



Minutes
RCCDFA/CCA/CTA/NEA
March 21, 2023
Riverside City College Library Room 404 & Zoom

Present	Absent
Rhonda Taube (RCCD (Riverside Community College District) Faculty Association President)	
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)	
Darius Haghghat (RCC (Riverside City College) VP)	
Scott Brown (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Faculty Guests	

1. Meeting called to order at 1:05 pm.
2. Approval of Minutes
 - a. Motion to approve minutes from the meeting on March 14, 2023. (Nelson/Rhyne). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Chancellor's Meeting
 - i. Faculty investigations are the #1 concern that was discussed during last week's meeting with the Chancellor.
 - ii. The [Golden Handshake](#) was also discussed. RCCD has already submitted the [required paperwork](#), but the California State Teachers' Retirement System (CalSTRS) is currently auditing our previous early retirement incentives, so there are some internal setbacks. There are no issues with our previous Golden Handshakes so it should just be a formality. Once these issues are resolved, RCCD is one of the first in line to finalize the details of this agreement (with CalSTRS). Details pertaining to the [Golden Handshake Retirement Incentive Program](#) will be agendized at a future RCCD Board of Trustees meeting.
 - iii. Rolling over the contract was another topic of discussion at the Chancellor's meeting. Due to the lengthy negotiation process, the Faculty Association is encouraged to start considering potential contract revisions that can be negotiated with the Board.
 - b. Rhonda spoke to Tammy Few about a 90-day notice that was received by a faculty member from their Dean. The Association didn't get a heads up about this particular 90-day notice. The Association's position has always been that ninety-day notices should be issued by the College Presidents. Rhonda was informed that there is no official process for the District to issue 90-day notices and HRER is in agreement that it should be standardized throughout the district. This will be discussed at the Human Resources Committee meeting on Friday.
 - c. The [California Community Colleges Board of Governors](#) approved a regulation to include [Diversity, Equity, Inclusion, and Accessibility \(DEIA\) Standards in the Evaluation and Tenure Review of District Employees](#), effective April 26, 2023.
 - i. Although this regulation becomes effective next month, it does not supersede [our current bargaining agreement](#), which states that Full-Time and Associate Faculty will use their subject matter expertise to

cultivate a supportive and inclusive environment that promotes equitable access and success for a diverse student body (pp. 46-47, Article XI.B.1.n. & Article XI.B.2.g).

- ii. The faculty contract could be revised to include this regulation (in an MOU) if a demand to bargain is issued by the district, negotiated, and agreed upon by the Faculty Association and RCCD Board of Trustees.
- iii. Part-time faculty have grave concerns about the impact of this regulation once it becomes a requirement. They are requesting the District to provide explicit details and precise explanations that clearly define DEIA expectations for Improvement of Instruction (IOI) reviews that impact all faculty.
- d. Rhonda discussed the tech review position with Vice Chancellor Susan Mills, who will be forwarding this information to the Chancellor.
- e. Our PAC Treasurer, Mike Chavez, is hosting an event at RCC on Thursday, March 30, 2023 @ 1-2pm in the Kane building, room 140:
 - i. How Amazon Hurts Our Communities

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. No report
- 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. A full-time faculty member is on medical leave for the entire Spring semester and asked whether they will be expected to complete the remainder of their 2022-2023 FLEX obligation. Since faculty members cannot work while on medical leave, this faculty member will not be required to complete their FLEX obligation for the 2022-2023 academic year.
 - ii. Regardless of course delivery mode (in-person, hybrid, or online), faculty members are not required to provide office hours via Zoom.
 - iii. Faculty members who turn 60 any time after the semester ends, during the final semester the Golden Handshake is being offered, will not be eligible for the incentive. Golden Handshake requests, paperwork, and documentation must be submitted, and Board

approved, by the applicable deadline (prior to the end of the respective term).

- iv. Virgil met the members of the Part-Time Health Insurance Negotiations Committee.
 - v. Just a reminder that full-time faculty are required to complete 24 hours of professional development per year (by June 30). As stated in the [Faculty Contract](#), eight of these 24 hours shall be dedicated to equity-related training and education for the improvement of instruction (Article IX.D (p. 19) & Article X.M. (p. 27). The District will be enforcing the required completion of 8-hours of equity FLEX for all full-time faculty.
- b. Full-Time Representative's Report: Araceli Covarrubias
- i. Virgil, Araceli, and Diana had a productive meeting with President Green.
 - 1. They were pleased to learn that she is still working on securing office space for faculty.
 - 2. They were also informed that classrooms will be painted this summer.
 - 3. President Green confirmed that faculty requests for office furniture can be submitted to their respective Dean. If necessary, the Dean will contact Administration about the request(s).
 - ii. The [IOI form for part-time faculty](#) has been updated to include contract language. We appreciate Vice Chancellor Mills' timeliness in getting this important document finalized, approved, and posted on the District website.
- c. Part-Time Representative's Report: Diana Campuzano
- i. At Norco, assessment is now being conducted in Canvas. Some Department Chairs and Co-Chairs are pressuring Associate Faculty to complete assessment, even though it isn't required (for part-time faculty). Because assessment data is publicly accessible, there are concerns about how that information could potentially impact a part-time faculty member. Associate Faculty who opt to work on assessment can receive up to 3 hours of pay for professional development, but Chairs and Co-Chairs should not be pressuring them to complete assessment if they choose not to participate. Although assessment may be discussed with Associate Faculty, it cannot be used for evaluative purposes in their Improvement of Instruction reviews.

- ii. Diana has been working with Vice Chancellor Mills to ensure that the [Associate Faculty reemployment preference](#) process is being addressed in a timely manner. Chairs should be receiving the reemployment preference lists so they will be able to schedule classes accordingly.

6. Riverside City College

- a. Vice President's Report: Dariush Haghighat
 - i. The Administration is still working on solutions to resolve the lack of faculty office space at RCC.
 - ii. Consistent, uniform practice should be exercised when addressing investigations across the District.
 - iii. Once a faculty member is exonerated from previous investigation(s), Administrators cannot continue referring to issues that have already been resolved.
 - iv. It is problematic when Human Resources (HR) doesn't show up for meetings that they are required to attend.
 - v. Motion to retain an attorney to provide:
 - 1. The Faculty Association Executive Board consulting with CTA legals and even retaining their legal services in some faculty investigations that might be an overreach by the District due to alleged interferences by some Trustees or outside parties in the investigation processes.
 - 2. Assistance to the Faculty Association with crafting negotiation language for the California Community Colleges Board of Governors' DEIA regulation
 - 3. (Haghighat/Brown). Approved unanimously.
- b. Full-Time Representative's Report: Scott Brown
 - i. No report
- c. Part-Time Representative's Report: David Martinez
 - i. Full-time classified professional members who also teach as part-time faculty may contact their Human Resources representative to obtain retirement details, options, and information from:
 - 1. California Public Employees' Retirement System (CalPERS)
 - 2. Public Agency Retirement Services (PARS)
 - 3. California State Teachers' Retirement System (CalSTRS)

7. Secretary: Vivian Harris
 - a. Vivian Harris and Susan Brucks will be facilitating a [Professional Growth & Sabbatical Leave \(PG&SL\)](#) Workshop for full-time faculty via [Zoom](#) on Thursday, March 30 @ 12:50-1:50pm.
 - i. Meeting ID: 830 5141 8102
 - ii. Passcode: 200089
 - b. Details will be provided about the application process and required forms/documentation for:
 - i. Course Approval & Salary Reclassification (Professional Growth)
 - ii. Sabbatical Leave
 - iii. Obtaining the Rank of Professor
 - c. Please submit all requests via email to our District Educational Services Reemployment Coordinator, [Susan Brucks](#) by the deadlines below:
 - i. May 4 – PG&SL meeting on May 18
 - ii. May 15 - sabbatical leave requests for spring 2024
 - iii. May 18 – PG&SL meeting on June 1
 - iv. October 31 - rank of professor requests for the 2024/2025 academic year
8. Membership Chair: Emily Philippsen
 - a. CTA has granted Emily direct access authority, so she is now able to upload membership forms herself. She plans to have the current Faculty Association membership list available by the end of the week (concurrent with the election announcement for the Full-Time and Part-Time Representatives).
 - b. Thank you to Hilda Hayley, our RCCD Payroll Manager, for being so expeditious and helpful with this process. She has been an integral part of assisting with the audit and compiling the membership list for the upcoming election.
9. Treasurer: Lee Nelson
 - a. No report
10. District Academic Senate President: Mark Sellick
 - a. No report
11. Open Hearing
 - a. Election announcements for the Full-Time and Part-Time Faculty Association Representatives will be sent to each of the college full-time and part-time faculty listservs on March 24, 2023.

- b. Counselors and Librarians may get paid to work overload during spring break (while faculty are off contract). Precedent has been set by Counseling at RCC. Contact your Dean/Administration with requests.
- 12. Closed Session – Five items were discussed.
- 13. Adjourned at 3:24 pm