



Minutes
RCCDFA/CCA/CTA/NEA
October 25, 2022
Riverside City College Library Room 404 & Zoom

Present	Absent
Rhonda Taube (RCCD (Riverside Community College District) Faculty Association President)	Scott Brown (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)	
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)	
David Martinez (RCC PT Rep)	
Cameron Young (PAC (Political Action Committee) Chair)	
Mark Sellick (District Academic Senate President)	
Felipe Galicia (MVC Academic Senate President)	
Faculty Guests	

- 1) Meeting called to order at 1:08 pm
- 2) Approval of Minutes
 - a. The minutes from the October 11, 2022 meeting were approved at the closed-session bylaws retreat on October 18, 2022.
- 3) President's Report: Rhonda Taube
 - a. Everyone who applied for long-term care from CHUBB has been approved. There will be a two-month premium deduction from the November paycheck.
 - b. One candidate has been moved forward from the search committee for the Chief-of-Police position.
- 4) Moreno Valley College
 - a. Vice President's Report: Jeff Rhyne
 - i. Jeff attended the District Enrollment Management Committee meeting. One of the significant items of discussion was the Emergency Conditions Plan.
 - ii. A faculty member approached Jeff to ask about the 0.6 maximum on overload (OL) teaching, which seems designed around disciplines with 3-unit courses, allowing up to 3 courses to be taught online. Disciplines in which the bulk of courses are 4 or 5 units cannot teach more than 1 online class as part of contractual load within the constraint of the 0.6 maximum teaching load limit. This is something that we will continue to review and consider for negotiation in the next round of contract negotiations.
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer enjoyed attending the meet and greet for Keri Then on October 24, 2022 with Jeff and Zander.
 - c. Part-Time Representative's Report: Zander Allport
 - i. No report
- 5) Norco College
 - a. Vice President's Report: Virgil Lee
 - i. Are Department Chairs or the IDSs responsible for pay-coding classes?
 1. IDSs are responsible for pay-coding.
 - ii. Pathmaker, a new class-scheduling system, is being piloted at Norco College, which has increased the workload for NC Department Chairs. This includes both their attendance at a

Pathmaker training session and additional time they spent learning the system. As a result, Virgil and Araceli will meet with the Norco College VPAA, Dr. Jason Parks, to request compensation for the time they've spent, thus far, learning the system.

iii. It was asked whether the District is considering holding graduation on Saturday.

1. This issue has not come to the attention of the Faculty Association; however, graduation will not be held on a Saturday because it is not a contractual workday for faculty.

b. Full-Time Representative's Report: Araceli Covarrubias

i. A faculty member had concerns about being asked by administration to participate in a project with which they didn't agree. The issue has been resolved. Thanks to President Monica Green for respecting the academic freedom of faculty.

ii. Another faculty member is concerned about their workload issue. Araceli will follow up with this faculty member after they meet with Norco Administration.

c. Part-Time Representative's Report: Diana Campuzano

i. Diana attended the CTA conference. Attendees were advised not to pursue finalizing any agreements until after the State Chancellor has provided more information about AB-190.

6) Riverside City College

a. Vice President's Report: Dariush Haghighat

i. Dariush, Diana, and Rhonda are participating in the search for a new RCC President.

ii. Dariush attended a meeting with Vice President Wright, Athletic Director Payton, Dean Curz Soto, and Dean Blair involving disputes between three athletics coaches regarding the alleged disruption of team practices by some athletics students.

iii. In that meeting, Dariush registered the Faculty Association's steadfast position of protecting and promoting faculty rights to their classrooms during teaching hours without disruption or outside interference.

iv. The Faculty Association has been informed that the Trustees will renew Chancellor Isaac's contract until 2026.

v. Dariush's understanding of Chancellor Isaac's contract renewal process is: When trustees do not provide a non-renewal notice at least one year before the Chancellor's contract expiration date, his contract will be renewed for another term (as stipulated in his contract).

- vi. This doesn't mean that the Chancellor will not retire before 2026. He is not obligated to serve the full term of his contract.
 - vii. Last year, the Association, the Senates, and other stakeholders felt encouraged because the District had finally set up a comprehensive, meaningful evaluation process for top administrators' contract renewals. Because this process was implemented during the most recent contract renewals for the three college presidents and several Vice-Chancellors, it was disheartening to learn that the Chancellor's contract was renewed without any input or meaningful evaluation from the stakeholder representatives.
 - viii. Dariush is convinced that the Trustees have evaluated the Chancellor. However, he sincerely hopes that a similar comprehensive evaluation process (like the one that was adopted and implemented in the last round of evaluations for top college and District administrators) will be embraced by the Board of Trustees in future evaluations and contract renewal of Chancellors.
 - ix. The evaluation process for Administrators should be memorialized in a Board Policy/Administrative Policy (BP/AP).
- b. Full-Time Representative's Report: Scott Brown
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. David continues to receive inquiries about AB-190.

7) Secretary: Vivian Harris

- a. Vivian will attach the October CCA Board report from Dorothy Reina to the Faculty Association minutes.

8) Membership Chair: Emily Philippsen

- a. Membership isn't being consistently processed correctly. The issue is that once Emily receives an enrollment form, she sends it to CTA and then to payroll to be processed. Currently, there is no system in place to make sure that the memberships forms are processed once they go to payroll and CTA. Emily has been working on an audit of active members which has proven to be difficult since she must rely on payroll and CTA to do the final processing. Interim Payroll Manager, Hilda Haley, has been very responsive in helping Emily with the Audit.
- b. According to payroll, we currently have a total of 1,348 members:
 - i. 416 full-time members
 - ii. 932 part-time members
- c. However, according to CTA, we currently have a total of 979 members, which is 369 members less than we should have.

- d. Marianne advises Emily to compare the monthly list from payroll with the list from CTA. Marianne will also contact the audit department manager to see if they can recommend someone who can assist and work with Emily on resolving the membership issues.
 - e. Emily was told that membership forms are only valid for 2 years, which is not consistent with the historical process. Some ongoing members have been randomly dropped from the membership list (by CTA) and it is unknown why or how to track this. Do members need to complete new forms every 2 years? Marianne will check on this issue and follow up with Emily.
 - f. [Membership dues](#) are:
 - i. \$1,131/year for full-time faculty = \$113.10/month
 - ii. \$237.80/year for part-time faculty = \$23.78/month
 - g. There are many issues with payroll because there hasn't been a consistent payroll manager (at the District) and COVID has added a layer of difficulty to this process. Hilda is working to fix some of the issues that have been happening.
 - h. Even with the help of Kayla Henry, a part-time faculty member, the audit is taking an extraordinary amount of time with a membership that is this large.
 - i. Motion to hire a CPA (Certified Public Accountant) for a professional payroll audit. (Philippsen/Lee). Approved unanimously.
 - j. The first payroll deduction for membership dues usually occurs in October (for all faculty members). However, since there was a special check for the COLA retroactive payments for part-time faculty in September, dues started on that check. Dues are taken 10 times per year and payroll is making sure that this will not interfere with that. Payroll did send all faculty an email explaining this on 7/13/22 and again on 8/5/22.
- 9) Treasurer: Lee Nelson
- a. Motion to approve [the budget](#). (Haghighat/Rhyne). Approved unanimously.
- 10) District Academic Senate Report: Felipe Galicia (on behalf of Mark Sellick)
- a. The Chancellor would like to coordinate our competitive grant efforts to compensate for any financial shortfalls that may come from our enrollment issues.
 - b. Voting to approve the 2000s series Board Policies (BPs) was postponed until other constituent groups have the opportunity to review the BPs. They will likely go to the Board of Trustees in December.

- c. The Academic Senate would like to hold the annual Distinguished Faculty Lecturer at each of the colleges, as was done in the past (pre-COVID). The Academic Senate Presidents will take this proposal to their local senates.
- d. Dr. Lijuan Zhai gave a presentation about student drops and how this impacts enrollment management.

11) PAC Chair: Cameron Young

- a. Keri Then had a family medical emergency and was unable to attend the Meet and Greet at Moreno Vally College. However, there was an excellent turnout, and Cameron enjoyed interacting with faculty colleagues at Moreno Valley College.
- b. Faculty can elect to have a dues deduction for PAC (from their paychecks) in support of locally supporting candidates.
- c. We finally received \$9,800 for the CTA grant. Motion to approve \$3,800 for the text-messaging campaign (Haghighat/Campuzano). Approved unanimously.
- d. Please remember to vote by or before November 8, 2022.

12) Open Hearing

- a. Asatar Bair & Jennifer Floerke attended the Community College Independents Conference in San Diego on October 20-22, 2022.
- b. Approximately 35 attendees were at the conference, and they openly shared detailed information about their chapters.
- c. Asatar reached out to Pasadena City College & Contra Costa College and someone from both of their unions is available to come speak at one of our Faculty Association meetings.

13) Closed Session – Three items were discussed

14) Adjourned at 3:48 pm

CCA BOARD REPORT

Board Meeting: 14 October 2022

QUICK EVENT REMINDERS



CCA Board Meeting
Nov 18th—19th
Fri 2—9 pm
Sat 9—3 pm



CCA Winter Conference
Feb 10th—12th
(Registration TBA)



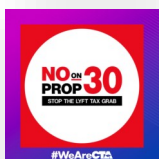
CCA Leadership Call
Wed, Dec 7th,
5—6 pm
(Click image to register)

BOARD HIGHLIGHTS



- The Board established a task force to address the change in college reserves and to highlight the large reserves that districts maintain
 - The latest Chancellor's Office recommendation is for districts to maintain two months reserves (roughly 16%)
- The Board authorized members to attend the CTA LGBTQ Weekend events in Palm Springs, November 4—6
- The Board welcomed chapter presidents Tracy Redden (Sequoias), Suzanne Engelhardt (Long Beach FA), Heidi Ahders (Mendocino), Emily Woolery (Mt SAC)

ELECTIONS



- The Council Elected Toni Pirtle (Merced) as **Women's Rights/ Issues Director North** to fill a vacant seat; an election for this seat's full term is scheduled for Spring Conference/Council—(womens_n@cca4us.org)
- Spring 2023 Elections for CCA president, vice president, half the geographical directors and at-large directors

OUTREACH & ADVOCACY



- **2023 CCA Winter Conference:** February 10-12, Doubletree by Hilton, San Diego Mission Valley
 - Now is the time to get Delegates; presidents' delegate lists are **due by January 27, 2023**
 - Registration at cca4us.org will begin in January
- **CCA California Leadership Academy Class of 2022** graduated at the Fall Conference
- **CCA Building Strong Locals Academy** starts at the CCA Winter 2023 Conference; please look for information and applications on the [CCA website](#).

CHAPTER UPDATES

COLLECTIVE BARGAINING



- **Monterey Peninsula** passed a TA with a 5-year compensation raises of 3% - 4% each year for three years, with COLA minus 1%
- **Gavilan** received a CTA Membership Engagement Grant
- **Hartnell and Merced** have new union leadership
- **Napa and Victor Valley** continue negotiations; **Chaffey and Citrus**, beginning negotiations;
- **Mt SAC** ratified its contract and is creating a task force to implement evaluations of managers
- **Rio Hondo** negotiated paid office hours for Part-time faculty

FALL 2023 COUNCIL HIGHLIGHTS



- Council approved increasing the CCA Chapter Crisis Fund request limit to \$5000 and directed the board to create an appeals process
- Council created a task force to consider voter qualifications for CCA district and at-large directors
- Council adopted the 2022-23 Budget Adjustments
- Council approved a revision to the [CCA Mission Statement](#)
- Council approved the 2022 Redistricting Plan which will go into effect immediately
- Council approved renaming the Racial/Ethnic Minority At-large Directors to the BIPOC Equity & Justice At-large Directors, effective immediately.

Community College Association/CTA/NEA
email: secretary@cca4us.org
Website: cca4us.org



Next Board Meetings:

20—21 January 2023:
24 February 2023:

Director / chapter reports due 6 January
Director / chapter reports due 10 February