



**Minutes**  
**RCCDFA/CCA/CTA/NEA**  
**September 13, 2022**  
**Riverside City College Digital Library Room 404 & Zoom**

<b>Present</b>	<b>Absent</b>
Rhonda Taube (RCCD (Riverside Community College District) Faculty Association President)	Lee Nelson (Treasurer)
Vivian Harris (Secretary)	Mike Chavez (PAC (Political Action Committee) Treasurer)
Emily Philippsen (Membership Chair)	
Cameron Young (PAC Chair)	
Jeff Rhyne (MVC (Moreno Valley College) VP)	
Jennifer Floerke (MVC FT Rep)	
Zander Allport (MVC PT Rep)	
Virgil Lee (NC (Norco College) VP)	
Araceli Covarrubias (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Darius Haghghat (RCC (Riverside City College) VP)	
Scott Brown (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Faculty Guests	

- 1) Meeting called to order at 1:10 pm
- 2) Approval of Minutes
  - a. Motion to approve minutes from September 6, 2022. (Brown/Floerke).  
Approved unanimously.
- 3) President's Report: Rhonda Taube
  - i. The Memorandum of Understanding (MOU) on course caps that were put in place at the start of the COVID pandemic has expired. The District has proposed extending the MOU through both winter and spring 2023 term and reconvening the Course Caps Task Force sometime in spring to make a recommendation regarding moving course caps forward.
  - ii. Somehow, the course caps that were negotiated to be raised in the MOU were continued in fall, despite the MOU sunseting. The administration was very quick to pull COVID accommodations for faculty but neglected to ensure that pre-COVID course caps were used in schedule building for fall semester.
  - iii. Discussion ensued regarding the loss of all Covid support for faculty, including medical accommodations. Faculty gave up spring break, transitioned to online teaching in one week, and agreed to raise course caps all in good faith for the financial support of the District. Yet, the District has said we have fully returned to all pre-pandemic conditions. If we have returned all operations to pre-COVID agreements, then the district cannot cherry pick some COVID agreements that suit them and not others that benefit faculty.
  - iv. Motion to reject the District's proposal to extend the pandemic course cap MOU. (Philippsen/Young). Motion approved unanimously.
  - v. Motion to demand the Board immediately return to pre-COVID guidelines for course caps consistently throughout the district. (Haghighat/Lee). Motion approved unanimously.
  - vi. The Faculty Association bylaws are out of date and Rhonda recommends we take this up again. The FA Executive Board will review the CTA bylaws and discuss them at the next FA meeting

before distributing them to all chapter members for ratification later.

- vii. The FA Executive Board will resume inviting Marianne Reynolds, CCA (Community College Association) Staff Member, to FA meetings. Marianne would like to be here to discuss our concerns regarding our affiliation with CTA.
- viii. Many RCC hiring committees are being formed including President, Interim VP of Finance, Director of HR (Human Resources), Director of Civil Rights, etc. College VPs and reps should be sure they are included on the hiring committees of all college administrators.
- ix. Just a reminder that there are only 2 more days of open enrollment remaining (through September 15, 2022).
- x. [Board Policy 1410 \(BP 1410\)](#) states that a Board policy can be changed, but it doesn't currently have an Administrative Procedure (AP) that goes with it. BP 1410 should have an AP that includes all stakeholders.
- xi. The FA shared its draft language on Academic Freedom that was proposed during the last round of contract negotiations with Vice-Chancellor Susan Mills and the District's legal counsel, Keith Dobyns. Since [Board Policy 2030 \(BP 2030\)](#) was approved by the Board last June, the FA would like to see this language be included in the revisions of AP 2030.
- xii. Part-time faculty should be compensated for all FLEX activities they attend both within and outside of the District.

#### 4) Moreno Valley College

##### a. Vice President's Report: Jeff Rhyne

- i. Jeff, Jennifer, and Zander had their first meeting with Interim Vice President Amezcuita today. We welcomed her to her new role and discussed a confidential matter.
- ii. Jeff received a question from a Department Chair about load banking who was unsure how to calculate online vs. face-2-face units when a faculty member is cashing in units from a load bank. While the intent of the contract in limiting online teaching to .6 is to make sure faculty teach part of their load on campus, the Chair should consult with their Dean because departmental needs vary,

and there isn't a standard equation for scheduling load banking regarding the maximum OL load.

- b. Full-Time Representative's Report: Jennifer Floerke
  - i. Jennifer is still working on resolving inconsistencies with scheduling Counselors in an equitable way across the District.
- c. Part-Time Representative's Report: Zander Allport
  - i. No report.

#### 5) Norco College

- a. Vice President's Report: Virgil Lee
  - i. A Dean asked whether COVID course-cap protocols are in effect within the District. They are not.
  - ii. Instructors cannot implement a mask mandate in their class when the College or District doesn't have a mandate in effect. Doing so would go against Board policy.
  - iii. A faculty member asked if they could require students to wear masks in their classroom when there is no mask mandate at their college or in the District. They cannot.
  - iv. Virgil asked whether an IOI (Improvement of Instruction) committee can require optional discussion materials such as equitable access, success data, and retention statistics for the faculty member under evaluation. They can. However, such materials cannot be part of the IOI review process.
- b. Full-Time Representative's Report: Araceli Covarrubias
  - i. Questions are still being asked about full-time faculty being required to complete 8 hours of equity FLEX (although negotiations between the Faculty Association and the District are ongoing to finalize the terms of the equity-FLEX requirement). In the meantime, faculty members are encouraged to attend equity-FLEX activities.
  - ii. At the NC Academic Planning Chairs meeting, Araceli informed attendees that Rhonda Taube and Emily Philippsen will be providing a FLEX workshop on Thursday, September 29, 2022 during college hour (12:50-1:50pm) that faculty members can attend either in person (at Riverside City College Bradley Hall of Fame) or via [Zoom](#).
- c. Part-Time Representative's Report: Diana Campuzano
  - i. Per Chancellor Few, Payroll (John Geraghty) is the only Department that can verify part-time faculty work history and hours.

6) Riverside Community College

a. Vice President's Report: Dariush Haghighat

- i. Although the Vice Presidents are doing an excellent job, the numerous vacancies at RCC and the delay in filling those positions are causing confusion.
- ii. Motion to jointly (w/Academic Senate and CSEA (California School Employees Association)) request shortening the length of reports to the Board Committee meetings and facilitating more open and robust discussions among committees' members during the Board of Trustees committee meetings to make them more meaningful to faculty. (Diana/Emily) Approved unanimously.

b. Full-Time Representative's Report: Scott Brown

- i. At Scott's first meeting with the interim RCC President, he learned that the interim President will be leaving in October.

c. Part-Time Representative's Report: David Martinez

- i. No report

7) Secretary: Vivian Harris

- a. No report

8) Membership Chair: Emily Philippsen

- a. Emily received the 1<sup>st</sup> CTA membership audit (we get audited twice a year).
- b. Emily will be sending out recruitment letters to potential members.
- c. Emily requested a list of members who dropped (are no longer part of the union) but hasn't received it from CTA yet.

9) Treasurer: Lee Nelson

- a. No report

10) PAC Chair: Cameron Young

- a. Cameron attended the Inland Empire Labor Council (IELC) meeting. Working conditions of a union locale were discussed during the meeting. Cameron will be reaching out to the individuals from the IELC political committee to discuss options and opportunities.
- b. The joint mailer release (Keri Then/CTA) will be sent to 13,000 households, approximately 21,000 people in the Moreno Valley area.

- c. Cameron is still working on getting the social media account verified. Without verification, social media advertisements can't run.
- d. Cameron will follow up to find out if we will be receiving the CTA grant.
- e. PAC would like to host a meet & greet for Keri Then. Details will be discussed, and options brought forth in the next meeting.
- f. Cameron is looking into getting a text-messaging system to reach additional voters.

11) Open Hearing

- a. Reasons for possibly decertifying from CTA include:
  - i. CTA has always been heavily focused on K-12 issues and concerns and has not committed as many resources for higher education. We are always the stepchild of CTA, and at times, it becomes difficult to obtain support.
  - ii. CTA is incredibly unresponsive when we have issues and concerns regarding membership. Both Emily and Rhonda have contacted them with problems that need to be rectified and our queries seem to just disappear in the ether with no response for weeks. Yet, our chapter is quite large and the total amount of dues we pay adds up to a hefty sum. We expect better interaction and some response from CTA when we contact them for help or clarification.
  - iii. CTA has rejected the Faculty Association's bylaws twice for conflicting reasons. Our bylaws were drafted by an attorney who specialized in labor law using CTA guidelines and they were still sent back to us. Their committees are at the service of the whim of its members that term and not based on solid principles.
  - iv. There have been many discrepancies and inconsistencies in working with CTA over the years. Even their own employees were disgruntled with CTA.
  - v. Members' personal information has been publicly disseminated.

12) Closed Session – Four items were discussed

13) Adjourned at 3:58 pm