



Minutes
RCCDFA/CCA/CTA/NEA
February 18, 2025
Riverside City College / Digital Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary and Membership Chair)	
Carrie Foster (Treasurer)	
Jennifer Floerke (Moreno Valley College VP)	
Felipe Galicia (MVC FT Rep)	
Johnina Grozav (MVC PT Rep)	
Araceli Covarrubias (Norco College VP)	
Michelle Ramin (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Emily Philippsen (Riverside City College VP)	
Araceli Calderón (RCC FT Rep)	
David Martinez (RCC PT Rep)	
	Marianne Reynolds (California Teachers Association Staff Member)
Faculty Guests	

1. Meeting called to order at 1:02pm.
2. **Motion** to approve minutes from [December 3, 2024](#) (Floerke/Calderón). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Rhonda thanked the Executive Board for giving up personal time for the winter retreat to work on bylaws and to prepare for upcoming negotiations.

- b. Rhonda thanked the representatives for organizing town halls at their colleges. Most are in favor of keeping the fall town hall districtwide and continuing to have the spring town hall at the colleges. Rhonda also thanked Norco College, especially Araceli Covarrubias and Zander Allport, for inviting her to their FLEX,
- c. Colleagues who recently retired have been denied access to their email accounts. Although the agreement had been to create retiree emails and to provide time for people to save and move files, Susanne Ma ordered IT to turn off emails for retirees.
 - i. Previous MOUs as well as the current MOU for retirees specify that they keep their email accounts. However, the DO believes it is technically following the MOU by providing an email though not the same email.
 - ii. Rhonda thanked the District for trying to resolve this issue. The Chancellor stated the email accounts need to be turned back on for these retirees.
 - iii. Retired faculty who are still doing work for the District will get their email back. Also, everyone needs the opportunity to transfer files/messages from their previous email accounts to the new ones. Rhonda clarified that the files have not been lost, but IT, who was supposed to move everything over to the new email accounts, are now saying individuals must do the transfer themselves.
 - iv. The DO is insisting on a one-size-fits-all strategy for retiree emails, which does not make sense as there are different levels and types of employees; furthermore, retirees who return to work at RCCD are nearly entirely faculty.
- d. The Executive Board will need to issue a demand to bargain for the board-approved mandatory cybersecurity training. The likely outcome will be that new hires will have this as part of their onboarding while current full-time faculty will receive FLEX credit and associate faculty will be compensated for an hour.
- e. Rhonda met with the DO to discuss improving grievance and complaint processes. Numerous grievances that could and should be resolved at the colleges are being escalated, so college presidents need to become more familiar with these processes. Another issue is that there currently is only one compliance officer as two have left. The District needs to prioritize filling these positions instead of questionable district dean positions.
- f. At the last board meeting, Rhonda issued a cease and desist on the District's PACT project after Michael Peterson presented a grant he had written to create a program to support neurodivergent students.
 - i. The District is looking for faculty to write courses for this program; however, the DO does not have the authority to ask faculty to write curriculum for them. Despite that, a department chair was asked to sign an SPR for faculty to write curriculum for this project, which is a contract violation as the SPR was never advertised.
 - ii. This is a backwards approach that violates 10+1. Programs and courses come from faculty and disciplines. This is an ongoing issue with the

District deciding to create a program and then looking for faculty to write them.

- iii. Felipe said there are people at the DO who believe that simply reaching out to some faculty meets Title V, which is incorrect. The law clarifies that the District must reach out to Academic Senate.
- g. The District is dealing with ongoing issues with inflated enrollment. Admissions dropped over 800 fraudulent students at RCC and about 1700 total at RCCD. This is a significant issue for the entire state. This also impacts students who have been targeted and had personal information stolen.
- h. Rhonda was contacted by two retired faculty who received letters from CalSTRS stating they had not fulfilled the number of years needed to qualify for early incentives, which was incorrect. The DO is working on this issue.
- i. Rhonda is on the search committee for a new chief of police as our current chief of police is interim and cannot apply for this position due to CalPERS rules. She was surprised to learn that the committee is only comprised of four people and does not include representation from Academic Senate, CSEA, or BCTC; all stakeholders should be represented. One member of the committee is the interim chief of police, who should not be evaluating applicants as he is not a permanent employee. The scheduling and timeline for this search committee has also been problematic.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. There have been significant changes with Executive Board members at MVC.
 - 1. Rhejean has been hired as a full-time instructor at RCC, so a new part-time representative is needed.
 - a. **Motion** to approve the appointment of Johnina Grozav as part-time representative (Floerke/Campuzano). Approved unanimously.
 - 2. Jeff has also left for a different position, so we need to appoint a new vice-president. The Executive Board thanked Jeff for all his support over the years.
 - a. **Motion** to approve the appointment of Jennifer Floerke as vice-president (Philippsen/Galicia). Approved unanimously.
 - 3. As Jennifer is moving into the role of vice-president, we now need to appoint a new full-time representative.
 - a. **Motion** to approve the appointment of Felipe Galicia as full-time representative (Ramin/Philippsen). Approved unanimously.
 - ii. The townhall at MVC was well attended.
 - 1. One topic was the upcoming negotiations, and faculty in various disciplines were asked for their assistance with research.

- 2. Some faculty are concerned about the June deadlines for DE certification. As negotiations are ongoing, faculty cannot be held to this deadline.
- iii. Jennifer met with the new VP of Student Services and the college president to discuss ongoing issues.
- iv. Faculty shared their appreciation for Keith Dobyns's presentation on immigration. Many other colleges have not heard from their administrators on this issue, so they are grateful the District is being proactive.
- v. DE camp negotiations are moving at a snail's pace. Although the faculty negotiations team stated they were available over winter, only one meeting was scheduled, with another meeting not scheduled until March. Negotiations have been going on for six months, which is unacceptable.
- b. Full-Time Representative's Report: Felipe Galicia
 - i. An associate faculty member asked how professional development opportunities in assessment are made available. This is usually for associate faculty who are the primary instructors for specific courses and are needed to complete assessment on those courses. Interested faculty can contact their department chairs.
- c. Part-Time Representative's Report: Johnina Grozav
 - i. No report

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. The faculty who attended Rhonda's presentation at NC during FLEX were very appreciative. Many administrators, particularly those who deal with IOIs, also attended.
 - ii. An SPR for an associate faculty member was denied by HR. Although HR technically cannot deny special projects, there were numerous issues with this SPR, including exceeding the maximum FTE and a failure to fly this SPR to all faculty of good standing, which is a violation of the Contract. Rhonda said the process can be as simple as sending an email to advertise a special project. She also reminded everyone that faculty can be evaluated on their special projects during their IOI.
 - iii. Faculty who worked on the DE camp prior to the cease and desist can receive FLEX. They can input their hours into FlexTrack and provide screenshots and similar evidence for their department chairs.
 - iv. The District currently provides no instructional designers to support faculty as their contracts ended this past December. Jennifer has reached out to the DO about this issue.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Michelle will continue working on the survey.

- ii. A full-time classified professional who is also an associate faculty member asked if they can be a member of CSEA and CTA and vote in both elections. The Contract says no.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana was asked if there is a limit on SPRs for associate faculty. There can be a limit during fall and spring semesters, depending on the type of SPR.
 - ii. Diana reminded associate faculty to submit a new Attestation form by February 28 at 4pm if they have district healthcare. The form must be filled out every fall and spring even though the form says it is annual. This is also the deadline for adding coverage or making changes.
- 6. Riverside City College
 - a. Vice President's Report: Emily Philippsen
 - i. Emily and Araceli Covarrubias, as co-chairs of the upcoming election, have reached out to Simply Voting. The contract ends April 9, and the annual renewal is \$580. The additional fee for approximately 1200 faculty will be \$900.
 - b. Full-Time Representative's Report: Araceli Calderón
 - i. Araceli asked faculty for patience during off-contract times as the Executive Board members are also off contract.
 - 1. A faculty member asked how faculty undergoing investigations can get support during off-contract time. The DO should honor the calendar and the Contract and not conduct investigations when faculty are off contract. No faculty should have to participate in investigations when they are off contract. Even faculty teaching in the summer or winter are still off contract. For urgent issues, faculty can reach out to Rhonda.
 - ii. We no longer have physical copies of the Contract, only electronic copies. We are looking into making more hard copies.
 - c. Part-Time Representative's Report: David Martinez
 - i. There were a large number of unsatisfactory IOIs for associate faculty last semester.
- 7. Treasurer: Felipe Galicia / Carrie Foster
 - a. Felipe has completed taxes. The tax preparer suggested a less complicated method of tax preparation as our funds from dues are under \$50,000.
 - b. Both external investment accounts (Augustar and UBS) are included in the UBS quarterly statements.
 - c. As Felipe will be stepping into the role of full-time representative, Carrie Foster, who has been involved with DE camp negotiations, will be appointed as treasurer.
 - i. **Motion** to approve the appointment of Carrie Foster as treasurer (Galicia/Ramin). Approved unanimously.
- 8. Secretary and Membership Chair: Sonya Nyrop

- a. No report
9. Open Hearing
- a. A faculty member does not agree with the language of a special assignment given to them. In addition, they are concerned about their intellectual property being used by associate faculty who took over this faculty member's courses. They also asked for greater transparency from the FA Executive Board on its duty of fair representation.
 - b. There are ongoing issues with over seventy employees who had healthcare benefits removed after the audit. The Executive Board has been fighting the District on this.
 - c. There are concerns with the pace and process for grievances.
10. Closed Session: 6 items were discussed.
11. Meeting adjourned at 4:25pm.