



Minutes
RCCDFA/CCA/CTA/NEA
September 19, 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 1:06 pm.
2. Motion to approve minutes from September 12, 2023 (Rhyne/Floerke). Approved unanimously.

3. President's Report: Rhonda Taube

- a. The contract does not address the process for tenured faculty who get a *Needs Improvement* and do not appeal. Some administrators have interpreted this to mean that the faculty members are on continued evaluation for three years without a remediation plan, which is incorrect. A side letter or MOU is needed to address this gap.
 - i. Being on continued evaluation for three years means the faculty member cannot do overloads or special projects, which has a financial impact.
 - ii. This can also impact retirement as faculty members must be in good standing to take STRS retirement incentives.
 - iii. Language needs to be added to Article XIX2 of the contract that, when faculty do not appeal a *Needs Improvement*, they skip item D under the article and move immediately to E, and a second review committee needs to be formed within fifteen working days to meet the following semester.
 1. Motion to approve the creation of a side letter that specifies the process for tenured faculty who receive a *Needs Improvement* and do not appeal (Schultz/Philippsen). Passed unanimously.
- b. Rhonda had a meeting with Rebecca Goldware about LISTSERV email lists. The district plan is to create specific mailing lists for different groups such as all faculty, all full-time faculty, all part-time faculty, full-time faculty at each college, and part-time faculty at each college.
- c. Rhonda is still working with VC Tammy Few to schedule a meeting with the consultants to serve as ombuds.
- d. All faculty members are considered emergency service workers during an emergency, and, as such, they must report for duty. Abandoning their station in an emergency is a noncontractual work stoppage. There will be upcoming training for faculty on CERT, basic first aid, etc.
- e. The golden handshake has been approved. Interested faculty should refer to [Rhonda's email about the golden handshake from August 16, 2023](#).

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. VP Amezquita will be sending messages to faculty members with reassigned time to ask for job duties for reassignments. This is standard practice and is in line with the contract as it is the district's responsibility to ensure there are job duties and deliverables for all reassigned time. The VPs at NC and RCC will be doing the same.

- ii. Jeff attended the DSPC meeting last Friday as the FA representative. The bulk of the conversation was about the new governance structure. Jeff will reach out to Susan Mills to find out which committees need FA representation. There is some concern, however, about replication of committee work and an increasingly bloated bureaucracy that is placing a burden on all shareholders.
- b. Full-Time Representative's Report: Jennifer Floerke
 - i. The FA meeting at MVC will be on October 10 in WC-103 (Welcome Center).
 - ii. Jeff, Jennifer, and Rhejean had a positive meeting with VP Amezquita. They discussed inconsistencies in the scheduling of lol meetings as well as the structure and process of the meetings. Rhonda participated in an lol meeting on scope and process that was only fifteen minutes, so it is clear there are inconsistencies in how these meetings are conducted. Jeff and Jennifer discussed having a workshop on serving on an lol committee that both faculty and administrators could attend.
 - iii. There is some misinformation circulating among faculty that participation on two committees equates to fulfillment of institutional service. Jennifer heard this incorrect information in three different meetings last week. Faculty are encouraged to review the Collective Bargaining Agreement where institutional service is clearly outlined.
 - iv. Faculty institutional service plan forms do not appear to be consistent across the three colleges.
 - v. Jennifer attended the San Bernardino Community College District Board meeting to express solidarity with their Faculty Association and to speak on part-time healthcare insurance. The SBCCD Board of Trustees prioritized the district over the public on the agenda and initially limited public comments to a total of twenty minutes even though there were at least ten people scheduled to speak. Some board members believed they needed the State Chancellor's Office to provide direction, but the State Chancellor has already provided that direction. The district did decide that it needs to continue negotiations.
- c. Part-Time Representative's Report: Rhejean King-Johnson
 - i. No report

5. Norco College

- a. Vice President's Report: Virgil Lee
 - i. No report (Virgil attended the Celebration of Life for Norco colleague Barbara Moore)
- b. Full-Time Representative's Report: Araceli Covarrubias
 - i. Araceli thanked the FA Executive Board for the flowers for Barbara Moore, whose Celebration of Life was today.
 - ii. A faculty member asked when faculty should have an FA representative present in a meeting with an administrator. Faculty members should be represented in disciplinary meetings, but unions have the right to represent members in all employment issues.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. The district has provided the final monthly rates for associate faculty. These rates are paid ten times a year, but faculty receive twelve months of coverage.
 - 1. Kaiser Permanente
 - a. Employee Only: \$252.33
 - b. Employee + One: \$1,132.00
 - c. Employee + Family: \$1,862.13
 - 2. Health Net
 - a. Employee Only: \$353.69
 - b. Employee + One: \$1,598.43
 - c. Employee + Family: \$2,464.35

6. Riverside City College

- a. Vice President's Report: Mike Chavez
 - i. The district is still not honoring the original plan and MOU in engaging with the Labor Council on pre-apprenticeship and apprenticeship programs. Unfortunately, opportunities for students are at a standstill because of the district's choices.
 - 1. Mike presented this information to Academic Senate, who understood the necessity of faculty and the Labor Council spearheading these programs.
 - 2. The plan for apprenticeship is not to draw funds and resources from current apprenticeship programs but to expand the program.
 - ii. Noncompliance of ADA requirements for faculty is an HR issue. However, HR is greatly understaffed, and there are situations of ADA requirements being unmet.

- b. Full-Time Representative's Report: Garth Schultz
 - i. Garth reached out to counseling colleagues at MVC and NC on part-time preference for counselors but still has not received a response. He needs this information from counseling to move forward and hopes they will get back to him soon.
 - ii. The meeting for lab coordination issues is scheduled for September 28.
 - iii. Garth, Mike, and David had a productive meeting with President Oliveros.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
7. Membership Chair: Emily Philippsen
- a. Faculty members have shared that CTA cards have been sent to emails on file. Faculty members who have not received their cards can reach out to Emily.
 - b. Emily has created a folder for Executive Board members to facilitate reaching out to faculty. It includes a current nonmember list, and FA representatives should begin reaching out to faculty on the list that have assignments at their college.
8. Treasurer: Lee Nelson
- a. No report
9. Open Hearing
- a. A faculty member asked what language should be included in the syllabus on emergency protocols. While it would be beneficial for faculty to go over emergency procedures with students in their courses, it is not a requirement to include these procedures in their syllabi.
10. Closed Session: Five items were discussed.
11. Meeting adjourned at 3:23 pm.