



Minutes
RCCDFA/CCA/CTA/NEA
October 11, 2022
Norco College Center for Student Success Room 217 & 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)	
Zander Allport (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)	
Cameron Young (PAC (Political Action Committee) Chair)	
Mark Sellick (District Academic Senate President)	
Faculty Guests	

- 1) Meeting called to order at 1:07 pm
- 2) Approval of Minutes
 - a. Motion to approve minutes from October 4, 2022. (Covarubbias/Philippsen). Approved.
- 3) President's Report: Rhonda Taube
 - a. Susan Mills will discuss the issue of not assigning overload before 2pm with the Vice President of Academic Affairs at each college and follow up with Rhonda.
 - b. Susan Mills responded to the FA's question about whether virtual office hours can be held by faculty on weekends. They are allowed as long as the faculty member's Dean & Department Chair are both aware of it. Updates to WebAdvisor (for inputting weekend hours) are forthcoming.
 - c. The Faculty Association Board is in favor of getting the proposed reassignment time form approved by the Board.
 - d. Human Resources is still waiting to hear if District employees got approved for long-term benefits from CHUBB.
 - e. Next month, Rhonda will be meeting and interviewing with our PPO Plan provider Health Now Administrative Services (HNAS).
- 4) Moreno Valley College
 - a. Vice President's Report: Jeff Rhyne
 - i. To elicit greater campus-wide participation, VPBS Majd Askar asked Jeff to email Moreno Valley faculty about the Great Shakeout on October 20, 2022.
 - ii. A FT faculty member asked a question about SPRs: while it's clear that SPRs count as overload during the regular semester, there is a confusing sentence that "special projects for institutional service in the winter and summer terms" are excluded from the TA during those terms. What constitutes special projects for institutional service needs to be linked to Item O in Article X (of the faculty contract).
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer and Jeff attended the dedication of the School of Public Safety Building at Ben Clark Education Center on October 7, 2022.
 - ii. Jeff, Jennifer, and Zander had another productive meeting with the MVC Vice President of Academic Affairs.
 - iii. A faculty is concerned that during a remodel, cabinets were removed that contained items for students in a class. This issue is

being looked into to prevent it from happening in the future, and efforts are being made to replace the instructional items.

- iv. There is still some confusion with some regarding the process of how part-time faculty can get FLEX hours approved. Efforts to disseminate accurate information to all continues.
- c. Part-Time Representative's Report: Zander Allport
 - i. One exciting update for associate faculty from the meeting with VPAA Amezquita, is that there are four spaces that will be designated for part-time faculty offices. They are still working out a system to manage reservations and keys, but hopefully that will be up and running later this semester.

5) Norco College

- a. Vice President's Report: Virgil Lee
 - i. A department chair asked the following question: If a class is cancelled for a term, and the class is needed for a faculty member to make their load, and there is no one to bump, how is it handled?
 - 1. It is up to administration to ensure that faculty members have enough classes to make their load. Thus, faculty should not be penalized in this situation.
 - ii. Can a faculty member be forced to use load-banked hours to resolve this issue?
 - 1. No. A faculty member cannot be forced to use load-banked hours to make their 1.0 load.
 - iii. Can administration require faculty to sign up for a load that is greater than 1.0 in anticipation of class cancellations?
 - 1. No. A faculty member cannot be forced to take on more than a 1.0 load assignment.
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. No report.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. When salary increases went through over the summer, CCA dues were taken out of some part-time faculty members' paychecks. Please contact Emily for assistance with this issue.

6) Riverside City College

- a. Vice President's Report: Dariush Haghighat
 - i. Vice President Lynn Wright asked Dariush to assign a Faculty Association Representative to the hiring committee for the Dean of STEM and Kinesiology. Because Dariush is not a subject matter

expert in the areas of STEM and Kinesiology, he is not comfortable serving as the Association Representative on the recruitment committee for the Dean of STEM and Kinesiology.

- ii. After carefully reviewing the composition of the committee with Vice President Wright, they both noticed the biology discipline did not have a representative on that search committee. Therefore, Dariush reached out to a biology professor and assigned her as the Faculty Association Representative on the search committee. Dariush extended the Faculty Association's appreciation to the faculty member for her willingness to serve as the Association's representative for such an important recruitment.
 - iii. As the two Faculty Association Representatives on the Benefits Committee, Dariush and Rhonda found out that somehow the Benefits committee has accidentally been placed under the District Strategic Planning structure. As such, VC Tammy Few has assumed the position of chairperson for the committee.
 - iv. While recruitment and retention are under the purview of the DHR, Health Care and Benefits issues tackled by the Benefits committee are subject to negotiations and fall under the purview of the two collective bargaining units, which must be handled differently than the tasks assigned to other District Strategic Planning Committees.
 - v. Dariush and Rhonda are discussing these changes with Chancellor Isaac and Vice-Chancellor Few and trying to rectify this error.
- b. Full-Time Representative's Report: Scott Brown
 - i. A faculty member would like to have their Improvement of Instruction (IOI) committee review the 1st week of their online course. This information should have been discussed and included in the scope and process. Scott is waiting to find out if a specific week/module was included in the scope and process at the initial IOI meeting.
 - c. Part-Time Representative's Report: David Martinez
 - i. David has received inquiries about the timeline for AB-190. Implementing legislation tends to be a lengthy process due to many factors, so it is likely that AB-190 will not go into effect within our District until sometime next year.

7) Secretary: Vivian Harris

- a. No report

8) Membership Chair: Emily Philippsen

- a. Does a Department Chair have to serve on an IOI Committee?
 - i. No. It can be either the Department Chair or their designee.

- b. Emily reported that it is taking her a significant amount of time to complete the full membership audit. Motion to hire a part-time faculty member to assist with the process like we've done in the past. (Harris/Campuzano). Approved unanimously.
- 9) Treasurer: Lee Nelson
 - a. No report
- 10) District Academic Senate President: Mark Sellick
 - a. No report
- 11) PAC Chair: Cameron Young
 - a. Cameron still hasn't received an update regarding the CTA grant money that was granted to the FA in September.
 - b. Joint mailers will be delivered to households between October 14-17, 2022.
 - c. We have reached over 65k people via social media.
 - d. Keri's opponent Daryl has been featured on a podcast and continues to use social media to promote his campaign.
 - e. Cameron is working on the text message blasts and will bring them to the Faculty Association at a future meeting.
 - f. Keri Then is available for a meet and greet on Monday, October 24, 2022, at 3:30-5:30pm at Moreno Valley College (MVC).
- 12) Open Hearing
 - a. Asatar Bair reported that Pasadena City College (PCC) decertified from CTA in 2009 to become independent (affiliated with California Community College Independents <http://cccindependents.org/>).
 - b. There are currently 400 full-time and 1,000 part-time members in PCC's independent union.
 - c. Becoming independent made the union more financially solid.
 - d. They take in approximately \$400k/year for dues.
 - e. Members wanted dues to stay local so they would have more control over what the dues were being used for. With these funds they are able to:
 - i. Have 2 full-time staff members
 - ii. Put out newsletters that contain information about the process of filing a grievance, etc.
 - iii. Retain a specialty lawyer who specializes in labor relations
 - f. PCC faces many challenges because their Administration is anti-union.

- g. Chapters affiliated with CTA are unable to spend much money because 90% of dues goes directly to CTA. A chapter can apply for grants with CTA, but funding is minimal, and CTA is often unresponsive.
 - h. Motion to approve Jennifer and Asatar attending the California Community College Independents Conference in San Diego October 20-22, 2022 to obtain information about independent unions for California colleges. (Haghighat/Lee). Approved unanimously.
 - i. Asatar will reach out to PCC to see if someone from their union is available to come speak at one of our Faculty Association meetings.
- 13) Closed Session – Three items were discussed
- 14) Adjourned at 3:33 pm