



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**March 26, 2024**  
**Moreno Valley College / Welcome Center 103 & 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)	
	Marianne Reynolds (CTA [California Teachers Association] Staff Member)
Faculty Guests	

1. Meeting called to order at 1:02pm.
2. Motion to approve minutes from [March 19, 2024](#) (Rhyne/Schultz). Motion approved unanimously.

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

- a. Rhonda reminded faculty that work they are getting paid to do for the college/district, such as a special project, or at another institution is not considered institutional service.
- b. At District Academic Senate, the Chancellor discussed the push by the state for more diversity in hiring of associate faculty as teaching part-time at one institution often leads to a full-time job. While acknowledging that department chairs are often hurried to fill unstaffed classes as quickly as possible, the District would like chairs to consider diversity as much as possible in hiring associate faculty. Rhonda believes chairs should have access to updated data on the diversity of associate faculty during the hiring process. This may also become a bargaining item as hiring is part of chair duties.
- c. RCC has a dearth of associate faculty IOIs and an inaccurate list of associate faculty due for IOIs. HR is aware of the issue. The HR employee who maintained these lists resigned last summer, leading to a backlog.
  - i. Although associate faculty can request to be evaluated, faculty should wait for the list from HR before scheduling evaluations.
  - ii. Jeff recommends the chairs or IDSs reach out to associate faculty as soon as they get the list to notify them that they will be evaluated and that a faculty member will be in touch with them soon.
- d. A department voted for chair in the fall, but the Contract states chairs are voted on in April. As schedules are already completed by April, this timeline may need to be changed to specify spring rather than April. Rhonda suggested to this department that they redo the elections in the spring.
- e. Some faculty received new reassignments, but the chairs were never notified even though reassignments affect scheduling. Also, some departments did not get notified of reassignments being created in their areas/programs.
  - i. There are faculty members at all three colleges who believe their reassignments are a permanent component of their jobs. People only "own" a reassignment if it is part of the job description or posting under which they were hired. Even if a faculty member wrote that reassignment duties and responsibilities, according to our collective bargaining agreement, the reassignment does not belong to a specific faculty member.
  - ii. Chairs should be part of a notification system when a faculty member has a reassignment.

- f. Rhonda was asked if faculty who have retired and returned to teach after their waiting period can be granted preference at a different college in the District. No, preference is college specific and these faculty fall under the preference process for associate faculty.
  - g. Faculty members who take on additional work, such as teaching at another institution or taking classes, need to schedule that work outside of the hours for RCCD, which are Monday through Friday, 8am to 5pm.
  - h. The Chancellor shared that there is a significant push by certain groups to overturn the 50% law, which requires community colleges to dedicate at least 50% of their budgets to teaching. The Chancellor believes the state should not overturn the law but instead better fund higher education.
    - i. Jeff shared that board members attended a conference that touched on this topic and received a flyer speaking against the 50% law. Board members are being lobbied to turn against this law.
    - ii. It would benefit faculty to educate ourselves about this issue. For example, the flyer given to board members had intentionally manipulative information, such as statements that money for faculty is taking away from equity, support for unhoused or undocumented students, etc.
  - i. Rhonda received verification that she will be getting an audit of catastrophic leave and a five-year comparative analysis.
4. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
    - i. Jeff is working with VC Few and counseling faculty on resolving the cease and desist issued to stop workshops that may have been infringing on counseling faculty duties.
  - b. Full-Time Representative's Report: Jennifer Floerke
    - i. Jennifer has received numerous questions about part-time healthcare.
    - ii. Jennifer provided an update on elections:
      - 1. Jennifer thanked Emily for the list and election form.
      - 2. The quote from Simply Voting is \$1400, which is for a full calendar year.
        - a. **Motion** to approve payment of \$1400 for Simply Voting (Schultz/Philippsen). Motion approved unanimously.
    - iii. Jennifer received an update on the reassignment report, and it sounds like the process is moving forward. She is hopeful that this

will be a more collaborative process among faculty and administration and lead to consistency across the three colleges.

- c. Part-Time Representative's Report: Rhejean King-Johnson
  - i. No report

5. Norco College

a. Vice President's Report: Virgil Lee

- i. As part of the MOU negotiated by the FA with the District related to associate faculty healthcare, the District will be refunding the money that associate faculty members spent on RCCD healthcare premiums during the 2023-2024 academic year. Edwina Cardenas informed Virgil that these reimbursements will be sent to the associate faculty member's home by the end of the academic year.
- ii. Virgil received numerous questions about associate faculty IOIs.
  - 1. Associate faculty are to be evaluated in their first term, once each year for the next two years, and then once every three years thereafter. This is the case even if they receive a satisfactory evaluation. However, an associate faculty can request to be evaluated more often.
  - 2. Associate faculty who receive a *Needs Improvement* in a particular course may be evaluated again the subsequent semester regardless of what course is being taught ([Article XI.D.3](#)).
  - 3. The deans of instruction are responsible for informing chairs about which associate faculty members need to be evaluated. Any suspected errors in these reports should be directed to the DOI for clarification.
  - 4. Associate faculty members are only observed in one class in a single semester unless they request to be evaluated in additional classes.
- iii. A full-time faculty member asked if it was possible to enter the Reduced Teaching Service Program ([Article XV](#)) in the middle of an academic year. This is an administrative decision that should be directed to HR.

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

- i. Faculty need to contact HR for specific details about healthcare enrollment.
- ii. Ines Solis has already made corrections on the IOI associate faculty form that Araceli reported on last week.

- c. Part-Time Representative's Report: Diana Campuzano
    - i. HR will share more information soon about the healthcare rollout, and Diana asked associate faculty for their patience.
    - ii. Open enrollment for part-time healthcare will begin in April with a May 1 start date.
  
- 6. Riverside City College
  - a. Vice President's Report: Mike Chavez
    - i. No report
  - b. Full-Time Representative's Report: Garth Schultz
    - i. A faculty member retiring in December asked about the ten extra days for counseling faculty and librarians. If faculty are retiring mid-year, five days to fulfill the semester's work hours seem sufficient. Garth will reach out to HR to verify this.
  - c. Part-Time Representative's Report: David Martinez
    - i. David has also received numerous questions about the part-time healthcare MOU.
  
- 7. Membership Chair: Emily Philippsen
  - a. No report
  
- 8. Treasurer: Lee Nelson
  - a. Lee asked the MVC representatives to send him the Food Services bill.
  
- 9. Secretary: Sonya Nyrop
  - a. No report
  
- 10. District Academic Senate President: Felipe Galicia
  - a. The chairs retreat will emphasize Guided Pathways and will be on May 3 at the Moreno Valley Conference Center.
  - b. The 25-year Educational Master Plan is going through participatory governance in March and through Academic Senate in April. The Chancellor and VC Mills will be at MVC tomorrow to attend the College Council meeting.
  - c. The District Counseling retreat will be tomorrow.
  - d. District Math is having its summit on June 10.

## 11. Open Hearing

- a. A faculty member asked how decisions are made for catastrophic leaves and is concerned that people without medical expertise may be making these decisions.
  - i. The Catastrophic Leave Committee (CLC) is a standing committee of the Benefits Committee and meets only as needed. Reports are provided to the Benefits Committee.
  - ii. The CLC has representatives from the FA, CSEA, and the Management Labor Council. VC Few and Edwina Cardenas administer the outcome but are not voting members of the CLC.
  - iii. Rhonda shared that most who apply for catastrophic leave are approved. Very few are denied, and it is usually due to missing paperwork.
  - iv. A faculty member wondered if it would be possible to have faculty with medical expertise on the CLC. This is unlikely as files cannot be shared due to HIPAA.
- b. A question was asked about part-time healthcare for associate faculty who submit timesheets for shiftwork, such as at BCTC.
  - i. Associate faculty must have 0.4 FTE average for the past year, so this can be captured even with timesheets.
  - ii. A conversion has already been used at BCTC for nontraditional teaching assignments, so this should still be applicable.
  - iii. The dean could work with Edwina Cardenas about current assignments for associate faculty.
- c. Another faculty member asked about the 40% rule for part-time healthcare. This is the law of the state, so, to be eligible, faculty must have a .4 load at this district or combined through multiple districts, in which case the cost of healthcare will be split among the districts.
  - i. The present insurance will no longer be an option, but the criteria to be eligible is still the same.
  - ii. Jeff expressed gratitude for the hard work of the healthcare negotiations team (Virgil, Diana, David, Jennifer, and Rhejean). This is a fantastic win for associate faculty.
- d. The issue of a department's desire to split into two departments was raised. This department currently has numerous disciplines, making it difficult to function effectively. However, the administration is resisting the proposed split.
  - i. Virgil shared that when NC went through the same process, administration was also hesitant to break up a large department

due in part to the extra costs associated with the split, which was approximately \$40,000 per year.

- ii. Garth stated that at RCC, counseling was combined with library as they're both support services. The money spent for this restructuring is worthwhile as it improves functions and better supports students.
  - e. A faculty member who has been involved in hiring committees experienced some issues with HR at another college and wondered how the process could go more smoothly.
    - i. One of the issues is the lack of people in HR. Rhonda shared that RCC will be getting a much-needed second HR person.
    - ii. This also raises the question of whether we need to have an HR rep on hiring committees. In the past, faculty were able to be EEOO certified.
  - f. One faculty member asked about the process for sharing concerns with the FA, particularly when they wish the information to remain confidential. Faculty can contact their college representatives. FA respects the privacy of their members, does not record the meetings, and does not share names in the minutes. If faculty wish their question or concern to remain confidential, they can let their reps know it is for closed session.
  - g. Full-time faculty whose IOI process was delayed by COVID will return to their three-year cycle.
  - h. A faculty member asked about the status of the contract rollover. Rhonda is meeting with the Chancellor this week.
12. Closed Session: 3 items were discussed.
13. Meeting adjourned at 3:28pm.