



Minutes
RCCDFA/CCA/CTA/NEA
March 4, 2025
Riverside City College / 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 1:03pm.
2. **Motion** to approve [minutes from February 25](#) (Campuzano/Ramin). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. No report
4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. The course caps document was discussed at Academic Senate yesterday at NC and RCC; it was discussed at MVC in December. The course caps document, as it pertains to a contractual item, should be for review purposes only and is not a voting item. For accurate recordkeeping, the language of the agenda should reflect the nature of this item.
 - ii. A bachelor's degree at BCTC has been approved and is set to launch in Fall 2026. The question of compensation for faculty to write curriculum for this program has been raised.
 - 1. There are concerns about the amount of work this will create for faculty.
 - 2. There are also concerns that a precedent will be set to compensate faculty for writing curriculum for their own disciplines, as this is technically part of their job description and institutional service.
- b. Full-Time Representative's Report: Felipe Galicia
 - i. No report
- c. Part-Time Representative's Report: Johnina Grozav
 - i. Emails have been sent to faculty about the requirement to complete sexual harassment training. Associate faculty will be compensated for completing this training. They do not need to submit any paperwork to HR, but Diana reminded faculty to check their paystubs to ensure they have been compensated.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Araceli attended the Academic Senate meeting.
 - 1. Araceli shared that faculty who have not completed the proof of citizenship process have received termination letters. Department chairs who would like to get a list of impacted faculty to adjust schedules can contact their VPAA.
 - 2. Senate is adding a link that will allow faculty to identify SPR processes for faculty appointments recommended by Senate. Araceli asked Senate to add instructions on payment processes for SPRs. SPRs outside of Senate still lack transparency and consistency.
 - ii. Araceli also attended the DBAC meeting.
 - 1. Colleges were told to continue to plan for their targets with the potential to grow. However, the part of the budget related to property tax is uncertain due to the impact of fires.
 - 2. Araceli asked about the impact of BOTs and was told not to worry about this issue at this time as it is too early to determine budgetary impact.
 - 3. Some department chairs are concerned about being responsible for approving items on Concur without having any knowledge of

the budget. They can contact Misty Griffin if they have budget questions.

- iii. Araceli has been asked to attend a First Friday for new hires to discuss IOIs.
- iv. As administration has the right of assignment, can they take a class from an associate faculty member who received a *Needs Improvement* as the schedule was built before the evaluation?
 1. A *Needs Improvement* implies that faculty can continue to work on their teaching to improve. If something is so egregious that the faculty member should no longer be in the classroom, they should have received an *Unsatisfactory*.

b. Full-Time Representative's Report: Michelle Ramin

- i. A full-time classified professional is also an associate faculty member and has been paying dues to both CTA and CSEA.
 1. According to Ed Code, employees typically cannot be members of multiple unions representing different bargaining units within the same district.
 2. Unfortunately, when faculty submit their CTA forms, they do not identify that they are in CSEA on the form, nor can FA identify that they are in CSEA. Furthermore, we cannot adjust the CTA forms to make this clear.
 3. We will work with Hilda Haley to help this faculty member.
- ii. Dean Perez stated the college is moving forward with classes as they are, and they will not be cancelled. Steps for late-start classes are still being determined.

c. Part-Time Representative's Report: Diana Campuzano

- i. No report

6. Riverside City College

a. Vice President's Report: Emily Philippsen

- i. Faculty evaluations only take place in the fall and spring semesters. When the Contract states that evaluation will take place during a faculty member's first term, that automatically refers to the fall or spring semester.
- ii. As previously discussed, the FA will likely need to negotiate compensation for independent study.
- iii. Faculty are concerned about programs being created by the District and the District's dealings with corporations such as Amazon.
 1. There is confusion about terminology, including *not for credit* and *noncredit*.
 2. Creation of programs is firmly the purview of Academic Senate. Furthermore, the Contract makes clear that faculty have first right of refusal.

b. Full-Time Representative's Report: Araceli Calderón

- i. The Contract states that departments will hold three meetings per semester. Additional meetings can be counted for FLEX.
 - ii. Faculty with questions about summer and winter pay should contact their payroll technician.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
- 7. Treasurer: Carrie Foster
 - a. The former and current treasurers met to discuss issues.
- 8. Secretary: Sonya Nyrop
 - a. Norco College will host the FA meeting in April, and Moreno Valley College will host in May.
 - b. There was additional discussion on obtaining hard copies of the CBA.
- 9. Academic Senate: Adam Navas
 - a. Adam was asked about a TA issue with the associate faculty representative. The faculty member can contact the IDC.
- 10. Open Hearing
 - a. None
- 11. Closed Session: 7 items were discussed.
- 12. Meeting adjourned at 4:05pm.