



**Minutes**  
**RCCDFA / CCA / CTA / NEA**  
**October 21, 2025**  
**Riverside City College / Kane 224 and Zoom**  
[RCCDFA District Webpage](#)

<b>Present</b>	<b>Absent</b>
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: 1:05pm
2. Approval of minutes from [October 14](#)
  - a. **Motion** to approve: Floerke / Adu-Gyamfi
  - b. Approved unanimously
3. President's Report: Rhonda Taube
  - a. Jeff Rhyne is still serving on DSPC and shared a list of committees in need of representation.

- b. Tonight's board agenda has the district sunshine notice. Friday, November 7 will be the first meeting with the district.
  - c. The deputy chancellor search has concluded. Rhonda thanked Araceli Covarrubias for being part of the hiring committee and those who attended forums and stakeholder meetings.
    - i. Rhonda assumes the new hire will be on the November board book.
    - ii. While the district did a good job with creating opportunities for participation in these forums, it is troubling that participants and their questions were censored by the HR liaison, who sorted and selected which questions were allowed. This is a not in the spirit of free speech and is a disappointing recent development. In the past, the open forums were open and everyone was allowed to ask their own questions directly. If a deputy chancellor cannot handle questions, it is questionable whether they can handle the position.
  - d. As the MOU for part-time healthcare sunsets in December, we will need to write an MOU to extend this through negotiations.
  - e. An MOU on cybersecurity training for associate faculty needs to be created.
  - f. Rhonda corrected an item from last week's minutes. The Title V language from the CCC Chancellor's Office on the flex calendar does not specify that we must include non-faculty but that we may include them.
  - g. Chris Blackmore is temporarily moving into the role of acting VC of Educational Services on November 1.
  - h. Rhonda is waiting for Chancellor Isaac to call a meeting on dual enrollment with the FA and Academic Senate. The language must be consistent across the district, and school districts cannot bargain directly with the DO. Furthermore, every instructor who teaches our COR is under our CBA, and faculty have first right of refusal for classes being taught at high schools.
  - i. Rhonda clarified some points about DE.
    - i. Faculty who are reviewed for DE do not get paid. They can use up to 16 hours for FLEX credit.
    - ii. The DE camp is permanently gone and will not be resurrected. We should not use the term "DE camp" for new DE certification processes to avoid confusion.
    - iii. Everyone must be certified by June 30, 2026. A new process will need to be determined for new faculty after that deadline.
  - j. Rhonda suggested compensation of a minimum of \$5000 for each member of the negotiations team with an extra stipend for the lead negotiator.
    - i. **Motion** to approve: Pfeifle / Ramin
    - ii. Approved unanimously
4. Moreno Valley College
- a. Vice President's Report: Jennifer Floerke
    - i. The grievance is on abeyance until all necessary people can meet next week.

- ii. Ann and Jennifer met with the president.
      - 1. They discussed safety concerns and the process for disruptive students. President Besikof wants to act swiftly.
      - 2. They also discussed issues in counseling, specifically cuts in part-time counselor hours in the middle of a semester. It is unclear how faculty TAs are being cancelled mid-semester.
    - iii. The negotiations team met last Friday and will meet again this Friday. Jennifer thanked Rhonda for her email summarizing the work of the FA.
  - b. Full-Time Representatives: Ann Pfeifle
    - i. All are welcome to the MVC mixer on Thursday at 4pm at Kalaveras on Alessandro Boulevard.
  - c. Part-Time Representative's Report: Angela Thomas
    - i. Angela had one item for closed session.
- 5. Norco College
  - a. Vice President's Report: Araceli Covarrubias
    - i. After hearing about dual enrollment issues at MVC, Araceli contacted an associate dean to ask if all dual enrollment classes at NC are being taught by faculty the college hired; the dean confirmed that they are.
    - ii. Araceli followed up with Marianne about the faculty member she mentioned last week who returned to teach after retirement and wanted to quit their membership.
  - b. Full-Time Representative's Report: Michelle Ramin
    - i. Issues are ongoing with new faculty offices. Doors still have not all been installed (update: doors installed as of 10/27), safety concerns with exterior locks continue, and music/drumming make it difficult for faculty and students to work in this space. While it's understandable that issues can arise from construction, the lack of transparency and communication from VPs continues to be frustrating.
    - ii. Communication was sent that implied administration will be giving guidance on SAAM. However, changes should be discipline driven as faculty develop curriculum. Chairs and departments/disciplines should not be waiting for guidance from administration.
    - iii. Because of SAAM, we will likely change load being met each semester to being met annually.
    - iv. Michelle emailed the Dean of Student Services after a second email about early alert was sent on Friday night to remind him that faculty are not necessarily checking emails over weekends, breaks, or holidays. He said this is a districtwide email that is sent automatically, and he will investigate.
    - v. Faculty who applied for professional growth through independent study, conferences, and publications were told they had to wait to apply because the board policy was being revised. However, it has been two years with no movement, and people should still be able to apply under the current

board policy. If this is not resolved, we can issue a demand to bargain if people's salaries are impacted.

- c. Part-Time Representative's Report: Diana Campuzano
  - i. No report

6. Riverside City College

- a. Vice President's Report: Araceli Calderón
  - i. Araceli previously reported about new faculty being encouraged by Dean Wiggs to give presentations and not let the FA know. At the last LHSS Chairs meeting, Dean Wiggs clarified that she had encouraged faculty to do presentations in the Engagement Center but to check with the FA about these presentations.
  - ii. A faculty member asked if faculty must enroll in the PPO by age 55 to continue with it after 65. The short answer is yes. To have the PPO in retirement, faculty must have been enrolled for at least ten years by the age of 65 because everyone is required to sign up for Medicare at 65. If faculty are still working at 65, they can continue with the PPO. Faculty should contact Edwina Cardenas if they have additional questions.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
  - i. A faculty member shared their concerns about being evaluated on RSI in online courses by other faculty members who are not DE certified. Rhonda clarified that this is not currently part of the CBA or process unless already agreed upon in the scope and process meeting and absolutely cannot be used as the basis for a *Needs Improvement*.
  - ii. Faculty shared concerns and questions about department chairs acting as managers over other faculty. To be clear, department chairs are not supervisors or managers.
  - iii. The RCC team is planning to meet with VC Few this week during her campus visit.
- c. Part-Time Representative's Report: David Martinez
  - i. David reminded everyone about the FA mixer on November 7. [Please RSVP.](#)
  - ii. A faculty member who has been waiting since February for preference has finally gotten a response from HR. If the faculty member completed all the requirements for preference and the delay came from HR, it would be fair for the faculty member to have preference over faculty who applied after them.

7. Treasurer: Carrie Foster

- a. No report

8. Secretary and Membership Chair: Sonya Nyrop

- a. No report

9. CCA Director, District N: Jennifer Escobar
  - a. The CCA spoke to dual enrollment and should have a first read of a policy draft at the next council meeting.
  - b. CTA is working to get 85% of members to sign a petition to extend Proposition 55, which gave RCCD \$26.9 million last year.
  - c. The CCA and CTA are co-writing a policy for part-time healthcare.
  - d. Additional highlights from the CTA State Council on October 17-19 [can be found here](#).
10. Open Hearing: None
11. Closed Session: 7 items
12. Adjournment: 3:02pm

#### 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](#)