



Minutes
RCCDFA / CCA / CTA / NEA
May 6, 2025
Riverside City College / Digital Library 404 and Zoom
[RCCDFA District Webpage](#)

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

1. Call to Order: 1:03pm
2. Approval of [minutes from April 29](#)
 - a. Motion to approve: Galicia / Ramin
 - b. Approved unanimously
3. President's Report: Rhonda Taube

- a. There will be an FA townhall on [Zoom](#) on May 20 to discuss the Contract/Collective Bargaining Agreement (CBA). If faculty cannot make the townhall, they can attend the weekly FA meetings or read the minutes to stay informed. The FA meetings always have an open forum for faculty to ask questions and share concerns.
- b. Jennifer Escobar has been elected as the new CCA Director of District N. Randa Wahbe has been elected as president, replacing Eric Kaljumagi, who termed out. Although we supported Kashara Moore's candidacy, we wish Renda well.
- c. Rhonda sent faculty [an email on the DE MOU](#). She thanked the team again.
 - i. She has been overwhelmed with emails on this issue, including emails from faculty asking if they are certified or how many hours they've earned. Rhonda is not able to answer these questions.
 - ii. Faculty with questions need to contact their DE chairs and/or Academic Senate. Please read the entire MOU before reaching out.
 - iii. Full-time faculty who completed fewer than 16 hours on the DE camp can use those hours for FLEX.
 - iv. Associate faculty who use certification from another institution (including @ONE) to meet RCCD certification cannot receive the \$750 compensation.
 - v. Chairs should not expect faculty to be certified for the upcoming summer, fall and spring terms as faculty have until June 2026.
 - vi. Araceli and Michelle were asked about the peer to peer review process. This is the purview of Academic Senate, and faculty should direct their questions about DE certification there.
- d. Faculty must complete the sexual harassment training and can earn two hours of equity FLEX. Associate faculty will be compensated for two hours.
- e. Marianne clarified that labor law does not forbid discussing negotiations while they are ongoing. This has just been past practice with RCCD.
- f. Rhonda thanked Dariush Haghighat for his assistance rectifying a situation with Keenan and Associates, who presented on healthcare at a board meeting and advocated for eliminating brand name medications; this is an item of mandatory bargaining and undermined our rights. The Board does vote to approve but only after we've come to the table to negotiate. The FA fought hard to ensure faculty have the right to brand name drugs if prescribed by their doctors.
- g. Rhonda had a productive meeting with the Chancellor.
 - i. Diana reminded everyone that the MOU for part-time healthcare expires in December. Rhonda will make this issue a priority to discuss with Chancellor.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. The next FA meeting on May 13 will be at MVC.

- ii. Jennifer is excited that the [DE MOU](#) is finalized and has been sent to faculty. She thanked the negotiations team again.
 - iii. A faculty member asked if it is possible to change the IOI rotation from one semester to another for a specific associate faculty member who may not be performing well. No, they need to follow the schedule.
 - iv. Faculty are concerned about the increase of AI generated work from students and asked for stronger guidance on processes from administrators.
 - v. Jennifer has met with faculty experiencing workplace issues who wish to file grievances but are unable to cite which articles of the CBA are being violated. If it is not possible to cite the article of the CBA is being violated, then the situation is likely not a grievance.
- b. Full-Time Representatives: Felipe Galicia
 - i. No report
- c. Part-Time Representative's Report: Johnina Grozav
 - i. An email from the DOI asking for syllabi for late-start courses caused confusion from some faculty.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. Araceli attended a First Friday training that took place at a local elementary school that is part of the NC child development program. She was impressed by the building design and was happy to see the project completed.
 - ii. As there have been numerous glitches with FLEX tracking, Araceli asked VPAA Bemiller if he could send a reminder on the deadline for completion of FLEX. Araceli appreciates that he did send this reminder.
 - iii. Araceli asked if it would be possible to have a clear policy on cancellation of classes as the process is not consistent from semester to semester or across colleges.
 - iv. Professional development that takes place after June 30 goes on the next year's FLEX.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Numerous faculty members, including Michelle, and students will speak about the art archive at the board meeting today. Faculty are welcome to come to show support and solidarity.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Emily Philippsen
 - i. Emily received the leadership council chair job description but is uncertain what the request is for this job description.

1. The FA reviews new job descriptions but is not part of the approval process.
 2. The CBA stipulates reassignment for the strategic planning chair for fall and spring. Stipends must be negotiated.
- b. Full-Time Representative's Report: Araceli Calderón
- i. A faculty member was offered a class at the youth detention center and was informed that a correctional officer would be in the classroom. After touring the facility, the faculty member now feels the environment does not seem safe or conducive to teaching, particularly as there will not be a correctional officer during the time of instruction after all.
 1. The District is required to provide a safe learning environment.
 2. If the faculty member does not feel safe, they need to reach out to their dean.
- c. Part-Time Representative's Report: David Martinez
- i. David has received numerous questions about IOI cycles for associate faculty.
 1. New hires go through the evaluation process at different colleges until they are on a three-year cycle. The cycle can reset if they begin working at a different college in the District.
 2. To clarify, Diana provided an example of an associate faculty member who has been teaching for ten years at RCC and then begins teaching at MVC.
 - a. They should have been evaluated each year for years 1-3 while at RCC and then been evaluated on the three-year cycle (year 6 and year 9).
 - b. In year 10, they start teaching at MVC which means they are evaluated at that point at MVC.
 - c. This then resets the cycle. They will not be evaluated again by RCC and MVC for another three years.
 3. This becomes more complicated if the faculty member hasn't completed the first three years of evaluations. The home college (where they are first hired) should complete three evaluations consecutively.
 4. If faculty start at two different colleges in the same term, they will be evaluated at both colleges for three years.
 5. Faculty can request additional evaluations if they are trying to get preference.
 6. HR is responsible for making evaluation timetables and sharing that with chairs.
7. Treasurer: Carrie Foster
- a. No report

8. Secretary and Membership Chair: Sonya Nyrop
 - a. The CTA is seeking presenters for the [2025 CTA LGBTQ+ Issues Conference](#) on October 24-26, 2025 in Orange County.
 - b. The CTA will cover the cost for up to six university units through its [University Credit Program](#).
9. Open Hearing:
 - a. A faculty member thanked the FA for its work.
10. Closed Session: 4 items
11. Adjournment: 3:31pm

Spring Meetings

May 13 (Moreno Valley College, WC103, 2:30-4:30pm)

May 20 (FA townhall 2:30-3:30pm on Zoom / FA meeting 3:30-4:30pm)

May 27

June 3

*[Zoom link for meetings](#)