



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**August 22, 2023**  
**Riverside City College Library Room 404 & Zoom**

<b>Present</b>	<b>Absent</b>
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary)	
Emily Philippsen (Membership Chair)	
Lee Nelson (Treasurer)	
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 1:08 pm.
2. President's Report: Rhonda Taube
  - a. Faculty are currently in open enrollment.
  - b. Faculty investigations have come to a halt. There was already a bottleneck in the spring, but with so many key people in HR on leave or unfilled positions, it's unclear what HR will do.

- c. Rhonda has received a large number of administrator evaluations, including all of the vice-chancellors. Faculty members expressed their concerns about the lack of clarity on the process, particularly on maintaining confidentiality. It is difficult to write evaluations that represent the voices of an entire committee or group while adhering to confidentiality requirements.
  - d. A finalist for a full-time faculty position at RCC received a letter stating that they were a finalist and that references would be checked. After weeks without additional communication, the finalist received a letter that they would not be hired. The reason given for this decision has changed multiple times, was very unclear, and involved the division dean and VPAA who are not voting members of the final interview committee. President Olivares, who entered the situation after it unfolded, decided to uphold the decision to not hire this finalist. This situation created challenges for the department chair who was left with unstaffed classes that had to be canceled. The lack of transparency, the lack of respect for shared governance, and the violation of hiring practices as spelled out in Board policies from the RCC administration are concerning.
  - e. Rhonda and Emily are doing a FLEX workshop on the Improvement of Instruction process on September 7 during College Hour. It will be in the Digital Library auditorium as well as on Zoom. Jennifer suggested presenting at all three colleges.
  - f. The entire 4<sup>th</sup> floor of the Digital Library will be renovated this academic year, so FA will not be able to have meetings in DL 404 when that happens.
  - g. FA has been asked to provide sign language interpreters for meetings. The district is required to provide ADA accommodations, but the challenge is that a classified professional cannot sit in on FA meetings. It needs to be determined whether faculty members can fill this role and be compensated. In addition, a member reported that faculty have not been able to find sign language interpreters for certain FLEX activities, which prevents some faculty members from participating.
  - h. The quad basement in RCC flooded again during the tropical storm. RCC is working on this issue and providing alternative spaces for those affected.
3. Moreno Valley College
- a. Vice President's Report: Jeff Rhyne
    - i. Jeff and Jennifer met with VP Amezcuita yesterday. Most of the Human Resources investigations from last year are complete and resolved.

- ii. A faculty member asked if the RCCDFA would be working with San Bernardino Community College District's FA, which is currently at an impasse in negotiations on issues of class size and part-time healthcare insurance.
          - 1. Bill Hedrick is supportive of SBCCD faculty and has been walking and carrying signs with faculty.
          - 2. Motion to support and sit in solidarity with SBCCDFA (Rhyne/Floerke). Approved unanimously.
          - 3. FA will provide news/updates if there are other ways members can support SBCCDFA.
      - b. Full-Time Representative's Report: Jennifer Floerke
        - i. Moreno Valley College is thriving with students, and many face-to-face classes are full.
      - c. Part-Time Representative's Report: Rhejean King-Johnson
        - i. No report
- 4. Norco College
  - a. Vice President's Report: Virgil Lee
    - i. A newly hired faculty member felt they were incorrectly placed on the faculty salary scale and didn't want to sign their contract until the matter was resolved. They were advised to sign it, or risk being fired.
    - ii. The FA Part-time Health Insurance Negotiation Team met with the district negotiation team on June 12. The district team was unprepared for that meeting and failed to follow through with all the items they had committed to do after the meeting. Moreover, the district team has not responded to numerous email messages sent to them by the FA team since that first meeting and did not show up for a second negotiation meeting that was planned for July 19. These actions led the FA to threaten to file a PERB unfair labor practice against the district.
      - 1. The conduct of the district negotiation team was described in an FA statement that was read at the Board of Trustees meeting on August 1, which was reiterated in President Taube's report to at the Board of Trustees meeting on August 15.
      - 2. At the August 15 Board of Trustees meeting, Chairman Bill Hedrick stated that the district needs to come to the table on this issue. However, there has been no movement from the district.

3. Tammy Few is currently on medical leave, and it would be the Chancellor's responsibility to select someone to fill this role during her absence. The district is legally responsible for discussing this issue.
  - b. Full-Time Representative's Report: Araceli Covarrubias
    - i. Araceli reminded everyone to purchase parking permits.
    - ii. A service fee is being added to the cost of a parking permit. Furthermore, even when a parking violation is forgiven, there is still a \$15 fee to be paid to the service provider. Students in particular are being financially penalized. Some community colleges, such as Mt. SAC, do not require paid parking permits.
    - iii. CSEA has issued a demand to bargain on this issue.
  - c. Part-Time Representative's Report: Diana Campuzano
    - i. Diana has received a lot of feedback on associate faculty health insurance. She recommends reading the statement issued by the FA to the Board of Trustees.
    - ii. Human Resources has not approved any preferences since April, which means they are out of compliance and violating the contract. Part of the issue is that both the Vice Chancellor of HR and the compliance officer are out on medical leave, and the HR Director position is still unfilled. Rhonda will reach out to Tamara Medina.
5. Riverside City College
  - a. Vice President's Report: Mike Chavez
    - i. No report
  - b. Full-Time Representative's Report: Garth Schultz
    - i. The forensics lab aide issue may be able to be worked out with Dr. Wright and the faculty member.
  - c. Part-Time Representative's Report: David Martinez
    - i. No report
6. Membership Chair: Emily Philippsen
  - a. Emily is in the middle of enrolling new hires and will send the reps a list of the new hires as well as membership forms and benefits letters.
  - b. Thank you to Hilda Haley, who was instrumental in helping to finish the audit.
  - c. An issue that came up is that if associate faculty get a needs improvement, there isn't a clear remediation outside of preference. This is technically the department chair's duty, and the recommendation is to make this a part of department regulations.

- d. If faculty have a change in status, such as going from part-time to full-time, they should complete a new enrollment form for the FA. They can register on CTA.org, but Emily only gets names and categories when faculty do this. The FA prefers faculty to use the form instead of registering on the CTA.org site so that Emily has a record of the enrollment. Emily will resend the form to everyone in FA.
- 7. Treasurer: Lee Nelson
    - a. No report
  - 8. Open Hearing
    - a. A faculty member expressed concerns about protecting faculty from parents of high school students in college courses and members of the community who have put pressure on administration to investigate them. Some administrators are simply directing these people to HR.
    - b. A faculty member asked HR if Ben Clark could get HR personnel to go to that site to do the I-9 processing as Ben Clark has a large number of associate faculty, but the faculty member was told this wasn't possible. In addition, many of the forms only list MVC, NC, and RCC.
  - 9. Closed Session: Seven items were discussed.
  - 10. Adjourned at 3:37 pm.