



Minutes
RCCDFA / CCA / CTA / NEA
October 7, 2025
Riverside City College / Kane 224 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 (CTA Staff Member)
Faculty Guests	

1. Call to Order: 1:09pm
2. Approval of minutes from [September 30](#)
 - a. **Motion** to approve: Ramin / Calderón
 - b. Approved unanimously
3. President's Report: Rhonda Taube
 - a. The CTA reminded Rhonda that the bylaws are out of date. The FA had a previous draft written by a lawyer with expertise in Title 9 who used the CTA rules;

regardless, the draft was rejected by the CTA. The revised draft included all suggested changes by the CTA but was rejected again. It turned out the drafts were read by different people, so there does not appear to be consistency within the CTA.

- b. Araceli Covarrubias and Rhonda are serving on the deputy chancellor search committee, which forwarded three candidates. The consultant will be organizing forums as all employees should have the opportunity to meet candidates for the second highest position in the district.
- c. Rhonda thanked Araceli Calderón for leading the meeting last week.
- d. The district sunshine list is on tonight's board book. As promised, the district did not open salaries and benefits.
- e. Rhonda shared a draft MOU to clarify language on performance improvement plans for faculty in the fourth year of the tenure track.
- f. Rhonda used studio art to explain required changes from SAAM (Standardized Attendance Accounting Method). The course meets for 3.5 hours twice a week and is a 3-unit class that has an FTE of 0.333 rather than 0.2. However, students only pay for and receive credit for three units.
 - i. Per the new state mandated accounting method, the hours faculty are paid must match the course units. However, colleges are prohibited from increasing the number of units of affected courses unless content and work for the students are also increased.
 - ii. Rewriting CORs for these courses is a significant workload and goes beyond institutional service.
 - iii. Full-time faculty may find themselves having to teach more classes. One suggestion coming from departments is to do the same load in one semester and an overload in the other semester to equal 2.0 over the course of the academic year.
 - iv. Associate faculty may be impacted as they might be paid less for these courses, and there will be fewer courses for them to teach if full-time faculty need to increase their load. We have to find ways to protect associate faculty from the fallout.
 - v. Some people in the district are saying the FA will solve this. This is primarily the responsibility of the DO, but the work cannot be done without input from disciplines or departments, who need to find solutions with districtwide discipline members. The FA can then negotiate based on those needs and solutions.
 - vi. If WSCH changes, retirement could be impacted.
 - vii. Rhonda will meet with Dr. Lijuan Zhai to discuss a process for proposals requiring contractual changes.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. Jennifer also has heard from numerous faculty concerned about SAAM.
 - ii. The FA negotiations team will be meeting on Friday.

- b. Full-Time Representatives: Ann Pfeifle
 - i. The MVC team had a positive meeting with President Besikof and has a clear plan of communication.
 - ii. The team also met with the VPAA.
 - 1. VP McGowan took the slides used for new faculty on the IOI process and adjusted them for administrators. Ann said they have already started to see improvement in the IOI process in a short period of time.
 - 2. They asked about issues related to disruptive students as there seems to be an escalation in incidents this semester.
Unfortunately, the process is still unclear.
 - iii. MVC hosted its first faculty meet and greet of the semester with numerous faculty, both full- and part-time. The next mixer will be at Kalaveras on October 23 from 4-6pm. All are welcome.
 - 1. As far more faculty attended the mixer than expected, Carrie said the budget went over \$300 to \$433.
- c. Part-Time Representative's Report: Angela Thomas
 - i. Angela used the reservation form to reserve office space and shared the form with associate faculty.
 - ii. Angela also sent an email reminding associate faculty that, unless they are compensated, they do not need to do cybersecurity training despite the language of the email sent.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. A faculty member asked if the ten years requirement to keep the PPO in retirement means ten consecutive years. No, the language states that faculty must have vested ten years total, not ten consecutive years.
 - ii. The NC team had a positive monthly meeting with Dr. Green.
 - 1. They discussed SAAM.
 - 2. They also discussed reassignments as faculty have approached Araceli about increasing reassignment time. Araceli clarified that the FA doesn't begin negotiations on these.
 - 3. The construction of offices in the Art Gallery has not been finished. Araceli recommended to Dr. Green that Dr. Collins provide updates on the renovation as displaced faculty are not being informed on progress.
 - iii. Araceli attended the Academic Senate meeting.
 - 1. She shared information about the FA mixer on November 6.
 - 2. Department chairs and senators had numerous questions for the VPAA about enrollment guidelines for the numerous course cancelations. Faculty wonder what administration's plans are to recruit students to increase enrollment to prevent future course cancelations.

3. One concern arising from these last-minute course cancellations was about meeting the 0.4 requirement to teach face-to-face. Rhonda clarified that there is no contractual requirement to teach 0.4 face-to-face. Faculty cannot go over 0.6 of their regular load with online courses, but that doesn't mean they must teach 0.4 face-to-face classes. For example, they might have reassignments for the remaining load.
 4. The DE committees at each college and the DO are working on expanding equivalency criteria because of the large number of uncertified faculty. There is concern that the language in the proposal might contradict the MOU, which it cannot do.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Faculty who are going through their own IOI process do not need to be part of another faculty member's IOI. Rhonda said sometimes this can be challenging in smaller departments.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. No report
6. Riverside City College
- a. Vice President's Report: Araceli Calderón
 - i. The RCC team had a productive meeting with the college president last week.
 1. Rhonda and Araceli were appointed to the search committee for the VP of Business Services, and Rhonda was appointed to the VP of Planning and Development search committee.
 2. President Bishop agreed that administrators should be provided training.
 - ii. The college president position will be flown at the end of October. The precedent for this hiring committee is three faculty representatives.
 - iii. A faculty member under investigation was informed the DO is lumping together new and old investigations. Rhonda stated that the statute of limitations is two years for investigations and that the DO was supposed to cease combining investigations to save money.
 - iv. The District has not issued a demand to bargain yet for DE compensation.
 - v. Araceli was informed that Dean Wiggs appears to be encouraging first-year contract faculty to do presentations while asking them not to inform the FA of this request. When this was brought to the attention of VP Wright, she stated she would not ask deans to stop encouraging contract faculty to do these presentations; however, she did say she would address the fact that contract faculty were told not to go to the FA.
 - b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
 - i. Rhejean was contacted by faculty who are concerned that the workload and needs of certain programs exceed institutional service and wondered about various solutions.

1. Faculty who would like to create a reassignment must work with their VPAA, who then brings the proposal to the college president. If approved, the president submits the proposal to the DO, who decides whether to issue a demand to bargain.
 2. New faculty positions are requested in program reviews.
 3. Stipends must have board approval.
 - ii. A faculty member would like to request a lab assistant. If this is a classified position, they need to write the position into their program review. For an ed assistant, they need to go through Senate. They can also look into federal work study.
 - iii. A faculty member requested class materials for safely storing hazardous substances but has yet to receive them. Each campus has a safety coordinator, so the faculty member can reach out to the dean again and include the safety coordinator in the communication. If that does not yield results, they can contact Monica Esqueda at the DO and explain the urgency.
 - iv. Rhejean spoke with the president about concerns with the length of investigations.
 - c. Part-Time Representative's Report: David Martinez
 - i. The pool lost 10-11 feet of water overnight, leading to concerns that there might be a sinkhole. The college is investigating the situation.
 - ii. David recommended that faculty with questions about their placement on the preference list make sure they are actually on the preference list.
7. Treasurer: Carrie Foster
- a. No report
8. Secretary and Membership Chair: Sonya Nyrop
- a. Faculty who submitted CTA enrollment forms this semester but don't see dues deducted by the October paystub should contact Sonya.
9. Benefits Committee Representative: Dariush Haghighat
- a. Dariush shared with the Faculty Association Executive Board members a proposed draft of the composition, structure, and charge of the Benefits Advisory Committee (BAC) and asked the FA Executive Board to read and provide feedback on it before November 3. The proposed draft is a much-needed step in the right direction for providing clarity about the composition, the structure, and the charge of the Benefits Advisory Committee, but its language must be carefully reviewed, edited, and approved by the FA Executive Board members before it is finalized and approved by the BAC.
 - i. The language must be clear that this is an advisory committee and not a decision-making body. Per our collective bargaining agreement and Ed Code, only the FA has the exclusive right to negotiate salary and benefits on behalf of faculty. No committee can take that charge away from the

Faculty Association or undermine or substitute the FA's exclusive bargaining responsibilities.

- ii. The document states that the committee forwards its recommendations directly to the Chancellor and trustees. Dariush suggested amending the language that the committee's report to the Chancellor and trustees should take place after the bargaining units representatives consult with their executive boards and secure their vote of approval for the committee's recommendations.
- iii. As exclusive representatives of their members, the bargaining units must reserve the right to act independently from the BAC if their respective executive board disagrees or disapproves of the majority vote in the BAC. The vote of representatives from the bargaining units on the BAC is only for forwarding the committee's recommendations to their respective executive boards and cannot be considered as decisions rendered and approved by their elected board members. Only after the bargaining units' representatives receive the approval of their respective board members can they vote to forward the BAC's recommendations to the Chancellor and Trustees on behalf of their bargaining units.
- iv. Rhonda agreed that language should be clear so that, as management changes, interpretations do not.

10. Open Hearing: None

11. Closed Session: 7 items

12. Adjournment: 3:54pm

Fall Meetings

~~August 26~~

~~September 2~~

~~September 9~~

~~September 16~~

~~September 23~~

~~September 30: MVC SAS101~~

October 7: RCC Kane 224

October 14: MVC WC172

October 21: RCC Kane 224

October 28: RCC Kane 224

November 4: NC OC116

November 18: RCC Kane 224

December 2: RCC Kane 224

December 9: RCC Kane 224

*[Zoom link for meetings](#)