



Minutes
RCCDFA/CCA/CTA/NEA
February 13, 2024
Riverside City College / Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
Sonya Nyrop (Secretary)	
Jeff Rhyne (Moreno Valley College VP)	
Jennifer Floerke (MVC FT Rep)	
Rhejean King-Johnson (MVC PT Rep)	
Virgil Lee (Norco College VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Mike Chavez (Riverside City College VP)	
Garth Schultz (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Marianne Reynolds (CTA [California Teachers Association] Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:01pm.
2. Approval of minutes from December 5, 2023, is tabled until the next meeting.

3. President's Report: Rhonda Taube

- a. Rhonda received numerous questions about the Keenan data breach, which originally was thought to involve only six people. However, Edwina Cardenas shared that those six people actually are part of the BlueShield data breach, and the Keenan data breach is extensive. Those who were notified about the Keenan data breach need to keep the notification letter they were sent to sign up for the two years of complimentary credit monitoring offered by Keenan.
 - i. Jennifer received a letter that said she could have complimentary credit monitoring, but the letter didn't specify a data breach. It would be helpful if these letters were more specific.
 - ii. Faculty should reach out to Edwina Cardenas if they have questions.
- b. The District Office realized that the calendar drafts for 2025-2028 have graduation on the wrong day; after these calendars are modified, the FA can then negotiate with the District. In addition, there are some upcoming regulations from the State Chancellor's Office that will simplify accounting measures such as WSCH that may impact calendars.
- c. Educational Services will create a standard district form for institutional service, which will be implemented in the fall. Institutional service hours will need to add up to eighty (80) hours per semester (fall and spring). As there is no institutional service in the summer and winter, these hours must be completed in the fall and spring semesters even if faculty are completing their teaching load in the summer or winter.
- d. The District has proposed a fixed stipend of \$750 for associate faculty for completion of the DE camp. While this stipend does not fully cover the sixteen hours, associate faculty could apply for professional development reimbursement also.
 - i. The District retroactively paid faculty for previous Canvas training in the past, so the District should be asked to do the same for faculty who have already completed the DE camp.
- e. The FA still needs a PAC chair.
- f. The FA elections, which will include ratification of the Contract, will be just after spring break so that they are not close to finals. Jennifer and Araceli will be co-chairs of the Election Committee.
- g. There was a record number this year of non-renewals and *Needs Improvement* in the fourth year of the tenure track process. Rhonda emphasized that everyone, including deans, members of the IOI committee, and faculty being evaluated, must follow the Contract during this process.

- h. Rhonda discussed with both VC Susan Mills and Senate President Felipe Galicia how, at a recent meeting, an administrator violated the Brown Act, 10+1 (education code), and the collective bargaining agreement. Title V states that all managers are supposed to participate in professional development. Managers/administrators need to be trained in 10+1, the Brown Act, and the Contract. VC Susan Mills offered to facilitate academic administrators' training. Rhonda has previously discussed this need with VC Tammy Few, and they will likely all work together to make this happen.
 - i. Felipe pointed out that administrators could avoid these issues if they reach out to the Academic Senate and/or the FA before making decisions.
4. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
 - i. The counseling faculty at MVC shared their frustrations with management-proposed schedules. Jeff met with Dean Williams and VP Rodgers, counseling faculty, and Academic Senate. Jeff is grateful to Dean Williams for adjusting the schedule, learning more about the collective bargaining agreement, and listening to the concerns of counseling faculty. He hopes this collaborative process with the counseling faculty continues.
 - ii. Update on printers: VP Askar diligently ensured all faculty have access to printing and provided options to all faculty members to ensure adherence to the collective bargaining agreement.
 - iii. Jeff is currently part of the DEIA work group.
 - iv. Jeff is a member of the District Budget Allocational Model (BAM) taskforce (as is Virgil) to develop a process, guidelines, and metrics to provide a budget for and hold the District accountable in the same way colleges are held accountable. The goal is to incorporate the District into the BAM, but the process to determine criteria and metrics to allot the District a fair amount of money that will allow it to support the colleges is challenging.
 - 1. There is an ongoing conversation about what the District's role is in relation to the colleges. Jeff stated that many people at the District Office don't seem to know what it is the colleges do.
 - 2. Rhonda pointed out that, whereas colleges are held to student success, there is no success metric for the work of the District.

3. Rhonda also pointed out that the District appears to want to centralize power and authority over the colleges and cited examples such as moving IT to the District and away from the colleges, pushing to do scheduling at the District Office, and attempting to put DE under strategic planning rather than Academic Senate.
 4. Jeff and Virgil will continue to provide updates.
 - b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jennifer participated in an appeal committee for a non-renewal so that the process follows the Contract.
 - c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. Jeff, Jennifer, and Rhejean had a productive meeting with the new VPAA, Joumana McGowan, who seems eager to build a relationship with the FA.
5. Norco College
- a. Vice President's Report: Virgil Lee
 - i. Virgil received messages from faculty concerned about the excessive grading workload due to AI. Specifically, these faculty members are finding grading final exams or papers more laborious because of the need to use AI detectors to detect plagiarism. While this is expected to be a growing concern, this seems to be primarily an Academic Senate issue.
 - ii. Virgil also received a list of questions from a chair on evaluation of associate faculty.
 1. If associate faculty are teaching both lecture and lab, can they be evaluated for both? For tenured faculty, this is determined in the scope and process meeting. However, since there is no IOI committee for associate faculty, it is up to the chair and faculty member being evaluated to reach a mutual agreement. If they cannot agree, then it should be decided by the relevant dean of instruction.
 2. Can associate faculty be evaluated for more than one course in the same semester? No, the instructor will only be evaluated for one course unless the instructor specifically requests to be evaluated in multiple courses.
 3. If an associate faculty member is teaching a course in which they have not been evaluated and needs to be evaluated in another course, can both courses be evaluated? The answer

is no unless the instructor agrees to be evaluated in both courses.

4. If an associate faculty member is evaluated for more than one class, does each class require a separate form? Yes, they do.

- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. Araceli asked about the deadline for meeting DE requirements. June is the deadline, and HR will be contacting faculty in stages. There will be multiple ways to meet this requirement.
 - ii. A student told a faculty member that they were guided by a counselor to request an incomplete from the faculty member. Araceli should direct this faculty member to RCC Senate President Kimberly Bell since this is the purview of the Academic Senate.
 - iii. If faculty are having issues with the BMI/dependent audit, they should contact HR.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Mike Chavez
 - i. After the townhall on Friday, Mike received several enthusiastic emails from faculty who would like to be more involved in the union. Mike wants to do more engagement work, especially as not all faculty can attend the FA meetings.
 - ii. Mike would like to bring forward a resolution soon about taking a stand on supporting our students on the issue of Palestine. The Riverside City Council will be discussing and voting on this issue today.
 - iii. Mike would also like to establish a student internship model centered on student needs and plans to contact Marianne Reynolds from the CTA.
 - iv. Mike has concerns about possible attempts to weaken the Contract in future contract negotiations.
 - v. Mike will continue as PAC treasurer.
- b. Full-Time Representative's Report: Garth Schultz
 - i. Garth is still assisting a faculty member working in a lab and will be meeting regarding this issue soon.
- c. Part-Time Representative's Report: David Martinez
 - i. David received an email from an associate faculty member who did not get a class and believes it was due to their student success rates

in other classes being subpar, although they have no evidence to support this belief. Departments should have in their departmental operational guidelines the process by which classes are assigned. If that process is being followed, then there is no recourse.

7. Membership Chair: Emily Philippsen
 - a. No report

8. Treasurer: Lee Nelson
 - a. Lee is seeing a slight increase in dues every month from CTA.
 - b. Lee would like to pay the IELC bill for January, February, and March this week.

9. Secretary: Sonya Nyrop
 - a. No report

10. State Council Representatives: Jennifer Escobar and Tony Musumba
 - a. Jennifer and Tony attended the CCA Winter Conference on February 3-4.
 - b. SB 765 has made changes for retirees. For people who are retiring this year, there will no longer be a six-month waiting period to work. In addition, the previous cap of 50% on how much retirees can earn post-retirement has been raised to 70%.
 - i. Rhonda reminded everyone that this does not apply when there is a golden handshake.
 - ii. These changes may affect the collective bargaining agreement.
 - c. HR 82, which is still in the bill stage, is attempting to address GPO/WEP (Government Pension Offset/Windfall Elimination Program).
 - i. Rhonda pointed out that once members are part of STRS, they do not have social security deducted.
 - d. Jennifer and Tony encourage more faculty to attend the [CCA Spring Conference in April in Costa Mesa](#). RCCD FA can send up to fourteen delegates.
 - i. CCA offers complete reimbursement for members interested in attending. To be reimbursed, members must attend every session.
 - ii. The FA used to pay half of the fees for these conferences and, therefore, required a vote of approval from FA for faculty wishing to attend. However, if CCA is paying 100% of the fees, then approval may not be needed.

- iii. These conferences and institutes are very informative and beneficial. Important political figures such as Governor Newsom and Tony Thurmond often speak at these events.
- e. One concern is proposed legislation to overturn [Ed Code 84362D](#), which stipulates that 50% of district spending should be towards classroom instruction. CCA and CTA are looking at this proposed bill carefully. A concern is that if this law is eliminated, administrators may increase the cost of administration and allocate funds for their pet projects.
- f. The CCA board members welcome the opportunity to speak with members.

President: president@cca4us.org

Vice President: vp@cca4us.org

Dorothy Reina, Director of District N: directorn@cca4us.org

11. District Academic Senate President: Felipe Galicia

- a. The CVC-OEI cohort that RCCD would have been a part of is currently deferred to Spring 2025 since Anthology is still not up and running. This move was recommended by the CVC.
- b. The military articulation platform gives credit for prior learning. Articulation officers are running into issues with courses that do not have a pass/no pass grading option. The AOs across the District have proposed language for courses without pass/no pass grading options, but the Academic Senate believes it is preferable to work with those specific disciplines to determine how this will be resolved.
- c. The districtwide enrollment management retreat is scheduled for Friday, May 3 and will be held at the MVC Conference Ballroom.
- d. Gohar Momjian, the VP of ACCJC, will be visiting all three colleges in April to have a "kick-off," review data, and discuss accreditation steps. The specific dates/times are as follows:
 - MVC – April 25, 1-4pm
 - NC – April 26, 9am-12pm
 - RCC – April 26, 1-4pm
- e. VC Mills has updated the timeline for the RCCD Education Master Plan and will make it available to everyone by February 29.
- f. Felipe hopes to have an approved district governance structure and will recommend that committees make plans following its approval.
- g. The District may reach out to faculty to participate in the bond measure drive. The goal is to secure support, and the District has hired a firm to work on this goal.
- h. HR contacted the FA and Academic Senate to discuss integration of DEIA in faculty evaluations. Jeff and Felipe are representatives and will be

attending upcoming meetings and providing updates. Integration of DEIA in evaluations will apply to all employees.

- i. Rhonda reminded everyone that any changes to the faculty evaluation process will need to be negotiated with the FA. The current language for faculty may already meet the DEIA requirements.
- ii. There is far less transparency with management evaluations. The District will be required to ensure that there is a broad understanding of the statutes and their application in evaluations.

12. Open Hearing

- a. None

13. Closed Session: 8 items were discussed.

14. Meeting adjourned at 3:20pm.