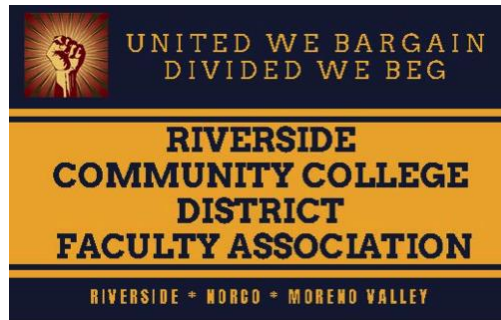




Minutes
RCCDFA / CCA / CTA / NEA
September 23, 2025
Riverside City College / Digital Library 404 and Zoom
[RCCDFA District Webpage](#)

Present	Absent
Rhonda Taube (President)	
Sonya Nyrop (Secretary and Membership Chair)	
Carrie Foster (Treasurer)	
Jennifer Floerke (Moreno Valley College Vice-President)	
Ann Pfeifle (MVC FT Representative)	
Angela Thomas (MVC PT Representative)	
Araceli Covarrubias (Norco College Vice-President)	
Michelle Ramin (NC FT Representative)	
Diana Campuzano (NC PT Representative)	
Araceli Calderón (Riverside City College Vice-President)	
Rhejean Adu-Gyamfi (RCC FT Representative)	
David Martinez (RCC PT Representative)	
	Marianne Reynolds (California Teachers Association Staff Member)
Faculty Guests	

1. Call to Order: 1:06pm
2. Approval of minutes from [September 16](#)
 - a. Motion to approve: Ramin / Pfeifle
 - b. Approved unanimously
3. President's Report: Rhonda Taube

- a. Rhonda thanked Araceli Covarrubias for leading the FA meeting and Araceli Calderón for giving an FA report to the board last week.
- b. FA meetings at RCC will be in Kane 224 for the remainder of the semester. Academic Senate has asked if they can keep files in DL404 during the remodel.
- c. As a reminder, deans cannot make unilateral decisions about what counts as institutional service. Per the Collective Bargaining Agreement (CBA), chairs can approve FLEX but administration does not. If there is an issue, faculty should inform the FA as institutional service is memorialized in the CBA.
- d. Araceli Covarrubias and Rhonda are serving on the hiring committee for the deputy chancellor position. The process has been collaborative and collegial. As this position will be the second highest at RCCD, there should be forums across the district. The consulting firm running this search will be responsible for scheduling forums.
- e. The IETTC dean search has been put on hold after it was pointed out that there needed to be better representation of RCC faculty. The hiring committee will be meeting again to discuss the position.
- f. Open enrollment recently ended, and Rhonda shared some highlights:
 - i. Eleven associate faculty members did not renew their insurance. Currently, 196 associate faculty have district insurance.
 - ii. As a reminder, faculty must be on the PPO insurance plan by age 55 and have it for a minimum of ten years to be able to continue with it in retirement.
- g. A proposal is coming from the DO to replace the third party administrator for the PPO as HNAS has been slow or unresponsive.
- h. Rhonda learned that there were issues at the DO with their sunshine proposal.
- i. Because of the large number of fourth-year tenure-track faculty receiving a *Needs Improvement*, Rhonda proposed changes to the CBA. Specifically, she suggested eliminating *Needs Improvement* as an option in the fourth-year of the tenure-track process and only allowing *Yes* or *No* options.
 - i. Committees should act sooner but also provide support and opportunities for faculty to improve.
 - ii. Rhonda will create a draft MOU.
- j. The DO recently sent an email on mandatory cybersecurity training. Faculty should hold off as compensation has yet to be negotiated. Rhonda sent a demand to bargain last year on this same issue.
- k. Faculty are concerned about Project Veritas and similar groups that encourage people to secretly record professors in their classrooms to create faculty watchlists. California is a two-party state and permission to record is required. Recording in classrooms is also a FERPA violation. Additionally, we have board policies and language in the Student Code of Conduct that expressly forbid students from recording without a faculty member's permission.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke

- i. The efforts by administration to exclude the FA are concerning.
 - 1. Despite district precedent, administration has stated it will not collaborate and will not allow FA appointed faculty to be on hiring committees for deans.
 - 2. President Besikof stated he will be expanding cabinet meetings and invited the presidents of Academic Senate and CSEA while excluding the FA.
 - ii. Jennifer has not received a response for the second step of the grievance she is currently working on.
 - iii. Jennifer thanked Araceli Calderon for her board presentation.
 - iv. Ann and Jennifer did a training on the IOI process at last week's First Friday. They are considering providing one for administration as there have been ongoing issues such as meetings being scheduled when the faculty member being evaluated is teaching or a dean not showing up for the scope and process meeting. Rhonda pointed out that the process has been violated when the dean fails to attend the scheduled meeting and can be grieved.
 - v. Ann and Jennifer encouraged everyone to attend the next FA meeting at MVC in SAS 101.
 - vi. Jennifer had two closed session items.
- b. Full-Time Representatives: Ann Pfeifle
 - i. Historically, the FA has provided a standing report at each Academic Senate meeting. However, Ann noticed the FA report was not on the recent agenda and reached out to Senate president to be reinstated as there are important faculty issues to share. Rhonda emphasized the importance of being a united front and not allowing administration to attempt to splinter faculty.
 - ii. The MVC team is tentatively planning regular meet and greets after work on Thursdays at Kalaveras.
 - iii. A faculty member asked about sick leave being presented as hours on paystubs even though the [CBA states leaves will be posted as days or half-days](#). The issue is that the Riverside County Office of Education processes paychecks and not RCCD.
- c. Part-Time Representative's Report: Angela Thomas
 - i. MVC associate faculty now have an office space in the library. A form and process will be coming.
 - ii. As associate faculty member at both MVC and RCC wondered who would evaluate them for the next three-year evaluation. MVC is the home or primary college (where they were initially hired) and, therefore, must complete the evaluation, and RCC can evaluate the faculty member as well.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias

- i. Araceli expressed her gratitude for Rhonda's leadership after witnessing her strength and voice at a district-level committee meeting.
 - ii. During VC Brown's visit to NC, Araceli learned about the app Time Clock Plus that the DO uses to keep track of sick leave. The goal was for employees to use this app to check their sick leave balances, but the vendor has not delivered on its promises. Araceli asked for the cost of this app, and VC Brown will get back to her with the amount.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. A faculty member asked about using FLEX hours beyond the required 24 from 2024-2025 for the 2025-2026 academic year. No, FLEX hours are not transferable between academic years.
 - ii. Some new faculty members are still displaced as doors have not yet been installed in their offices.
 - iii. Faculty have shared that they feel pressure to add beyond course caps. Rhonda reminded faculty that they cannot be forced to go beyond course caps and that those caps are there for a reason, one being apportionment.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana strongly believes we should write a letter to the CTA/CCA expressing our disappointment with their behavior with the state chancellor. Rhonda stated the CTA/CCA could have given a thoughtful no instead of simply being dismissive and making claims without evidence.

6. Riverside City College

- a. Vice President's Report: Araceli Calderón
 - i. Araceli was asked about contract language for the IOI process. She is investigating to learn what these specific questions are.
 - ii. Araceli learned that a dean is requiring new faculty to do a presentation. To be clear, faculty do not need to do this. Rhonda suggested informing Lynn Wright.
 - iii. As a reminder, faculty do not need to provide a reason for personal necessity leave despite what the absence form states.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
 - i. A faculty member is experiencing workload issues created by duties outside of their job description. Rhejean recommended compiling a list of outside tasks to review.
 - ii. The RCC team thanked Rhonda for securing the DO rooftop for the faculty mixer on November 6.
- c. Part-Time Representative's Report: David Martinez
 - i. No report

7. Treasurer: Carrie Foster

- a. No report

8. Secretary and Membership Chair: Sonya Nyrop
 - a. Sonya shared upcoming CTA conferences.
 - i. The 17th annual [CTA LGBTQ+ Issues Conference](#) will be October 24-26 in Garden Grove.
 - ii. The [2025 Solidarity Conference](#), presented by the CTA's Ethnic Caucuses, will be October 31-November 2 in San Francisco.
 - iii. CTA New Educator Weekends will be on [December 5-7 in San Francisco](#) and [February 20-22 in Costa Mesa](#).
 - b. Tony Musumba, Maria Pacheco, and Suzan Youssef would like to attend the CCA conference as delegates.
 - i. Motion to approve: Covarrubias / Pfeifle
 - ii. Approved unanimously
9. Community College Association (CCA) Director, District N: Jennifer Escobar
 - a. Registration for the fall CCA conference has closed. There will also be a winter conference on January 27-February 1 in Costa Mesa and a spring conference on April 24-26 in Irvine.
 - b. [CCA offers several grants for locals](#): a Part-time Membership Tracking Grant, a Local Chapter Reassigned Time Grant, Membership Development Grant, and an Innovative Grant.
 - c. CCA will be promoting the March in March, a large-scale organizing effort focused on support for public higher education. (See information about the last [March in March](#)).
 - d. Part- and full-time RCCDFA/CCA/CTA members can participate in the following opportunities. If interested, please contact Jennifer Escobar.
 - i. There are vacancies on two Council Committees: Organizing and Membership Development ([see information here](#)). Meetings are on Zoom.
 - ii. Fall CCA delegates will vote on whether to make the Advocacy Taskforce a standing committee of council. If it does become a committee, it will need three additional members.
 - e. A CCA legislation survey will be coming in the spring.
 - f. Jennifer shared the board proclamation that the CCA
 - i. Publicly denounces the arrest and harassment of faculty, staff, and students by ICE and state forces, recognizing such acts as violations of academic freedom, civil rights, and human dignity.
 - ii. Affirms full support for any CCA member who faces retaliation, targeting, or arrest while standing with their students: Immigrant, undocumented, and otherwise.
 - iii. Commits to provide organizational support to CCA members who face unjust charges while acting in solidarity with students.
 - iv. Builds alliances with student organizations, immigrant rights groups, and community partners to ensure campuses remain safe spaces for all students, regardless of immigration status.

- v. Calls on state and national legislators to end the use of ICE enforcement on or near educational institutions and to protect the rights of immigrant students and their advocates.

10. Open Hearing: None

11. Closed Session: 7 items

12. Adjournment: 3:56pm

Fall Meetings

~~August 26~~

~~September 2~~

~~September 9~~

~~September 16~~

September 23

September 30: MVC SAS 101

October 7: RCC Kane 224

October 14: MVC WC 172

October 21: RCC Kane 224

October 28: RCC Kane 224

November 4: NC OC 116

November 18: RCC Kane 224

December 2: RCC Kane 224

December 9: RCC Kane 224

*[Zoom link for meetings](#)