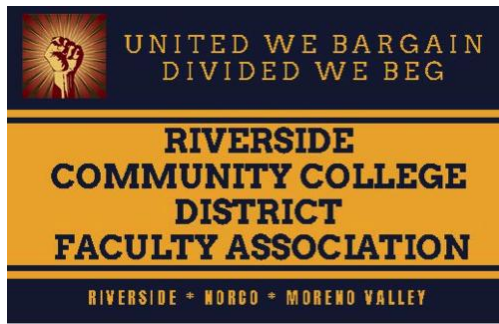




Minutes
RCCDFA / CCA / CTA / NEA
August 25, 2026
1:00PM – 3:00PM
Riverside City College / Digital Library 404 and Zoom
[RCCDFA District Webpage](#)

Present	Absent
Rhonda Taube (President)	
Sonya Nyrop (Secretary and Membership Chair)	
Sean Pries (Treasurer)	
Jennifer Escobar (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: 1:09pm
2. President's Report: Rhonda Taube
 - a. Rhonda welcomed Jennifer Escobar and Sean Pries to the Executive Board.
 - b. The FA had a joint retreat with districtwide administration last week, which went well and created a platform for future communication.
 - i. Rhonda requested compensation of \$600 for Diana and David, who represented part-time faculty at this six-hour event.
 1. **Motion** to approve: Escobar / Adu-Gyamfi
 2. Approved unanimously

- ii. Rhonda also requested funds to purchase small thank you gifts for Rachelle and Ines for their work in planning this retreat.
 - 1. **Motion** to approve: Campuzano / Thomas
 - 2. Approved unanimously
- c. Rhonda participated in a districtwide FLEX activity on Friday that focused on student-centered approaches to classroom disruptions and was presented by the FA, Academic Senate, the divisions of Student Services and Student Health and Psychological Services at all three colleges, and Campus Safety and Security. The event was coordinated by Associate VC Zhai and was well attended.
- d. We are still waiting for hard copies of the new CBA from the district.
- e. The MOU on COLA for Appendices D and F was signed and went to the board in August. Faculty will get retro COLA from July 1 on their September paycheck.
- f. Rhonda shared a draft of the MOU on sabbaticals and will be consulting with Academic Senate. The CBA historically had timelines for sabbaticals based on previous scheduling processes; the timeline was removed from the 2021-2024 CBA to address the new class scheduling timelines. As there were no sabbaticals during COVID, this issue was never addressed. Now with some ongoing concerns with sabbaticals, the timeline needs to be addressed.
- g. Several department chairs throughout the district reached out on the need to revisit course caps. A course caps task force was formed in 2018 that included all constituent groups, but this was pared down to a work group during COVID. We may need an MOU to address ongoing issues. For example, some administrators do not know the difference between course caps and room caps. As a reminder, faculty and administrators cannot unilaterally change course caps.
- h. As Araceli Covarrubias has repeatedly suggested, a clear policy on enrollment and course cancellations is needed.
- i. Rhonda received numerous questions about faculty being required to work over the summer or other times when they are off contract. Some administrators have said that the CBA doesn't state faculty cannot be contacted or cannot be expected to work over the summer. They can consult the academic calendar which does make this clear.
 - i. Jennifer shared that an MVC chair was told they had to work in the summer through the start of the fall semester.
 - ii. Angela was contacted on December 24 and 25.
 - iii. Faculty are not required to work when they are off contract. If they are requested to work, they do not need to do so unless there is payment.
- j. The volume of work over the summer has been significant. Rhonda has been working on grievances, payroll issues, etc. and attending numerous district meetings over the summer. The compensation allotted in the CBA is not sufficient, so Rhonda will look into funding from the district.
 - i. A single officer cannot handle this workload. Jennifer suggested a point person from each college.
 - ii. Diana said we need to push back on the district as they are not working with the faculty calendar.
- k. The chancellor search is underway, and the application phase closes on August 28.

- l. Rhonda asked for approval for the grievance arbitration proposal draft from July 20.
 - i. **Motion** to approve: Campuzano / Pfeifle
 - ii. Approved with 1 abstention
 - m. Rhonda shared that the FA is the only union in California with open weekly meetings and widely shared minutes.
3. Moreno Valley College
- a. Vice President's Report: Jennifer Escobar
 - i. MVC had a safety panel during FLEX. Faculty can reach out to Jennifer and Ann with questions and concerns about safety issues.
 - ii. MVC implemented its new BS in emergency management this semester. A new bill, AB2694, is going through the legislative process and will limit when CSU can restrict community colleges from creating bachelor's degrees.
 - iii. Dual enrollment is still an issue. Faculty assigned hybrid courses reached out as they were not given Canvas access until after the semester began and were given incorrect information about DE from the district.
 - iv. Jennifer thanked those involved in getting SPRs and FLEX for selected faculty doing accreditation work.
 - v. Jennifer attended two CTA conferences this summer. She shared what she learned on association rights and representation at FLEX.
 - vi. Jennifer is interested in hosting events at MVC for membership recruitment and engagement and will need funding.
 - 1. Rhonda suggested asking for funds for each event separately.
 - 2. This item was tabled until the budget report.
 - b. Full-Time Representatives: Ann Pfeifle
 - i. Ann shared that the FA townhall at MVC went well. Jennifer held an additional union meeting during FLEX.
 - ii. The MVC team has had several meetings with faculty, administrators, and classified professionals to discuss safety issues.
 - iii. There are numerous concerns and issues about the upcoming accessibility deadline.
 - 1. The workload being asked of faculty is significant.
 - 2. Another concern is that DE services are located only at RCC.
 - 3. Rhonda reminded everyone that the deadline is not April but actually February when classes begin in the spring.
 - iv. A full-time faculty member received a letter from a third party stating their health insurance coverage had been cancelled and implying this person lost their job, leading to confusion and stress.
 - v. Standing meetings are being scheduling with the president and VPs.
 - c. Part-Time Representative's Report: Angela Thomas
 - i. Angela is still waiting on HR to give a definitive answer on whether librarians are exempt employees. One librarian worked a ten-hour shift, so it's imperative to know whether this employee is eligible for overtime. Rhonda suggested having this librarian apply for overtime so that HR will finally have to make a decision.

- ii. Angela will need to request a grant extension.
- iii. MVC counselors were officially evaluated last semester, and the college now has an evaluation process.
- iv. There is still ongoing confusion about @ONE classes.
- v. An associate faculty member was bumped from a class even though they have preference.
- vi. Safety concerns are a major issue at MVC.

4. Norco College

a. Vice President's Report: Araceli Covarrubias

- i. Araceli met the new faculty at orientation.
 - 1. She thanked Dan Reade for his support during her presentation.
 - 2. Some new faculty received an enrollment form in their HR packets, but it seemed unclear if everyone did.
- ii. There were an incredible number of requests over the summer.
- iii. A faculty member with a reassignment has not received the training they need for the reassignment from the administrator. Araceli reminded faculty that they are not required to take reassignments and encouraged faculty to speak with administration to get the support they need to successfully complete work.
- iv. Faculty are experiencing delays in paperwork processing, particularly for FSA and preference.
- v. Araceli is participating in the next First Friday and invited Executive Board members to attend.
- vi. Araceli was invited on the Friday before FLEX to put together an FA FLEX event but, unfortunately, was unable to do so at short notice.
- vii. Araceli has signed at least three LOA forms at NC.
- viii. There appears to be some confusion about department meetings. Department meetings are required institutional service and are listed as such in the CBA.

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

- i. No report

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

- i. The team has a meeting with the president next week.
- ii. Diana reminded all associate faculty that the healthcare form is due September 15. They can lose their health insurance if they miss this deadline.
- iii. There are ongoing issues with people still not being compensated for DE certification work. Rhonda has been working on this issue over the summer, and she believes district DE may be misinterpreting the contract.
- iv. Diana was asked if classified professionals have a form to sign when they also teach as associate faculty. There is a form but HR does not consistently enforce this, which has led to some issues for classified professionals losing classes. Rhonda recommended that all associate faculty who are also classified professionals contact HR to complete paperwork.

5. Riverside City College

a. Vice President's Report: Araceli Calderón

- i. Rhonda, Rhejean, and Araceli spoke about the RCC fall FLEX.
 1. The RCC FA lunch during FLEX was standing room only.
 2. Faculty are concerned about AI. Rhejean encouraged those faculty to continue to have conversations with Academic Senate.
 3. Numerous faculty also spoke about accessibility and the impending deadline.
 - ii. Araceli appreciates David's work on FLEX events and requested compensation for him:
 1. **Motion** to approve: Calderón / Adu-Gyamfi
 2. Approved unanimously
 - iii. Araceli reminded everyone that we are currently in open enrollment, and the deadline is September 15 at 5pm.
 - iv. A faculty member reached out as they are having difficulty with reimbursement for out of network services. Araceli asked what the FA's role is in this area, and Rhonda said these types of issues can be brought forward at the next Benefits Committee meeting.
 - v. Araceli is dealing with issues related to salary reclassification and PG&SL.
 - vi. As a reminder, new faculty have thirty days to submit paperwork for salary placement. VC Few will confirm exactly when the thirty days begin.
 - vii. RCC has 21 new faculty members.
 - viii. Araceli was asked to sign an LOA for overload in an emergency situation.
 - ix. Araceli attended a session on negotiations at the summer CTA conference and was surprised by the number of districts that are at an impasse in their negotiations. She felt more appreciative of our CBA after seeing how difficult it is for other districts to get similar contracts. Rhonda shared that numerous other unions reach out to learn how we have such a solid contract.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
- i. The RCC team has a meeting with the president next week.
 - ii. Grievances that weren't concluded last spring and were paused over the summer have resumed.
 - iii. Rhejean reminded new faculty that they can email their enrollment forms to Sonya Nyrop or hand physical copies to any FA representative.
- c. Part-Time Representative's Report: David Martinez
- i. David is working with an associate faculty member who was rehired after a two-year break but was placed on step 1.
 - ii. Some faculty have shared that they are being asked to sub for full-time faculty but are then not being paid appropriately.

6. Treasurer: Sean Pries

- a. No report

7. Secretary and Membership Chair: Sonya Nyrop

- a. The [Community College Association Fall Conference](#) is October 9-11 in San Francisco and registration is now open. If active members would like to be

approved to attend as a delegate, they need to contact Sonya Nyrop no later than October 5.

- b. Christina Manzano, Dean Steckman, and Veronica Carpio would like to be approved as delegates for the CCA Fall Conference.
 - i. **Motion** to approve: Calderón / Escobar
 - ii. Approved unanimously
- c. Huda Aljord would also like to be approved as a delegate for this conference.
 - i. **Motion** to approve: Calderón / Adu-Gyamfi
 - ii. Approved unanimously

8. PAC Chair: Jennifer Escobar

- a. There will not be a board election.
- b. CTA will be sending information on Proposition 3.
- c. The CTA director for District Q said she will reconcile our list.

9. Academic Senate: Adan Navas

- a. District Academic Senate discussed the sabbatical leave MOU that Rhonda shared. The current process does not inform faculty why a sabbatical was approved or not approved, and the MOU includes a process to appeal decisions.
- b. The DE IOI was discussed, and it was determined that the language needs to be updated to mirror ACCJC criteria. Local DE committees will make changes and bring the updated draft to Senate and the FA.

10. Open Hearing:

- a. A faculty member asked about creating a work group on upper division courses. Rhonda agreed that a work group is needed to create recommendations directly from faculty who are discipline members.

11. Closed Session: 3 items

12. Adjournment: 4:35pm

Fall Meetings

August 25

September 1

September 8

September 15

September 22

September 29

October 6

October 13

October 20

October 27

November 3

November 10

November 17

December 1

December 8

*[Zoom link for meetings](#)