



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**October 17, 2023**  
**Riverside City College Library Room 404 & Zoom**

<b>Present</b>	<b>Absent</b>
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)	
Faculty Guests	

1. Meeting called to order at 1:02pm.
2. Motion to approve [minutes from October 10, 2023](#) (Rhyne/Martinez). Motion approved unanimously.
3. President's Report: Rhonda Taube
  - a. Rhonda is on the hiring committee for the chief of staff position. This position was a failed search last year. The current hiring committee is huge and has fifteen people.

- b. The District does not have a clear or consistent process for evaluating college-level administrators. While evaluation is a significant and integral component of faculty work, these processes and discussions do not occur for management positions. Students, faculty, and administrators evaluate faculty, but it is unclear who evaluates deans, VPs, etc. This raises the question of why management is not held to similar standards.
  - i. During a Board of Trustees presentation last year, RCC stated that it has evaluated 93% of its administrators, but there is no information on how and when these occurred and who conducted these evaluations.
  - ii. While there is a management association, it is not a bargaining unit, and it is not compelled to negotiate a clearly defined contractual evaluation process. Without a clear process, administrators could be vulnerable to legal issues.
- c. Rhonda was asked if an administrator who teaches part-time at the District can be eligible for preference. Although administrators cannot be members of the FA, they are able to teach courses. The spirit of the preference policies is to protect associate faculty, and it seems unethical to take preference rights and job security from them.
  - i. Motion to approve the exclusion of administrators from associate faculty preference rights (Schultz/Campuzano). Motion approved with one abstention.
- d. Members from both the FA and CSEA will be at the Board meeting tonight to show support and solidarity.
- e. President Oliveros has revised the RCC VP of Business Services search committee based on the recommendations of Academic Senate, CSEA, and the FA. District administrators have been removed and will instead participate in the final interview.

#### 4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
  - i. Jeff and Araceli attended the Community College Association (CCA) conference. Jeff attended a session on the Educational Employment Relations Act, which will be useful for negotiation processes. He also attended a workshop on reading budgets. Jeff has conference materials that he can share with FA.
  - ii. Jeff met and had a productive conversation with VC Aaron Brown on Monday to discuss district and college budgets. VC Brown was generous to provide so much time to explain details of the District Budget Report, and he agreed to "break out" a few more aspects of

the district budget and to provide additional pie charts or revenue and expenditures so that it is easier for constituents to see a more complete picture of the budget. Jeff looks forward to conversing further with VC Brown and to gaining a deeper understanding of the budget.

- b. Full-Time Representative's Report: Jennifer Floerke
    - i. Jennifer was unable to attend the Inland Empire Labor Council meeting last week due to illness.
    - ii. Jennifer reported to Academic Senate that the FA has a scheduled healthcare negotiations meeting.
    - iii. The San Bernardino Community College District FA invited RCCD FA to attend their board meeting to support their ongoing negotiations.
  - c. Part-Time Representative's Report: Rhejean King-Johnson
    - i. No report
5. Norco College
- a. Vice President's Report: Virgil Lee
    - i. Some faculty members feel it is crucial to attend and evaluate both the lecture and lab components of a course during the IOI process for tenure-track faculty. The scope and process will determine what is being evaluated, and the committee can decide to include labs if it determines this is necessary and the person being evaluated agrees with this inclusion. If the faculty member being evaluated is not in agreement, that would lead to further conversation.
    - ii. Virgil wanted clarification that faculty members can write letters of reference for a part-time faculty member even if they are on the hiring committee for a position that that faculty member is applying for. They can. However, faculty should maintain professionalism and should focus on what is in the application package and not include outside knowledge.
    - iii. If a faculty member is not in good standing, they cannot teach summer and winter because these terms are considered overload. However, faculty members can teach in summer and winter when they are not in good standing if they are using these terms to complete their load. In this case, they then will need to hold office hours during summer and winter relative to the percentage of the teaching load.
    - iv. The healthcare negotiations team received a proposal from the administration negotiation team. The FA negotiation team is going

to meet later today, and the two teams will meet on Thursday, October 19 to discuss the proposal from administration.

- b. Full-Time Representative's Report: Araceli Covarrubias
  - i. At the CCA conference, Araceli attended a workshop on changes to Title V and Diversity, Equity, Inclusion, and Accessibility standards in faculty evaluations. December 22, 2023, is the soft deadline for districts to demand to bargain to complete these processes.
    - 1. RCCD is ahead of most colleges/districts in California as eight hours of equity FLEX have already been negotiated.
    - 2. Accessibility is a crucial issue for districts. Many districts have invested in creating a support structure and meeting metrics to ensure accessibility in all courses.
    - 3. Additional training is needed on the evaluation process.
- c. Part-Time Representative's Report: Diana Campuzano
  - i. Diana would like to thank Ndea Moore and Celeste Baldonado for their assistance with a payroll issue.

#### 6. Riverside City College

- a. Vice President's Report: Mike Chavez
  - i. Academic Senate has contacted Rebecca Goldware about faculty participation in the Trade Tech Committee. In addition, the committee has been encouraged to report out each quarter.
  - ii. The Labor Council Gala is on October 27, and the FA needs to pay for the table it reserved.
- b. Full-Time Representative's Report: Garth Schultz
  - i. Garth, Mike, and David had a productive meeting with President Oliveras.
  - ii. Garth was asked about the process for a faculty member who transfers to another college when they are still in the tenure review process. It is currently unclear who will be on the committee to complete the tenure review process for this faculty member.
- c. Part-Time Representative's Report: David Martinez
  - i. No report

#### 7. Membership Chair: Emily Philippsen

- a. No report

#### 8. Treasurer: Lee Nelson

- a. As discussed in the previous meeting, the FA is currently fiscally sound but is looking at a possible future deficit.

- b. Lee needs approval of the budget that was presented at the previous meeting.
    - i. Motion to approve the budget (Rhyne/Schultz). Motion approved unanimously.
  - c. A faculty member was asked about putting their class on Zoom for absent students. Faculty cannot be required to do this. Faculty who already record their lectures, such as in nursing, can choose to make these available. Rhonda clarified that this is actually a Senate issue.
9. Open Hearing: No items.
10. Closed Session: Seven items were discussed.
11. Meeting adjourned at 3:26pm.