



Minutes
RCCDFA/CCA/CTA/NEA
November 7, 2023
Norco College Room CSS 217 & 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 1:07pm.
2. Motion to approve minutes from October 31, 2023 (Rhyne/Campuzano). Motion approved unanimously.

3. President's Report: Rhonda Taube

- a. The Benefits Committee met last Friday.
 - i. The District will be conducting a benefits dependent audit, so faculty may receive an email or letter.
 - ii. Faculty who receive a coverage verification form should complete it otherwise claims may be denied. This form is used to determine if the insured member has other coverage such as Medicare; it is also used when the annual threshold is surpassed.
 - iii. In 2019, an MOU was signed to defer the cost for some retirees in the PPO by raising prescriptions drugs or choosing the generic version when available. This prescriptions specialty savings plan has saved the District \$2 million, which has gone into retiree healthcare. Seventy percent of PPO members are accepting the alternate option and saving the District approximately \$700,000 annually.
 - iv. Keenan and Associates sent an email recently about a college savings plan called Simply College. This is a completely free program.
- b. The Public Health Emergency for COVID ended May 11 in the US and will end in California on November 12. COVID tests and vaccines will no longer be free at any pharmacy, so people will need to go to their providers for COVID tests and vaccines to be covered.
- c. At a recent safety meeting, the district policy to contact the police rather than HR in a situation where someone appears to be under the influence or is causing a disturbance was raised. In response to this, the Chief of Police publicly stated officers at the District do not have to adhere to district policies because they are law enforcement. This is incorrect as they are district employees, which means they must follow all district policies.
- d. Last Wednesday at RCC, a Gateway high school student robbed another student in the parking structure. Riverside police were called and entered the RCC parking structure, as they have the right to do, but did not contact the RCCD police even as common courtesy. The student who was robbed then left the parking structure and went to the RCCD police, who shut down the parking structure and put out a RAVE almost half an hour after the robbery. Someone in the cafeteria decided the campus was on lockdown and would not let anyone enter or leave. A cafeteria employee called their child, who was an RCC student, telling them there was a college emergency, which then created panic. In addition, the Press Enterprise printed an erroneous story that three women were robbed of their jewelry.

- e. Rhonda and Tammy Few interviewed candidates for the contract ombudsmen. One of the companies being considered is Educational Solutions, which specializes in mediating different types of disputes. One of the founders is the VPAA from Ventura College, so she has knowledge of the inner workings of colleges. This position is specifically for faculty-on-faculty resolution and allows for greater confidentiality in the process. This will be a one-year pilot program. If the program receives the Chancellor's approval and moves forward, a side letter is needed to remove the FA from the resolution process between faculty members and to make clear that the mediation results cannot be used for disciplinary actions.
 - i. Motion to hire this firm and to write a side letter spelling out the changes to the Contract during this pilot program (Schultz/Philippsen). Motion passed unanimously.
- f. Rhonda has been in communication with VC Brown about STRS contribution for noncredit courses. The District does not differentiate between credit and noncredit courses for both regular faculty and associate faculty. (This does not necessarily apply to adult education.)
- g. Board members stated they would not approve another golden handshake in three years, so another one may not happen for probably five to seven years.
- h. Rhonda was contacted by faculty concerned about [AP 6120\[C\]](#). The requirement to have an HR representative on hiring committees can be a stumbling block to the hiring process because of the shortage in HR. Rhonda reached out to Keith Dobyns and brought up this issue in Academic Senate. A faculty member suggested having faculty assigned to this task as an officer of HR who ensures EEOC laws are being followed. Some districts already do this.
- i. As a reminder, the scope and process meeting determines the evaluation process for faculty. Committee members should follow what was agreed upon by the committee during the original scope and process meeting.

4. Moreno Valley College

- a. Vice President's Report: Jeff Rhyne
 - i. The Science and Technology building at MVC has been shut down because of massive flooding, impacting offices, classrooms, and labs. College leadership organized a meeting for all faculty (and their chairs) and classified professionals who were impacted.

there is a significant backlog to work through. Updated lists have been sent to the VPAs this week.

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. David received an email from a faculty member about preference rights. This faculty member completed the preference paperwork in May but did not hear back from HR until September. Though there were delays, the process has been completed.

7. Membership Chair: Emily Philippsen
 - a. Emily sent the Executive Board a surveillance MOU draft to be voted on at the next meeting.

8. Treasurer: Lee Nelson
 - a. All of the electronic funds that were taken when the FA accounts were hacked have been returned. The amounts taken via checks will be returned soon.

9. District Academic Senate President: Felipe Galicia
 - a. The RCCD Education Master Plan is being shared more broadly now with different stakeholder groups. The plan includes the Inland Empire Technical Trade Center (IETTC); however, the formal plan for the IETTC has yet to go through the shared governance process, so it appears that we are potentially endorsing the IETTC plan indirectly through the Education Master Plan.
 - b. Bookstore services will go dormant on November 20 as it transitions to Barnes & Noble and will reopen on December 4. Barnes & Noble has sent out a spreadsheet with historical book orders, and faculty have been asked to put their course material needs on that spreadsheet.
 - c. The District reapplication policy has been changed. Previously, students who had not attended for a semester needed to reapply; now students have two semesters before they must reapply.
 - d. There will be sixteen new hires for the District, but the exact distribution among the colleges has not yet been discussed formally with Senate presidents. Rhonda shared that the Chancellor has proposed five positions

at Moreno Valley College, five positions at Norco College, and six positions at Riverside City College.

- e. The Guided Pathways retreat on Friday, November 3 allowed for data to be shared and discussions of respective experiences at the three colleges. Two key takeaways are that the District/colleges should invest in student-centered scheduling and improved communication about waitlists and students in need of courses so we can better serve students.
10. Open Hearing
 - a. None
 11. Closed Session: Three items were discussed.
 12. Meeting adjourned at 3:12 pm.