



Minutes
RCCDFA/CCA/CTA/NEA
February 27, 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 1:03pm.
2. Motion to approve minutes from [February 20, 2024](#) (Rhyne/Campuzano). Motion approved unanimously.

3. President's Report: Rhonda Taube

- a. Rhonda met the new HR employee, Annie Reed, who is the Special Assistant, Investigations and Professional Learning. Reed will be working with Labor Relations.
- b. Keenan and Associations has been monitoring the data breach and verified that no RCCD employee's information has been accessed.
- c. There has been an unprecedented number of fourth year non-renewals. Appeal committees have met, but the faculty members have not yet been notified. Notification is supposed to come from HR on behalf of the Chancellor.
 - i. Faculty need to know if they will continue to be employed, so they need to be notified as soon as possible whether they will receive a March 15 letter of non-renewal. Faculty who will not be receiving a non-renewal letter must be notified as well.
 - ii. The Contract specifies that college presidents have hiring/firing rights, yet appeals must go to the Chancellor as required by Ed Code. The language may need to be adjusted in the collective bargaining agreement to clarify that college-level hiring/firing rights are the purview of the college president.
- d. Felipe Galicia, Keith Dobyms, VC Few, and Rhonda have begun the conversation on training for academic administration on the Brown Act, board policies, 10+1, and the collective bargaining agreement. Ed Code states that everyone, including administration, must complete professional development.
- e. Rhonda met with VC Few to come to an agreement that the District will accept STRS language regarding faculty planning to take the golden handshake who have received a 90-days' notice. Rhonda thanked VC Few for resolution on this issue.
- f. The District and the Benefits Committee will audit and evaluate all third-party vendors of medical benefits. We are not satisfied with their billing procedures and denials of claims and prescriptions. Members have been threatened with collections and have experienced denials of long-prescribed medications. Edwina Cardenas and the Benefits Committee will also be looking at alternatives to BenefitsBridge as this website is not user-friendly or easy to navigate.
- g. The discussion with the DO regarding the Contract rollover is ongoing. VC Few has proposed alternative ideas for addressing our contract rollover. VC Few has researched other community college districts in California and found some contracts that are one, two, three, and five years in length.

- h. As a reminder, it is the responsibility of administration and not the FA to ensure faculty adhere to the Contract, including doing institutional service. Some administrators seem afraid of conflict and avoid certain duties that are in their purview.
 - i. In the next FA meeting, the Executive Board will decide the dates that MVC and NC will host the FA.
4. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
 - i. Jeff attended DSPC as the FA representative.
 - 1. Keith Dobyms presented a number of board policies to be deleted/amended.
 - 2. Jeff shared with FA a vast list he received at DSPC of district committees and subcommittees that would like FA representation.
 - a. This is an extensive commitment as there are over twenty committees on the list, which is in addition to current committees, board meetings, and other meetings that FA attend.
 - b. Rhonda questioned why so much responsibility and work is being centralized at the DO. The time commitment required at the DO is pulling faculty away from their colleges and primary commitment, which is teaching.
 - i. All faculty are encouraged to attend board meetings and the Chancellor's forums to point out the significantly increased workload, particularly with the centralization of power at the DO.
 - ii. The FA will need to look at the list and decide what is essential to our work. We also need clarification on what the work of each committee is.
 - 3. Progress is being made on the solar project. There should be 100 charging stations districtwide by March 2025. Work is also being done to create a ride-sharing program.
 - ii. MVC held a reception yesterday for the new VPAA Joumana McGowan. Jeff has suggested to President Steinback that the college holds social/snack events once a semester (regardless of whether there is a new VP to introduce to the college) as it provides

the opportunity for all constituent groups to chat and enjoy time together.

- iii. Jeff received an email from a faculty member whose summer class, which had been designated for summer pay, was canceled. The faculty member then chose summer pay for their winter assignment by selecting it when they approved their TA. Unfortunately, their winter course was not coded as summer pay from the start, so they did not receive summer pay; they were informed by their IDS that the summer pay designation needed to be input correctly from the beginning or changed in the system before the TA went out for approval. Emily and Rhonda suggested that the faculty member contact Hilda Haley. It seems there is also a problem on WebAdvisor when faculty indicate summer pay while approving TAs if it had not been entered that way originally.
- iv. Counseling faculty have brought forward a proposal to be their own department but have received some pushback from administration, apparently because of language about chair duties in the Collective Bargaining Agreement between the District and the FA. Both NC and RCC have counseling departments, so it is clearly working. However, the FA's position is that, if the language in the CBA on this issue is anachronistic and impeding an otherwise rational decision to be made to improve how the college organizes itself, we are happy to accept an invitation to negotiate changes to language in the CBA so that all faculty are more fully represented.
- v. Jeff talked to an IDS about add or census dates falling on the weekend. These dates are determined by calendar dates and not by workdays and cannot be adjusted. In terms of census, faculty have five days after the census date to submit census, so this does not have to be done on the weekend.

b. Full-Time Representative's Report: Jennifer Floerke

- i. Jennifer, Rhejean, and Garth will coordinate the upcoming elections.
 - 1. A similar timeline to last year's elections will be followed:
 - a. The nomination period will be March 22 to April 2.
 - b. The voting period will be April 15-29.
 - c. Results will be presented April 30-May 1.
 - d. If a runoff is needed, it will take place May 6-20.
 - e. Elections will be completed by May 22.
 - 2. The elections will include the positions of president, vice-presidents for each college, treasurer, and secretary.

- ii. Mike was asked about independent study pay. The District has not provided an update on this issue as it still needs to revise the proposal, which specified pay by units rather than hours. Rhonda will follow up with VC Mills.
 - b. Full-Time Representative's Report: Garth Schultz
 - i. Garth is working on closing the loop with the RCC lab instructor and dean. They will be meeting soon.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
- 7. Membership Chair: Emily Philippsen
 - a. Emily attended a solar committee meeting. The District Office will be closing off parking spaces temporarily at the top of the DO parking structure. The street next to the parking structure will also be closed temporarily during construction.
- 8. Treasurer: Lee Nelson
 - a. No report
- 9. Secretary: Sonya Nyrop
 - a. The domain name *rccdfa.com* was purchased to develop the FA website.
- 10. Community College Association Director N: Dorothy Reina (shared via email)
 - a. There has been an ongoing problem with the CTA dropping part-time employees from local membership rosters. The CCA Board created a new task force to deal with this issue.
 - b. The Board approved the creation of a new DEIA Training Academy to provide diversity, equity, and social justice training, including coverage of antisemitism and islamophobia. The hope is this training will become a regular part of the CCA Conference schedule.
 - c. The CCA Board approved compensating all Building Strong Local and California Leadership Academy participants for their expenses, regardless of whether they are "delegates" to the CCA Conferences.
 - d. The CCA Conference Committee voted to include the Bargaining Academy at the Fall Conference and the Grievance Academy at the Winter Conference.
 - e. [The Spring 2024 Conference/W.H.O. Awards](#) will be held at the Hilton Orange County/Costa Mesa from April 26-28, 2024. She encourages faculty to consider [nominating members from RCCDFA for the W.H.O. awards and recommends submitting nominations by March 15, 2024.](#)

- i. In addition, the State W.H.O. award and the CCA Advocacy Award will be given.
- ii. There are several other awards that will also be given out at the Spring 2024 Conference, including the following FEDC (Faculty Equity Diversity Committee) awards (faculty are encouraged to submit nominations):
 - 1. David Sanchez LGBTQ+ Award
 - 2. Mary Ann Pacheco Ethnic Minority Award (BIPOC Award)
 - 3. David Milroy Part-Time Faculty Award
- f. The CCA Board voted unanimously to pay for guest meals at all CCA conferences beginning with the Winter 2024 Conference. This will also apply to the Spring W.H.O. Award Dinner. Dorothy welcomes members to attend the Annual W.H.O. Awards Dinner and to bring a guest.
- g. Faculty with questions or items they'd like to share with the CCA Board can contact Dorothy Reina at reinadr@aol.com or dreina@cca4us.org.

11. Open Hearing

- a. Faculty with offices and classes in the Music Annex at RCC received no notification that there would be maintenance work and are now dealing with fumes in and around the building. This is a workplace issue, and Rhonda will follow up with facilities.
- b. A group of people displaying disturbingly graphic images of aborted fetuses gathered outside of the free speech zone at RCC today. A faculty member informed them they were outside of the area, but these people would not go to the appropriate area. They also could not verify that they had received approval and would not identify themselves. Furthermore, the group was videotaping students.
 - i. This is not the first time this has happened at RCC. The free speech zone is meant for students to express themselves without fear of retaliation and is not a space for outside groups to come in freely without permission/permits.
 - ii. Campus police should be called as RCCD has a strict board policy regarding recording on district property.

12. Closed Session: 6 items were discussed.

13. Meeting adjourned at 3:41pm.