



Minutes
RCCDFA/CCA/CTA/NEA
September 12, 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 1:01 pm.
2. Approval of minutes
 - a. Motion to approve minutes from September 5, 2023 (Schultz/Rhyne).
Approved unanimously.

3. President's Report: Rhonda Taube

- a. The FLEX training on best practices for Improvement of Instruction went well.
 - i. Rhonda and Emily received many questions about departmental operations manuals. Departments should review and update these manuals every three to four years and ensure nothing violates the contract.
 - ii. The recording for the training can be accessed through this link:
https://rccd-edu.zoom.us/rec/share/R5V_ZCUZUTdiYQUzoUAZr8hAp7C7bTpOq13aCpHOeDYPesM-tm1dn_8NOvTxUNzP.Gi5Sf3ICISVVtz6J
Passcode: 42Y9Ry0+
- b. Department chairs are faculty. Therefore, the administration should not be contacting faculty after hours and on weekends as this is a violation of the contract. This has also become an issue with the move to schedule a year in advance, and workload for department chairs and deadlines for schedules are sometimes during a time when faculty are off contract.
- c. It is up to the Honors Program to determine who can teach honors courses. This is not an FA issue.
- d. HR accommodations are not part of the contract. While FA often works with faculty to assist them in the interactive accommodation process, faculty with a need for accommodations need to contact HR.
- e. Professional Growth & Sabbatical Leave are under the Academic Senate and Board Policy, but the FA was included in recent discussions for information purposes. District Educational Services called a meeting to discuss how some faculty were applying for salary column moves with classes that do not pertain to their areas of expertise and are not at graduate level.
 - i. Moving forward, faculty will not receive approval for courses that are not graduate level or that do not enhance their areas of expertise. The board policy will be changed to be more specific on this issue.
 - ii. Some exceptions could make sense. An acceptable situation might be a Spanish faculty member who takes a lower-level French or Italian course, but that is under Academic Senate and Ed Services.
- f. Faculty members are being pressured to do work beyond the scope of their job descriptions. They do not need to take on responsibilities that are not part of their job descriptions and contractually may not be evaluated on duties that are not included.

- g. The format of the Board Committee meetings is still a series of presentations without sufficient time for discussion and input from all stakeholder groups. The focus needs to be on doing the business of the district. Faculty have given this feedback repeatedly, but the format has yet to be changed.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. Jeff is currently on the Course Cap Task Force, whose mission is not to set course caps but to articulate a process so the contract can be followed when disciplines work with VPAAAs and VC Educational Services to determine course caps.
 - 1. One concern is the possibility of the district implying that course caps are a decision tied to the contract rather than a process that involves the district and faculty.
 - 2. Another concern is that small disciplines may not have as many voices to advocate for those disciplines when they are pressured to raise course caps.
- ii. Jeff is on the District Enrollment Management Task Force.
 - 1. The conversation around enrollment is often quite doom and gloom, even as all three colleges have been making gains toward achieving the 19-20 levels of FTEs.
 - 2. Jeff is grateful that the deans at MVC recently complimented the chairs and assistant chairs at the fall Schedule Fest on their work in scheduling and recognized that the district has been making great progress.
- iii. Jeff is also concerned about the lack of transparency regarding the district budget.
 - 1. For example, the district frequently reports that COLA is negatively impacting the entire district budget and that salaries and benefits consume 85-88% of the budget. In fact, that might be the case for the general fund, but the RCCD Budget Report to the state highlights that salaries and benefits are roughly 76% of the entire budget (general fund + restricted/categorical funding). The data is needed for the funds in this context.
 - 2. The district also frequently breaks down the budget by academic salaries which could lead many to believe that those are all faculty salaries, but it is important that most management salaries are included in this category.

- a. In short, the graphs and pie charts are compiled to tell particular narratives; faculty should be looking at district budget reports to encourage new narratives about the budget. For example, a breakdown of each college's expenses and budgets are often provided, but there is very little shared about the overall budget going to district offices.
 - b. Faculty need to pay attention to year over year growth in district spending and need metrics for assessing the cost of district programs per FTE just as college programs are assessed.
 3. Despite having a surplus of over \$70 million, which includes Board Policy mandated reserves, the district is reluctant to use those funds and states that it needs to maintain a large surplus because some of it is encumbered and because there is uncertainty about the future.
 - a. The district often says this surplus is encumbered for the following year, but most of these funds are replenished annually.
 - b. At the last Board meeting, Trustee Bill Hedrick noted that this is a substantial surplus and wondered why the money cannot be used. For example, the colleges are in need of new buildings.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. Jeff and Jennifer have made a request for a room for the October meeting at MVC. This should be secured by next week.
 - ii. All departments meet the first Thursdays of the month, so faculty at MVC were unable to attend the September 7 FLEX training on Improvement of Instruction.
 - iii. Jennifer reported that there has been some inconsistency in how deans approach scheduling lol meetings. She was given a meeting time without prior consultation. Maybe there should be training for all constituent groups involved in the lol process. Rhonda agreed and commented that she had a similar experience in an lol at MVC where the dean picked a day/time without consultation as well.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. Associate faculty have asked how many hours counselors and librarians with preference would receive.
 1. The number of hours would depend on availability, schedules, and administration.

2. The recommendation for a general policy is that associate faculty receive the equivalent of a 3-unit course, which is 54 hours over the course of the semester.

5. Norco College

- a. Vice President's Report: Virgil Lee
 - i. Virgil responded to Tammy Few's email. They are currently scheduling a time for everyone to meet to continue part-time health insurance negotiations.
 - ii. A science faculty member on an IOI committee asked if faculty could attend both the lecture and lab portions of a class. If another member on the IOI committee is observing the lab portion of that course, then this is unnecessary. In addition, the person being evaluated must agree. The other committee members should also ensure the non-tenured faculty member is not being pressured into agreeing.
 - iii. The FA is deeply sorry for the loss of Barbara Moore.
 1. Motion to send flowers for Barbara Moore's celebration of life and to fund a scholarship in her name (Floerke/Lee).
Approved unanimously.
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. Associate faculty had questions about the 60-minute office period. The 60-minute office period is for each 0.2 FTE. This is already incorporated into associate faculty members' pay, and they will not see this as a separate item in their pay stubs. This period does not need to be on the syllabus as associate faculty do not have an office.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. Health insurance costs are going up. Associate faculty are currently seeing 50% of the total health insurance cost, which does not reflect the additional \$150,000 reduced cost. The actual amount is uncertain until the district knows the total number of participants to determine how the subsidy will be distributed. The increase will be approximately \$30 a month.

6. Riverside City College

- a. Vice President's Report: Mike Chavez
 - i. Mike will need to send a check for \$50 to Shirley Webber's office.

- ii. FA should consider having at least one non-district email account. Another possibility is to create an FA website with a PAC page; an email account could be attached to that website.
 - iii. Mike had an unproductive meeting with President Oliveros regarding ADA compliance issues.
 - iv. FA need to determine who will attend the Committee for Political Education Gala on October 27.
 - b. Full-Time Representative's Report: Garth Schultz
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. Because of open enrollment, David has fielded numerous questions about health insurance. Faculty are frustrated about the stall in health insurance negotiations. Rhonda wondered if associate faculty want to attend a Board of Trustees meeting to voice these concerns and frustration. If people are interested, they should reach out to their part-time FA representative.
- 7. Membership Chair: Emily Philippsen
 - a. Emily will be sharing a list of non-members with FA board members for outreach as well as a form to keep track of communication. Contacting people by email is not the most effective method as some associate faculty do not regularly check their RCCD email.
- 8. Treasurer: Lee Nelson
 - a. No report
- 9. Open Hearing
 - a. None
- 10. Closed Session: Three items were discussed.
- 11. Adjourned at 3:08pm.