



**Minutes**

**RCCDFA/CCA/CTA/NEA**

**March 7, 2023**

**Riverside City College Library Room 404 & Zoom**

<b>Present</b>	<b>Absent</b>
Rhonda Taube (RCCD (Riverside Community College District) Faculty Association President)	Jennifer Floerke (MVC FT Rep)
Vivian Harris (Secretary)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
Jeff Rhyne (MVC (Moreno Valley College) VP)	
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)	
Asatar Bair (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Cameron Young (PAC (Political Action Committee) Chair)	
Marianne Reynolds CTA (California Teachers Association) Staff Member	
Faculty Guests	

1. Meeting called to order at 1:09 pm
2. Approval of Minutes
  - a. Motion to approve minutes from the February 28, 2023, meeting. (Campuzano/Rhyne). Approved unanimously.
3. President's Report: Rhonda Taube
  - a. 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).
  - b. The Faculty Association Presidents will be meeting with Human Resources next week to discuss current Faculty Association issues.
  - c. Aaron Brown is still working on details pertaining to the Golden Handshake. He hopes to have this information available at the Faculty Association Presidents' meeting with the Chancellor (next week).
  - d. Faculty who were unable to complete the EVERFI harassment training by December 2022 will need to complete it when it is rebooted (to remain in good standing).
  - e. Motion to approve \$250 to purchase and send Jennifer Floerke flowers due to a recent family loss. (Emily/Rhyne). Approved unanimously.
4. Moreno Valley College
  - a. Vice President's Report: Jeff Rhyne
    - i. When an untenured contract faculty member receives a needs improvement and is going through the remediation process, what information can be shared with their faculty mentor? Only their improvement plan can be shared with the mentor from the committee.
  - b. Full-Time Representative's Report: Jennifer Floerke
    - i. No report
  - c. Part-Time Representative's Report: Rhejean King-Johnson
    - i. No report
5. Norco College
  - a. Vice President's Report: Virgil Lee
    - i. Virgil has been asked if faculty can hold office hours during College Hour? Yes, they can.

1. Faculty members who have monthly standing meetings during College Hour should not hold office hours at that time because they will be continuously unavailable for their students.
      - ii. The Faculty Association meeting will be held at Norco College next Tuesday, March 14, 2023, in CSS-217 from 1-3pm.
    - b. Full-Time Representative's Report: Araceli Covarrubias
      - i. Some faculty have informed Araceli that they have been provided with office furniture that is broken, unclean, and inadequate.
        1. Page 90, Article XX, Sections B1 & B2 of the Faculty Association Contract states:
          - a. The District shall plan for and provide private office space for faculty.
          - b. Each office space will be equipped with a desk, desk chair, filing cabinet, bookshelves and side chair, computer, access to printers, and a phone. (It is implied that these items should be functional.)
    - c. Part-Time Representative's Report: Diana Campuzano
      - i. Details about the Part-Time Faculty Health Insurance Program can be found in the California Community Colleges Chancellor's Office [Frequently Asked Questions \(FAQs\)](#).
6. Riverside City College
  - a. Vice President's Report: Dariush Haghighat
    - i. The Faculty Association has been informed that some faculty members at RCC have been assigned to offices that they are sharing with another faculty member. RCC is in breach of the contract. This issue needs to be resolved as soon as possible.
    - ii. Per results of the demand to bargain for equity FLEX, the Faculty Professional Development Coordinator should not oversee approving individual faculty activities.
  - b. Full-Time Representative's Report: Scott Brown
    - i. No report
  - c. Part-Time Representative's Report: David Martinez
    - i. No report

7. Secretary: Vivian Harris
  - a. Vivian received the January – February 2023 CCA Board Report from Dorothy Reina, CCA District K Director, and included it at the end of the minutes.
  
8. Membership Chair: Emily Philippsen
  - a. Emily is still working on the membership audit and would like to hire Kayla Henry to assist. Motion to approve Kayla Henry to assist Emily with the membership audit (Philippsen/Nelson). Approved unanimously.
  
9. Treasurer: Lee Nelson
  - a. No report
  
10. Political Action Committee Chair: Cameron Young
  - a. Cameron contacted the Riverside County Voter Registrar Office to seek assistance on our file that needs to be amended (because the online method is difficult to understand). Cameron also contacted Marianne to obtain assistance from another CTA representative because our political liaison from CTA is currently on leave.
  - b. The Inland Empire Labor Council Political Committee sent out a communication regarding a COPE fundraiser Gala. It is early in the planning process and interested parties can be looped in to help with the planning.
  - c. Jeff, Diana, and Cameron met for a second time with Project Nexus and proceeded to have a recap of some of the same points from the main Hall of Fame meeting about our incoming system. For the most part, there weren't any surprises from the content except:
    - i. There was an assumption/expectation/hope(?) on the part of Project Nexus that we are apparently also signing up to be initial testers.
    - ii. The work is likely to extend to or begin in summer for initial testing of components that Anthology brings to the table.
    - iii. Project Nexus has a form of compensation available to pay for our time through summer, but this will likely come in the form of a stipend.
    - iv. Jeff, Diana, and Cameron agree to continue into the summer as testers.

11. District Academic Senate President: Mark Sellick
  - a. No report
  
12. Open Hearing
  - a. Faculty who have received the tuberculosis (TB) vaccine, should not get the skin test because the results will likely come back positive, and they may have adverse reactions.
    - i. Per California Education Code, skin tests and chest x-rays are no longer required testing methods for TB. [Risk assessment screening](#) from a health provider (which can be conducted via teleconference) should suffice.
  - b. If training is required for hyflex classrooms once the rooms have been remodeled, part-time faculty will be compensated accordingly.
  
13. Closed Session – Six items were discussed.
  
14. Adjourned at 3:39 pm

**Board Meeting Dates: Jan 21<sup>st</sup> & Feb 10<sup>th</sup>, 2023**

## QUICK EVENT REMINDERS



**CCA Leadership Calls**  
Wed, Mar. 22<sup>nd</sup>,  
5—6 pm  
(Click image to register)



**CCA Board Meeting**  
April 1—2  
Sat 9—5 pm &  
Sun 9—3 pm



**CCA Leadership Call**  
Wed, April 26<sup>th</sup>,  
5—6 pm  
(Click image to register)



**CCA Spring Conference**  
Apr. 28<sup>th</sup>—30<sup>th</sup>  
(Registration TBA)

## AT THE PAST TWO MEETINGS, the CCA Board approved

- ◆ The monetary award for the CTA State Higher Education Award recipient; CTA established the award but did not fund it
- ◆ Reimbursing Winter Conference attendees for the full hotel room
- ◆ Upon CTA recommendation, building into the 2023-28 budgets spending down \$2 million of reserves on services to chapters and members
- ◆ Sending forward to Spring Council proposed changes to the CCA Bylaws, including revisions to officers' duties to better reflect their increased workload and expectations
  - ◇ With changes in CTA, the Vice President's duties now includes researching policy to support legislative positions as well as identifying and coordinating with member advocates across the state to attend meetings with legislators; chairing the CCA Policy Committee and researching policy needs for CCA; the VP also travels and participates with the CCA President in state meetings, including Consultation Council, BOG, CTA Board. The Board approved increasing the VP's reassign time by 20% for this additional work and the extensive time required.
  - ◇ The Secretary duties now include chairing the CCA Communications Committee, improving CCA's social media presence, keeping the website updated, and working with CTA staff and CCA media consultants on all CCA publications and media. The Board approved increasing the secretary's reassign time by 20% for the additional time and work.
- ◆ Increasing the President's Summer Stipend to \$9000 because the duties of attending state meetings and participating in NEA, CTA, and other related conferences has become a year-round function of the position
- ◆ Increasing the Board Directors' Stipend from \$1700 per year to \$2200 per year to reflect the increased workload and inflation
- ◆ Reimburse for member attendance at the San Joaquin Delta College DREAM Conference
- ◆ FEDC members approved to attend the CTA Equity and Human Rights Conference



**REMINDER:** The **CCA Faculty Equity and Diversity Awards** are now accepting nominations through 3/31/23; visit <https://cca4us.org/members/grantsawardsrecipients/> for more information and applications.



## APPOINTMENTS

At the January and February meetings, the Board approved the following appointments:

- ◆ Four interim directors: John Martin to District A; Tracy Redden to District D; Caleb Casteneda to District E1; and Jennifer Fowlie to District E2
  - ◆ Tamra Horton as Elections Chair
  - ◆ Randa Wahbe and Jon Ausubel to the State Council Coordination Task Force
  - ◆ Martha Carreon to the CTA Women's Rights Commission for 2022-23
- The Board also filled a number of CCA committee and task force vacancies

## OUTREACH & ADVOCACY

### • Part-time Faculty Health Insurance Program

Since the guidelines from the Community College Chancellor's Office and CTA's C4oB have been released, chapters have begun working on demands to bargain to implement the state's program; however, some chapters are experiencing pushback from districts who claim they don't trust that the state will follow through with the promised 100% reimbursement. Don't let this stop you! Chapters are encouraged to work with their PCS, and ***please share what you are doing with CCA on the monthly CCA Leadership Call for chapter presidents.***



*Together we are stronger!!!*

- **2023 CCA Spring Conference:** April 28th—30th, Hilton Orange County/Costa Mesa—***Now is the time: Presidents' delegate lists due April 14<sup>th</sup> by 5 pm***

*Registration on [cca4us.org](https://cca4us.org) will begin soon*

## CHAPTER UPDATES

## COLLECTIVE BARGAINING



- ✂ Two **Mt. San Jacinto College** science faculty won a PERB victory related to safety and working conditions
- ✂ **Citrus College** negotiated a 15% wage increase over two years and restructured health benefits to show a cost decrease that was used to increase wages
- ✂ **Merced College** bargained a 12.5% increase for Full-time faculty and a 13% increase for Part-time faculty. Part-time can also opt in for up to 8 hours of paid office hours.
- ✂ **Rio Hondo College** is creating a program to serve Black students
- ✂ **UF North Orange** salary increase of 7.56%; new responsibilities to increase student retention; defined purpose of office hours
- ✂ **Gavilan College** salary increase of 6.5% on salary schedules
- ✂ **Calbright** in negotiations and struggling with unlimited work hours/load and few contract protections; working on salary, working conditions, health benefits, release time
- ✂ **Taft College** salary increase 6.56% effective July 2022, updated bereavement language based on AB 1949
- ✂ **Sequoias College** negotiated a COLA +1% raise in the 2021-24 contract

Many chapters have also been reporting declines in enrollment.

## CCA TASK FORCES

- The **College Reserve Standards Task Force** presented a Winter Conference workshop facilitated by Board member Jesus Gutierrez whose incredible work both wowed and impressed participants with the detailed analysis. Attendees have requested that this important and essential work continue and be presented at upcoming conferences.
- The **AB 928 Task Force** made its recommendations that include the CCA officers having a more active role in creating bargaining advisories and advocacy
- The **Voter Qualifications Task Force** has been meeting and is working on recommendations.
- The **Board Norms Task Force** has concluded its work
- The Board created the **Strategic Plan Task Force** to review the current CCA Strategic Plan
- The Board created the **Task Force on Fossil Fuel Divestment** to consider a resolution supporting full and immediate divestment from fossil fuels by CalPERS and CalSTRS that would be brought before CCA delegates for consideration at the CCA Spring Council
- The Board voted to create a Task Force to provide guidance to CCA/CTA on the policy, advocacy, and legislation required to implement teaching credential programs within community colleges, especially with regards to CTE, TK-3, and special education teacher shortages; more information to follow.



## ELECTIONS

Spring is always elections season, and in CTA and CCA, we are no exception.

- ◆ The CTA president and vice president along with half of that board are up for election in March.
- ◆ The CCA president and vice president along with half of our board are up for election at the end of April.
- ◆ Additionally, there are CTA HE State Council vacancies to fill.



For more information on CCA elections, please visit [cca4us.org/about/elections/](https://cca4us.org/about/elections/).

## OTHER NEWS

- More than 120 bills introduced across the nation targeted the Transgender community; Activists state that the laws and bans being passed in Southern states specifically target and harm Black Trans identified folks
- The 2023 CTA Future Leaders Workshop will be held April 14-16 at the Westin Bonaventure hotel in Los Angeles. The workshop is “designed for new or emerging leaders who have an interest in learning more about the association that represents them.”

### [FUTURE LEADERS ONLINE FOLDER](#)

- The **CTA Equity & Human Rights Conference** will be held in Santa Clara, March 17—19
- THE **NEA Higher Ed Conference** will be held in San Jose, March 16—19
- CTA Scholarships and Awards. In a variety of categories. Application deadlines range from January 27 to May 31, depending on the program. Link: [SCHOLARSHIPS AND AWARDS](#)



Join us on Facebook,  
Instagram, and Twitter



Just search *Community College Association*