



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**March 5, 2024**  
**Riverside City College / Library Room 404 & Zoom**

<b>Present</b>	<b>Absent</b>
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)	
Faculty Guests	

1. Meeting called to order at 1:12pm.
2. Motion to approve [minutes from February 27, 2024](#) (Rhyne/Nelson). Approved unanimously.

### 3. President's Report: Rhonda Taube

- a. VC Aaron Brown would like to have an FA representative on the District Budget Advisory Council (DBAC). Araceli volunteered to attend these meetings.
- b. Some faculty have been asked to go to HR to provide documentation of citizenship, which is a requirement of Homeland Security, and those who have not completed the process will be receiving reminders.
  - i. In addition, HR may also ask faculty to verify that they live in California as their main residence since this is a requirement to work for the District ([Side Letter of Understanding Out-of-State Instructional Faculty](#)).
  - ii. Mike was informed by faculty members who received these letters that they were sent outside of contract time.
- c. The recent thread on the district faculty listserv raised questions about the use of listservs. While we were aware the listserv format and processes were going to change and were consulted on those changes, no one was notified that the updated listservs were live, and faculty were not aware that posts to the listserv would go beyond opt-discuss.
  - i. It is critical for faculty, including the FA, to communicate with the entire district. However, these listservs are not the responsibility of the FA to manage or monitor. They are the purview of the District.
  - ii. Jeff said these listservs simply should not allow replies in the same way RCCD-all doesn't allow replies.
  - iii. Rhonda will invite VC Goldware to a FA meeting to discuss the issue.
- d. D. Brown was here last week asking about the free speech issue.
- e. Rhonda shared the 2025-2028 academic calendar proofs.
  - i. Motion to approve the 2025-2028 academic calendar proofs with the addition of voting information (Rhyne/Floerke). Approved unanimously.

### 4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
  - i. Jeff thanked Hilda Haley for her help in resolving an MVC faculty member's issue with summer pay.
  - ii. Jeff received an email from a faculty member who is concerned about the lack of lighting at night. He reached out to VP Askar, who reminded him about the survey sent in the previous week to the college about campus concerns. Jeff thanked VP Askar for always

responding so quickly to questions we have and for leading MVC through an evaluation of safety measures.

- iii. MVC will host the FA meeting on March 26. Jeff said visitors to MVC need to see the owl nest with three owlets on the front ledge of the third floor of the SAS building.

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

- i. Jennifer attended yesterday's Senate meeting. VP Goldware and Debra Mustain were not able to make the meeting as planned and phoned in to go through their slides on the Inland Empire Labor Council. They stated there had been faculty involvement, but, when asked which faculty participated, they said faculty had not wanted to or had not been able to attend the meeting that was scheduled. Overall, both the FA and Academic Senate are frustrated by the lack of clarity about faculty involvement.
- ii. Faculty can earn FLEX for attending the [CCA conference](#).
- iii. Jennifer is working on sending emails on the upcoming elections to RCCD-all as the district faculty listserv is now turned off. Anyone who is not currently an FA member but would like to vote can contact their representatives to join.

c. Part-Time Representative's Report: Rhejean King-Johnson

- i. No report

5. Norco College

a. Vice President's Report: Virgil Lee

- i. NC will host the FA meeting on May 7.
- ii. Virgil was asked about the District-paid medical insurance provided to full-time faculty in retirement.
  - 1. If a retired faculty member a) has worked for the District for at least 10 years and b) is between the ages of 55 and 65, then the District will pay the healthcare insurance premium costs for either the District's Kaiser or Health Net insurance offerings for the faculty member until they reach the age of 65.
  - 2. If a retired faculty member a) has worked for the District for at least 10 years, b) is between the ages of 55 and 65, and c) and has been enrolled in the District's PPO plan for at least 10 years, then the District will pay the healthcare insurance premium costs for the District's PPO insurance plan for the faculty member until they reach the age of 65.

- iii. Araceli and Virgil met with President Green and discussed the issue of forgoing scheduled IOI evaluations for faculty members who are planning to retire. President Green suggested an MOU might alleviate confusion on this matter and minimize inconsistencies in handling these situations within the District. Rhonda stated that an MOU will be considered, and the solution could be as simple as requiring the retiring faculty member to provide a letter stating their intent to retire to HR, copies to their area dean, their chair, and their college president.
- iv. NC has only received five notices of retirement, which is problematic as this could create a hiring backlog.
  - 1. STRS has told people to wait for the one-month window in April to May to complete STRS paperwork.
  - 2. Faculty **also** must submit a letter of resignation to the District (specifically HR, copied their Dean of Instruction, their Chair, and their college president) for board approval, and this should be done as soon as possible. Faculty waiting until the window for STRS are creating a hiring backlog for their departments and HR. It will not be an issue to complete RCCD paperwork prior to completing STRS paperwork. However, once the Board has approved a faculty member's retirement, it cannot be reversed. Approval of resignations are done at regular board meetings.
- v. Virgil asked about the "good standing" language. STRS language on this term is different from how it's defined in the RCCD Contract.
- b. Full-Time Representative's Report: Araceli Covarrubias
  - i. HR is only accepting marriage certificates and not licenses for the audit. Faculty should be aware that it may take a while to get official documents from Government agencies, so they should be ordered early.
  - ii. Araceli wanted to express appreciation for Edwina Cardenas. A faculty member had medication denied through the PPO plan, and Araceli referred them to Edwina.
  - iii. Araceli attended the District Safety Committee. Chief Cano reported that there are four open Police Officer positions and several Community Service Officer positions, but recruiting for these positions is challenging as RCCD is not as competitive as local law enforcement agencies. Chief Cano also stated that crime has decreased at RCCD, but student altercations have increased.

- iv. Some faculty expressed concerns about the implementation of a district institutional service plan form. This new form, which will ensure consistency across the three colleges, will replace what faculty already send to deans, so it will not be an additional task. Educational Services is working on the form, and the FA does not help create or approve the form.
- c. Part-Time Representative's Report: Diana Campuzano
  - i. Edwina Cardenas announced that the cost of part-time healthcare will increase approximately \$7 a month. The cost changes depending on the number of people enrolled.
  - ii. Diana had a positive conversation with VC Aaron Brown when he was on campus last week.

## 6. Riverside City College

- a. Vice President's Report: Mike Chavez
  - i. Mike received questions at the Senate meeting about preference for people planning to take the golden handshake.
    - 1. Faculty planning to retire can apply for preference. This is good for the first semester they return to teach, and then they will go into the rotation.
    - 2. There is a six-month or five-year period during which faculty cannot teach if they are taking the golden handshake, depending on which option they choose. While there is current legislation to remove this waiting period, it is unlikely to go into effect until later this year.
  - ii. Faculty needing access to W2s must contact RCOE as payroll is done through the county. If they need assistance, they can contact Hilda Haley
  - iii. Mike received numerous questions about campus safety after the incident last week with the group that harassed students and faculty. Many faculty members expressed feeling unsafe but are hesitant about speaking with administration or college police. Faculty and students have also encountered extremely aggressive people chasing signatures for petitions.
    - 1. There is no free speech zone on campus for outside groups; these areas are for students. Outside groups must have permits to be on campus.
    - 2. Mike raised these questions with President Oliveras and the Chancellor at the Chancellor's Forum. Chancellor Isaac acknowledged the issues but only stated that RCCD is doing

better than other districts. President Oliveras sent an email about the creation of a safety group but does not plan to do anything formal about these issues.

3. Rhonda and Mike encouraged faculty to attend board meetings to speak during public comments about these safety concerns. The colleges and District should be preventative to avoid potentially serious outcomes.
  - iv. A faculty member learned that some of their lectures were recorded to fulfill another faculty member's service requirement. Such recordings are considered intellectual property, and people can be sued for using them and fired for infringement. A faculty member in this situation should first go to their dean and have the unauthorized use documented. They can then choose to file a grievance as well as a lawsuit.
  - v. A faculty member receiving a 0.2 reassignment to do outreach work is concerned about this reassignment as they feel the District hasn't maintained the relationships to do the work.
  - vi. VC Goldware attended the Senate meeting to speak about Trade Tech. Some faculty have questions and concerns about the lack of clarity on the purpose of Trade Tech, which was supposed to meet the needs of workers rather than companies like Amazon. There has been little to no movement at the DO except for hiring consultants, who are using out-of-date data and not collaborating with faculty. In fact, the District has lost the land planned for Trade Tech because of delays.
- b. Full-Time Representative's Report: Garth Schultz
- i. Garth was asked about transfers. For a transfer to occur, the department the faculty member is transferring out of and the department the faculty member is transferring into must give approval. In addition, the receiving department can elect to interview the faculty member. Both college presidents must approve as well.
    1. A faculty member who has received a non-renewal cannot transfer. Faculty must be in good standing to transfer.
    2. If an administrator wishes to retreat to a different institution, the relevant department can interview the administrator to determine if they are a good fit for the department's needs.
  - ii. An athletics faculty member shared that the department has not received a raise in stipends in a long while and wondered about the

process for pay increases. This would need to be proposed as an MOU for the contract rollover.

- c. Part-Time Representative's Report: David Martinez
  - i. An associate faculty member asked if there are retirement benefits for longevity in addition to the current benefits. No, there are not.
7. Membership Chair: Emily Philippsen
  - a. Emily received clarification that reimbursement for membership costs under \$100, such as ink and paper, does not need to be voted on.
  - b. The Children's Center at RCC will be installing a Ring system for safety. Emily received an MOU example from Marianne Reynolds and adapted it for RCCD.
    - i. Motion to approve the MOU for use of surveillance footage at RCCD (Rhyne/Floerke). Motion approved unanimously.
8. Treasurer: Lee Nelson
  - a. Lee submitted the tax document.
  - b. Lee will check for payment to Norco Food Services.
9. Secretary: Sonya Nyrop
  - a. No report
10. Open Hearing
  - a. None
11. Closed Session: 5 items were discussed.
12. Meeting adjourned at 3:47pm.