



Minutes
RCCDFA/CCA/CTA/NEA
August 29, 2023
Riverside City College Library Room 404 & Zoom

Present	Absent
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)	
Marianne Reynolds (CTA [California Teachers Association] Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:03 pm.
2. Motion to conditionally approve minutes from August 22, 2023 (Rhyne/King-Johnson). Passed unanimously.

3. President's Report: Rhonda Taube

- a. Faculty investigations are continuing even though the Compliance Officer is currently on leave for six months.
- b. During the summer, Rhonda worked on a side letter for faculty transfers. Because of the current contract language, faculty do not qualify for transfers within the same college or department, which puts them at a disadvantage over faculty from one of the other colleges. The language has been changed to allow for transfers within a department but only when there is a significant change in job duties. This does not apply to job description title changes within a department. Rhonda will send out the letter once it is signed.
- c. Throughout the district, there is a continuing problem where some faculty are being given additional duties and responsibilities by their administrators that go beyond their job descriptions, and then they are being evaluated on these additional tasks. Faculty members must fulfill the duties in their job description but are under no obligation to take on additional work.
- d. A part-time faculty member applied for a full-time position and was told RCCD references could not be provided on the application, which is incorrect. This applies to writing letters of recommendation but not to listing people as references when applying for a position.
- e. Rhonda recommends that faculty members create a STRS account if they have not already done so. The website is my.calstrs.com. They can find their STRS representatives for retirement questions, check balances, and make sure calculations are done correctly.
- f. Rhonda had a constructive conversation with Trustee Bill Hedrick regarding associate faculty health insurance negotiation. Hedrick provided the district with four MOUs from other districts that have already negotiated health insurance for associate faculty. In 2022-2023, only \$27 million of the \$200 million the state fund allocated for part-time healthcare were dispersed.
- g. The San Bernardino Valley Community College Faculty Association are at an impasse with their administration on part-time healthcare. A demonstration is planned for September 14. Rhonda encourages members to attend to show support.
- h. More clarity is needed in the process described in the Contract for a full-time faculty getting a Needs Improvement. Past practice has been to allow fifteen days of term for the appeal and information to be shared.
- i. Rhonda had a productive meeting with President Oliveros. The monthly meetings with RCC FA members will continue and need to be scheduled.

- j. Full-time faculty may not bump other full-time faculty members for overload or contract load.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. An associate faculty member asked if they could get paid for assessment activities by attending a FLEX activity on assessment. Contractual pay for assessment activities for associate faculty includes assessing course SLOs, participating in discipline assessments and discussions about assessments, entering assessment data into Nuventive, etc. Attending a FLEX session is a professional development activity.
- ii. An associate faculty member was disappointed that an assigned class was cancelled because of low enrollment and that the faculty member wasn't contacted about the cancellation. Unfortunately, enrollment targets must be met. Chairs should work with deans in these situations to make sure associate faculty are contacted.
- iii. Jennifer and Jeff will attend the Community College Association conference in October. Tony Musumba (RCC) is also attending in his capacity as a state representative. CCA will pay for travel expenses.

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

- i. Jennifer attended the first Academic Senate meeting yesterday to share information about the September 7 Improvement of Instruction training. The training will be recorded and will also be attended by classified professionals and administration.
- ii. BP 6210 was revised in the wake of Title V changes. Jennifer reminded Academic Senate that this is a negotiated item and applies not just to faculty but to every employee in the district.

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

- i. Associate faculty have been inquiring about the delays in the preference process.

5. Norco College

a. Vice President's Report: Virgil Lee

- i. Virgil received an email from the Distance Education Committee chair about peer online evaluation. Virgil will discuss the evaluation form with Academic Senate.
 - 1. MVC already does peer online evaluation through DE Sidekicks and has had significant success through this model. The evaluation form was a collective effort at MVC and went

through Academic Senate in Fall 2020, at which time it was reviewed by the FA. While the form is currently for associate faculty, there is an ongoing conversation to use it to evaluate all faculty teaching DE courses.

2. The evaluation form raises questions about who is skilled enough to use it to evaluate an online course/instructor. It is unclear if someone who has not completed the DE training can be considered a subject-matter expert and be able to evaluate an online course.
 3. The number of hours for DE training is still an ongoing workload concern for FA. For example, how associate faculty will be compensated when more than three hours of training are required is uncertain.
 4. Another issue is that chairs and assistant chairs are not given a list of faculty members who have gone through the training, so they do not know who can teach online courses. Furthermore, many people are teaching online under the emergency stipulations from COVID and are not meeting the CVC-OEI rubric. Now that the district is no longer in emergency mode, it needs to be more selective about who is teaching online courses. These issues are currently being discussed at the DEC level.
 - ii. Norco College will host the FA meeting on November 7.
 - iii. The Norco College FA reps met with Norco College President Green last week, and she reported that Norco College is working with HR to complete a side letter of faculty transfers.
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. A faculty member received an email from a student demanding a syllabus before a course had begun. This escalated to the faculty member receiving seventeen emails in a single day from this student with questions about course policies and content. Araceli contacted the Dean of Student Life to support this student.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana is still receiving questions about the issue of preference. Rhonda will speak with Tamara Medina.

6. Riverside City College

- a. Vice President's Report: Mike Chavez

- i. A faculty member is alleging discrimination, and there is an ongoing investigation. This situation touches on professional development and hours of availability. There are faculty who teach classes outside of RCCD which may limit their availability on campus, but this faculty member states that administrative permission was granted.
 - ii. Mike asked if non-district emails can be used as faculty members want to share sensitive documents with him. Mike is concerned about using RCCD email. Rhonda said that the CTA does ask that faculty use their own personal email for CTA activities. For example, RCCD email cannot be used for political activities. The FA will look at the possibility of creating a shared and private FA email account.
 - iii. Mike received an email from Julie Taylor from CSEA about CSEA and RCCDFA supporting each other.
 - iv. Diana asked if the Labor Council delegates have been determined yet. The FA was given 5-6 positions, which are not all filled. The meetings are on the second Mondays of the month, and delegates can be any faculty member from the district.
 - v. Mike received correspondence from the Committee for Political Education. The first gala to raise funds for political work will be on October 27 at the UFCW headquarters in Bloomington. Individual tickets are \$200 each and a table for eight is \$1,600.
 1. Motion to purchase a table for eight for \$1,600 (Floerke/Schultz). Passed unanimously.
 - vi. Fellow union members from SCIU121RN are going to have an informational picket on August 30 in front of Riverside Community Hospital. Their contract is up, and their corporate administrators are engaged in questionable practices. There will be two sessions, one at 7:30am and 2pm. Mike will be there to support them, and he encouraged others to attend.
- b. Full-Time Representative's Report: Garth Schultz
- i. Garth provided an update on the forensics lab. The aide issue has been resolved, and the ongoing issue is lab coordination related to maintenance, equipment, and safety. When the semester began, the space was unsuitable for a class. Some of these issues have been satisfied, but, unfortunately, the space has flooded. This will be addressed with administration.
 - ii. Garth met with Shari Yates to discuss questions pertaining to preference for counseling. Different standards are being applied,

and the three colleges need to be consistent. Garth has reached out to MVC and NC.

- c. Part-Time Representative's Report: David Martinez
 - i. An associate faculty member was told that they are ineligible to teach honors courses or participate in honors contracts as they do not have office hours, so they wondered if office hour options are available for associate faculty. This faculty member will need to speak with the RCC Honors Coordinator. This limitation is in place because of the time commitment and accessibility required of faculty teaching honors courses, not because of a lack of qualifications. The faculty member will direct this issue to the Academic Senate, which is the more appropriate forum as this pertains to an academic program.
7. Membership Chair: Emily Philippsen
- a. No report
8. Treasurer: Lee Nelson
- a. Lee will be pulling together the PERB report on August 31.
 - b. The checking account is approximately \$125,000.
 - c. The RCCD FA local dues are currently \$60 per year, and the dues haven't been raised since 2011. The full-time faculty local dues at many community college districts in the area are significantly higher:
 - San Bernadino \$90/year
 - Chaffey \$100/year
 - Citrus \$101.44/year
 - Mt. SAC \$180/year
 - South Orange \$200/year
 - Mt. San Jacinto \$200/year
 - North Orange \$240/year
 - Rancho Santiago \$385/year
9. Open Hearing
- a. None
10. Closed Session: Eight items were discussed.
11. Adjourned at 3:07 pm.