice President, Randa Wahbe, English professor at Cypress College, attended our meeting in person. In addition to lowering membership drops, they are focused on forming a Safety Committee (which is extremely important, especially post-COVID) and building interpersonal relationships in order to take next steps with legislation.
3. Approval of Minutes
 - a. Motion to approve minutes from the February 21, 2023, meeting. (Lee/Nelson). Approved unanimously.
4. President's Report: Rhonda Taube
 - a. Both the RCCD Faculty Association and CSEA are in favor of keeping Keenan as our health care consultants.
 - b. Faculty members have been receiving messages on their Apple devices saying that their screens are being observed. This is an Apple issue, not an RCCD network issue. Contact Apple or email Rhonda for details on how to resolve this problem.
 - c. The Faculty Association Executive Board members will be holding a closed-session bylaws retreat Friday, March 10, 2023 @ 9am-1pm in the FA Board room (DL-404).
 - d. Mike Chavez (PAC Treasurer) is currently on baby bonding leave but has asked Rhonda if he can represent the Faculty Association on the Inland Empire Technical Trade Center Committee (simultaneously). Motion to approve Mike Chavez (Nelson/Lee). Approved unanimously.
5. Moreno Valley College
 - a. Vice President's Report: Jeff Rhyne
 - i. MVC Vice President of Business Services, Majd Askar, asked Jeff about adding the Rave Guardian app to all of the computers at the college. No objections were raised, and we see that it could be very helpful in alerting faculty to emergencies. Jeff will communicate with VP Askar.
 - ii. A few faculty members have inquired about obtaining compensation for attending District committee meetings that were

scheduled during the winter intersession when faculty are off contract. Anytime faculty members work during the winter (and/or summer) intersessions, they should receive compensation. Faculty members who attend District meetings during the intersessions should be provided timesheets by the District manager requiring the meeting. Faculty who serve on hiring committees during winter or summer should receive timesheets from the HR liaison (who coordinates the hiring committee details). To our knowledge, MVC has been great about ensuring faculty receive timesheets; this particular issue arose with a couple of District meetings in winter.

- iii. A few faculty members have asked: When do faculty advance on the salary pay scale? Is it based on the calendar year of service (January – December) or the academic year (July – June)?
 1. Notes on page 102 (Appendix A, the salary schedule) state, “Step advancement shall be awarded at the beginning of the semester following the completion of two (2) full semesters of employment as a full-time contract or regular faculty member in the District.”
 - iv. Jeff, Cameron, and Diana attended a meeting Monday with representatives from Anthology. Many thanks to Associate Vice Chancellor, Christopher Blackmore, for ensuring there were faculty representatives on some key committees to review potential impact on faculty as the new Enterprise Resource Planning System (ERP) is built and implemented. Multiple trainings will be offered before the “go live” date currently planned to occur in October 2024. The focus of Monday’s meeting was a few elements that will be part of the system when it replaces WebAdvisor. One significant change that will be good for students but does not appear to add any work for faculty, is that students will be allowed to add themselves to a waitlist and faculty will be able to manage this waitlist (even after the class starts until the add deadline). Details to follow as trainings begin rolling out (which is still many months away).
- b. Full-Time Representative's Report: Jennifer Floerke
- i. Jennifer has scheduled Tuesday, May 16, 2023 for the face-to-face Faculty Association meeting at the Ben Clark Education Center in the School of Public Safety Building, Room 109 (located at 20629 11th Street, Riverside, CA 92518).

- ii. The Vice President of Business Services is working collaboratively with the FA and various constituent groups to determine if there is a way to practice/conduct a campus-wide active shooter test run (perhaps by sending out a test Rave Guardian message to run a scenario).
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. Rhejean sent a message to the Moreno Valley part-time faculty listserv to introduce herself as the new part-time faculty association representative for MVC.

6. Norco College

- a. Vice President's Report: Virgil Lee
 - i. The in-person Faculty Association meeting at Norco will be held on Tuesday, March 14, 2023, in the Center for Student Success, Room 217 (CSS-217).
 - ii. A faculty member was on maternity leave for 8 weeks and was up for her Improvement of Instruction (IOI). How long can an IOI be delayed? In this instance, it would have to be delayed until the faculty member returns from maternity leave, which is different from being on regular sick leave.
 - iii. The issue of not having enough office space for new full-time faculty is an ongoing issue at Norco.
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. Just a reminder that all excess sick leave should be updated by the end of February for full-time faculty (2/28 paycheck) and by the March paycheck (3/7) for part-time faculty. Please review your paychecks to confirm.
 - ii. Araceli has been asked when more information will be provided about the potential offering of a Golden Handshake. It has been proposed to offer it in June 2024, but negotiations are still taking place.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

7. Riverside City College

- a. Vice President's Report: Dariush Haghighat
 - i. Open enrollment for Health Net members begins today. However, effective April 1, 2023, Riverside Medical Clinic (PPG # 2946) will continue to be contracted with Health Net and the medical group and providers will continue to be available to Health Net HMO members. For those members that did contact Health Net to move to another medical group to meet the February 27th deadline, they will need to contact the Member Services team at 800-522-0088 to transfer back to Riverside Medical Clinic.
 - ii. Oddly enough, faculty against faculty investigations have been surfacing throughout the District.
 - iii. Health Care and Benefits are a negotiable issue that is not subject to any unilateral decision making by the District and Management. Any changes to our health care and benefits must be negotiated with the collective bargaining units.
 - 1. Dariush suggests adding another Faculty Association member to the Benefits Committee (as a trainee). This person will become Dariush's successor once he retires.
 - iv. The Faculty Association bylaws need to be revised by the Executive Board before officer elections are held this spring.
 - v. Dariush continues to advocate for adding night guards to our dental plan.
- b. Full-Time Representative's Report: Scott Brown
 - i. Scott has been receiving questions about the Health Net issue, which as we learned during this meeting, has just been resolved.
- c. Part-Time Representative's Report: David Martinez
 - i. No report

8. Secretary: Vivian Harris

- a. Report on behalf of CCA (Community College Association) District K
Director: Dorothy Reina
 - i. Registration for the 2023 CCA Spring Conference & Who Awards will be available soon via the [CCA website](#).
 - 1. There are no registration fees for any member of NEA/CTA/CCA.

2. RCCD Faculty Association Delegates will receive full reimbursement of their room and travel expenses.
 3. Any RCCD Faculty Association member who is a CTA State Council member is automatically a Delegate for all CCA conferences.
 4. Email Dorothy Reina at conference@cca4us.org with any questions about CCA conferences.
- ii. CCA Conference Sessions Points of Clarification
1. CCA conference sessions are geared towards all CCA members.
 2. The size of a local union has nothing to do with the sessions selected.
 3. The theme/focus of each conference is as follows:
 - a. Bargaining - Fall
 - b. Advocacy - Winter
 - c. Membership - Spring
 4. Conference sessions are selected based on the following considerations:
 - a. Timeliness
 - b. Social Justice Issues
 - i. Per the standing rules, at least one social justice session will be offered at each conference.
 - c. Part-Time Faculty Issues
 - i. Per the standing rules, at least one part-time faculty issues session will be offered at each conference.
 - d. Member Requests
 - i. Contact CCA Conference Committee Chair, Dorothy Reina, at conference@cca4us.org with any suggestions or ideas for conference topics.

9. Membership Chair: Emily Philippsen

- a. Emily has been working on a mini audit. Lee suggests having someone assist Emily with the audit.

10. Treasurer: Lee Nelson
 - a. No report

11. Political Action Committee Chair: Cameron Young
 - a. The Inland Empire Labor Council (IELC) has returned to holding face-to-face meetings.

12. District Academic Senate President: Mark Sellick
 - a. Mark will be reaching out to faculty who retired during the pandemic to inquire if they are interested in being celebrated with Emeritus status ([per Board Policy 2000](#)) at a future Board meeting.
 - b. Christopher Blackmore provided an update on the Enterprise Resource Planning System (ERP).
 - c. Discussion ensued regarding the following Assembly Bills:
 - i. AB 928 - single transfer pathway
 - ii. AB 111 – common course numbering system
 1. Faculty should make it a point to get curriculum completed and approved by September 2023.
 - d. Academic Senates at all 3 colleges are updating their bylaws & constitutions.

13. Open Hearing
 - a. No report

14. Closed Session – Four items were discussed

15. Adjourned at 3:33 pm