Minutes
RCCDFA / CCA / CTA / NEA
September 29, 2026
1:00PM – 3:00PM
Norco College / Operations Center 116 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)	
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: 1:10pm

2. Approval of minutes from September 22
    a. **Motion** to approve: Escobar / Adu-Gyamfi
    b. Approved unanimously

3. President's Report: Rhonda Taube
    a. There are ongoing issues with Keenan and the PPO plan.
        i. A faculty member discovered that there had been changes in coverage.
        ii. Many year ago, a director and a VC of HR unilaterally decided to change benefits without involving the FA and were subsequently terminated. The Benefits Committee was created to prevent a recurrence.
            1. Benefits are a mandatory bargaining item. Only the FA and CSEA can negotiate benefits.
            2. New CBA language allows the FA to communicate directly with the administrator.
            3. These changes appears to stem from Keenan, the third party administrator, and not HR.
        iii. Araceli Covarrubias later echoed these concerns and shared an email from a faculty member who had been reimbursed for 80% of medical care in the past but was now only being reimbursed for 40%.
    b. Dr. Rivera-Lacey would like to hold listening sessions with counselors from all three colleges and then hold a districtwide meeting.
        i. Dr. Rivera-Lacey believes many of the current issues stem from the question of what constitutes weekly contact hours. She was under the impression that counselors make that determination as subject matter experts and not the deans.
        ii. Rhonda feels the deputy chancellor is very supportive of counselors.
    c. Rhonda thanked President Monica Green for her work on the CBA trainings as well as everyone who attended.
    d. Rhonda will send the course caps best practices document that the Executive Board endorsed to Dr. Zhai to be distributed districtwide.
    e. Data centers are a significant concern, and the District is sensitive to the problems related to them. Rhonda stated this issue should be a part of the AI council's purview.
    f. The state Academic Senate has created an advisory on AI implementation and usage.
    g. The language and load change in the CBA for nonmirrored noncredit has led to some confusion. As the district's strategic plan includes increasing noncredit offerings, it's unlikely its goal is to reduce faculty incentive to offer these courses. Rhonda believes the language might be related to STRS and funding and will investigate further.
    h. Rhonda has spent significant time assembling numerous documents for a grievance committee that is undertaking a request for arbitration and for an investigation process.
    i. Some issues have arisen from varying interpretations of language in the new CBA. When there is silence in the CBA on a particular situation, there is a process involving the FA and HR; determinations should not be made by individual administrators.

j. Last week, the FA discussed the issue with Survey Monkey merging classes rather than providing individual class results during the IOI process. Rhonda will investigate further.

4. Moreno Valley College
    a. Vice President's Report: Jennifer Escobar
        i. Ann has been working with faculty who have payroll questions.
        ii. The VPAA's office confirmed that past practice has been to only observe one class in each of the first three semesters for associate faculty who teach multiple sections.
        iii. Faculty have raised concerns such as security risks with the new IOI surveys.
        iv. Jennifer heard questions and concerns from chairs.
            1. One asked if associate faculty have office hours to work with students and address AI issues.
            2. Another is frustrated with the lack of onboarding or support for new associate faculty teaching dual enrollment courses.
    b. Full-Time Representatives: Ann Pfeifle
        i. No report
    c. Part-Time Representative's Report: Angela Thomas
        i. Although VC Few has clarified that librarians are nonexempt employees, Angela says this classification can change and would like an official written statement from HR.
        ii. Angela received the AB119 list that is supposed to be distributed every 120 days.
        iii. Angela asked for the MVC preference list and was given RCC's list instead. She asked if a complete list of all three colleges could be sent to Rhonda to then be distributed to the FA.
            1. Angela appreciates the honesty of an associate faculty who discovered they were incorrectly on the preference list and notified HR to be removed. HR informed them that there is no process for removing a faculty member.
            2. Diana said a list showing where people who have applied for preference are in the process would also be helpful.

5. Norco College
    a. Vice President's Report: Araceli Covarrubias
        i. Araceli welcomed and thanked everyone for attending the meeting at NC.
        ii. Araceli thanked Araceli Calderón for her work on grievance documents.
    b. Full-Time Representative's Report:
    c. Part-Time Representative's Report: Diana Campuzano
        i. No report

6. Riverside City College

a. Vice President's Report: Araceli Calderón
    i. Ten new tenure track faculty members were moved to other deans for their IOI processes.
    ii. Araceli surveyed RCC chairs about the IOI process; 76% of chairs shared that only one class is evaluated for part-time evaluations.
    iii. Araceli emailed Keenan and requested an audit. She has also learned that Keenan uses geographic comparables to determine reimbursement rates, which seems problematic as it could lead to inequitable compensation based on location.
    iv. A faculty member has an FSA for specialized courses outside of the discipline in which they were hired. They asked how course rotation and bumping rights would work between them and the actual discipline member who was hired to teach those specialized courses.
        1. A faculty member's contractual load is filled with classes they were hired to teach and not via an FSA in a different area unless there are extenuating circumstances such as program discontinuance or urgent staffing needs.
        2. Full-time faculty cannot bump part-time faculty for overload at a different college.
b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
    i. There are ongoing concerns about the accessibility deadline.
    ii. Some level 3 grievances have stalled as there is often a delay with HR signing the forms. Rhonda suggested sending reminders to Graciela.
    iii. Rhejean recommended that faculty who believe they are being asked to complete work outside of their job description reach out to their dean or supervisor to share their concerns.
    iv. A full-time faculty member is working on an evaluation of an associate faculty member whose online classes are on an external site and is unable to access those courses.
        1. Regardless of whether content is on Canvas or not, the evaluator must be given access to complete the evaluation.
        2. Generally, the expectation is that online courses will be located on Canvas. Jennifer believes this may be an issue as dual enrollment high school classes typically use Google classroom.
    v. Rhejean is still working on the upcoming faculty mixer on November 5.
c. Part-Time Representative's Report: David Martinez
    i. No report

7. Treasurer: Sean Pries
    a. No report

8. Secretary and Membership Chair: Sonya Nyrop
    a. As a reminder, October 5 is the deadline to forward your name as a delegate for the CCA fall conference.

9. Community College Association (CCA) District N: Jennifer Escobar
    a. The initial block of hotel rooms for the fall CCA conference sold out, but more have now been added. Jennifer recommends attendees book quickly if they haven't already. Also, CalSTRS will be offering 15-minute appointments for delegates at the conference.
    b. Jennifer shared several CCA events, including the Higher Ed/District Q virtual meeting on October 7, the San Gorgonio Service Center meeting on October 17, and the virtual kickoff for March in March on October 27.
    c. Many CTA and CCA local unions are canvassing for local school board races and Prop 3. Interested faculty can sign up to help.
    d. CCA has offered to help us clean up our membership roster.

10. Academic Senate: Adan Navas
    a. Peer to peer reviews resumed this week. Senators and Rhonda have encouraged this process to continue after the current DE certification deadline.
    b. An @ONE class can be canceled because of low enrollment; when this occurs, faculty should be notified and provided alternatives. As an FYI, there will be no new enrollment in these courses or the peer to peer in December.
    c. District Academic Senate is seeking to have districtwide DE coordination, including DE training, under Senate.
    d. The Accessibility Work Group continues to meet.
    e. The current standardized CCAP agreement shared by Dr. Rivera-Lacey is going through the approval process at the RCCD and local high school boards.
    f. Questions have been asked about the district's hiring prioritization process for administrators. Faculty have a formal and transparent process, but no similar process seems to be in place for district positions.
    g. Discussions on course modalities and the proportion of online courses at RCCD continue. CSU is considering no longer accepting online math classes without an in-person assessment component.

11. Open Hearing:
    a. Vivian Harris would like to attend the fall CCA conference as a delegate.
        i. **Motion** to approve: Covarrubias / Martinez
        ii. Approved unanimously
    b. As a reminder, associate faculty can be compensated for attending up to three hours for department/discipline activities, three hours for assessment, and three hours for equity work.
    c. Some associate faculty had difficulty registering for the peer to peer review process.
    d. A faculty member shared concerns about AI both within and outside of the classroom.

12. Closed Session: 8 items

13. Adjournment: 4:02pm

Fall Meetings
~~August 25~~
~~September 1~~
~~September 8~~
~~September 15~~
~~September 22~~
September 29: Norco College OC116
October 6
October 13
October 20
October 27
November 3
November 10: Moreno Valley College WC103
November 17
December 1
December 8
*Zoom link for meetings