



Minutes
RCCDFA/CCA/CTA/NEA
October 10, 2023
Moreno Valley College, Welcome Center Room 103 & Zoom

Present	Absent
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 1:05 pm.
2. Motion to approve minutes from [October 3, 2023](#) (Rhyne/Nelson). Motion approved unanimously.

3. President's Report: Rhonda Taube

- a. A retired faculty member was frustrated because they had planned to change their healthcare plan at retirement but was unable to do so. This is not an option the District provides. Faculty must have the PPO plan for ten years before they retire if they want to be on this plan at retirement.
- b. Tammy Few will be at the FA meeting on October 24.
- c. The Benefits Committee meeting for all shareholders was canceled because the Keenan representative is on maternity leave. This is problematic as faculty have not received a benefits report in a while and are not getting the information they need to prepare for the early retirement incentive.
- d. Last week, Rhonda reported on the RCC VP of Business Services search committee that has multiple district administrators. Rhonda, Mark Sellick, and Cassandra Green all raised concerns about the composition of this committee. President Oliveros emailed Rhonda about increasing the number of committee members, which Rhonda assumed meant balancing the composition of the committee, but a VP from MVC was also added. Both Rhonda and CSEA have refused to participate on this committee.
 - i. [AP 6120\[A\]](#) states that a search committee will have 5-6 people, but this committee currently has 11-12 members, of which 8 are administrators.
 - ii. Academic Senate went through the process of revising AP 6120[A] twice (in 2017 and 2020), but neither of the revised versions is on the website. The District has the 2013 version on the website instead.
- e. Rhonda has an appointment with Tammy Few to meet with a consultant to be our ombudsperson.
- f. The EVERFI issue is ongoing. Many faculty members have not completed the training and are waiting for the next round.
- g. Many investigations have been concluded and are awaiting signatures though there appears to be some confusion about the process. College presidents are authorized to make the final determination on investigations.
- h. A faculty member who resigned from the District has yet to appear on the Board Book. The department chair has been contacting HR about the delay as this position cannot be flown until approved by the Board. HR told the chair that the delay is because of the FA, but the FA is not part of the process for approving resignations or non-renewals.

4. Moreno Valley College

a. Vice President's Report: Jeff Rhyne

- i. Jeff has received questions from faculty considering the retirement incentive, so he has been resharing the [August 16 email from Rhonda](#).

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

- i. Jennifer has also received questions about the retirement incentive.
- ii. Jennifer will be attending the Inland Empire Labor Council (IELC) meeting tomorrow at 6:30pm at the Spruce Street office in Riverside.
 1. Rhonda asked if Jennifer could find out why the FA were not involved in the candidate forums.
 2. Lee stated he finally received a bill from the IELC, and the FA is eight months behind. As a previous bill had zero stated on the bottom, it appeared the account was current; this oversight might be because the previous bookkeeper was on leave. The bill needs to be paid by October 11.
 3. Mike raised the billing issue with the IELC.

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

- i. No report

5. Norco College

a. Vice President's Report: Virgil Lee

- i. Virgil was approached by a dean regarding specific sections of the Contract.
 1. As a reminder, faculty need to be on campus a minimum of three days a week.
 2. Face-to-face classes cannot be made up online.
 3. If faculty are absent, they need to let their IDS and department chair know. If possible, they should let their students know as well.
- ii. A faculty member asked about the RCCD parameters for determining where people fall on the salary scale. HR has a formula, but this formula is not published.
- iii. Monica Gutierrez thanked the FA for the flowers for her mother.
- iv. Virgil was asked for clarification about item 3.d in the Faculty Association minutes of August 29 involving letters of recommendations for part-time faculty members. Full-time RCCD faculty members can write letters of recommendation for part-time faculty members applying for jobs in RCCD.

- v. The lead member of the administration negotiation team for part-time health insurance, Tammy Few, said the administration negotiation team will prepare a draft of a proposal for the negotiation, which they will provide to the FA negotiation team next week.
 - b. Full-Time Representative's Report: Araceli Covarrubias
 - i. Araceli attended the District Safety Committee last week.
 - 1. One of the agenda items was the upcoming Great Shakeout. The District is setting the alarms to go off early and will be sending more information to faculty/staff at each of the colleges.
 - 2. They also discussed emergency response trainings, particularly promoting these trainings with associate faculty.
 - 3. In addition, the blue phones and cameras in parking lots are being checked/tested.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. No report
- 6. Riverside City College
 - a. Vice President's Report: Mike Chavez
 - i. No report
 - b. Full-Time Representative's Report: Garth Schultz
 - i. No report
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
- 7. Membership Chair: Emily Philippsen
 - a. No report
- 8. Treasurer: Lee Nelson
 - a. Lee shared the PERB report for August 31 as well as income/expenses for the last fiscal year, which he'll be turning over to the CPA for tax review.
 - b. A one-time check from the CTA for approximately \$40,000, thanks to Emily running an audit on membership dues, helped the budget.
 - c. The total funds the FA has available currently is \$241,000, so it is fiscally sound. However, if the FA does everything currently planned, there will be a \$23,000 deficit in the budget.

9. Open Hearing

- a. A faculty member had a question about noncredit courses and their impact on retirement. Marianne Reynolds shared that the number of hours per year for noncredit adult courses to have a full year of service credit is higher than credit courses. This also applies to mirrored noncredit courses.
 - i. For example, for part-time faculty, 525 hours is considered a full year of service credit ("full-time" part-time employment).
 - ii. For part-time faculty teaching noncredit courses, 875 hours is considered a full year of service credit.
- b. Another faculty member had a question about healthcare insurance at retirement. If faculty retire between ages 55-65, they maintain their full insurance benefits through the District (including spouses). At age 65, they switch to Medicare and whatever supplemental retirement insurance they choose to obtain.
- c. A faculty member wondered about faculty working remotely outside of DE courses, such as counselors, and the inequity that may be created between faculty who are on campus and faculty who are not. Furthermore, the District is reducing remote work and prioritizing face-to-face services in counseling, libraries, etc. Policies for remote work are not consistent across the District.
- d. A faculty member asked about the use of PathMaker at MVC. VP Amezquita clarified that MVC will not have to use PathMaker next semester.

10. Closed Session: Two items were discussed.

11. Meeting adjourned at 2:40pm.