Minutes
RCCDFA / CCA / CTA / NEA
October 6, 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)	
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 29
    a. **Motion** to approve: Escobar / Calderón
    b. Approved unanimously

3. President's Report: Rhonda Taube
    a. Rhonda reported that Dariush Haghighat and she met with Chancellor Isaac and Deputy Chancellor Dr. Rivera-Lacey to discuss the Association's concerns

regarding Keenan's recent interpretation of the PPO plan provisions. They emphasized that, although the district is the formal plan sponsor, the bargaining units have a fundamental role in negotiating the terms and conditions of the plan. As such, changes in the interpretation or implementation of plan provisions that affect negotiated benefits cannot be made unilaterally without appropriate notification and an opportunity for bargaining unit involvement. The meeting reinforced the importance of transparency and collaboration as well as assurance that the Benefits Committee operates in accordance with its intended purpose.

b. Rhonda reached out to IT about the Survey Monkey issue discussed last week, and they responded immediately and resolved the issue. It appears to have affected only one department at RCC.
c. Counseling is still waiting to hear from the deputy chancellor's office on scheduling listening sessions.
d. Nancy Quinones, a faculty member at Norco College, will temporarily serve as full-time representative for the remainder of the year. Rhonda shared that there was a discussion on the possibility of holding an election at Norco, but the expense did not seem the best use of resources as elections will take place in a few months anyway and bylaws allow for appointments.
    i. **Motion** to approve: Calderón / Covarrubias
    ii. Approved unanimously

4. Moreno Valley College
    a. Vice President's Report: Jennifer Escobar
        i. MVC will host the FA meeting on November 10 in Welcome Center 103.
        ii. A faculty member shared safety concerns related to the nonemergency phone number.
        iii. Jennifer has received numerous inquiries on the impact on chair duties as a result of the rapid expansion of dual enrollment.
        iv. The team will have its monthly meeting with the VPSS and VPAA next week.
        v. Jennifer attended the special board session.
    b. Full-Time Representatives: Ann Pfeifle
        i. Ann provided updates at the Academic Senate meeting.
    c. Part-Time Representative's Report: Angela Thomas
        i. Angela shared a confidential member list.
        ii. Angela is assisting someone who is no longer faculty with the membership drop process.
        iii. Membership grants are due mid-November, and Angela will bring drafts to share.
        iv. Angela would like to create a survey for associate faculty.

5. Norco College
    a. Vice President's Report: Araceli Covarrubias

i. Araceli reminded newly hired faculty that cybersecurity training must be completed in the first thirty days of employment and sexual harassment training in the first six months.
ii. Araceli shared her concerns with delays in HR; for example, faculty have been waiting for six months on completion of the preference process.
iii. Araceli thanked Nancy Quinones for agreeing to serve as the full-time representative and shared that Nancy has been a tireless advocate for the FA.

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. Araceli proposed updating the grievance procedure disposition to remove HR from the process as the requirement to obtain HR's signature is creating delays.
    b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
        i. Rhejean was asked how a faculty observer should be added to an online course. This should be decided in the scope and process meeting, but the evaluator should not be given access to private communication with students.
        ii. Rhejean asked for clarification on the CBA language that the district will "investigate promptly" allegations of an unsafe work environment. The timeframe depends on the situation but a reasonable timeline is expected.
    c. Part-Time Representative's Report: David Martinez
        i. No report

7. Treasurer: Sean Pries
    a. Sean attended a training and will be requesting mileage reimbursement.

8. Secretary and Membership Chair: Sonya Nyrop
    a. No report

9. Benefits Committee Representative: Dariush Haghighat
    a. Dariush provided a historical overview of the district-sponsored PPO health benefits plan and explained that the district, as plan sponsor, establishes the plan terms, subject to the bargaining units' rights to negotiate those terms.
    b. He reviewed a previous incident in which district HR leadership made eight unilateral changes to the PPO plan without notifying either bargaining unit, resulting in significant labor-relations concerns. This history informed the Association's subsequent efforts to negotiate stronger contractual protections, including direct access to information from the third-party administrator and

advance notification of proposed plan changes. These protections were secured following considerable resistance from the district, including a faculty walkout.

c. He discussed the important role of the Benefits Committee in gathering and reviewing plan information, emphasizing that the committee does not replace the independent negotiating rights of the CTA and CSEA.
d. Regarding the current Keenan concerns, Dariush emphasized that although the written terms of the PPO plan have not changed, decisions regarding their interpretation and implementation can materially affect faculty benefits. Such decisions cannot be made unilaterally without notifying the bargaining units and providing an opportunity to negotiate. He stressed the importance of upholding these contractual protections and ensuring that the Benefits Committee functions as intended.

10. Open Hearing:
    a. A faculty member shared their concerns with the timeliness of discrimination investigations. The board discussed this issue including the need for an ombudsperson.
    b. Another faculty member asked for clarification on a discussion from the previous week concerning course rotations and bumping rights. As the CBA is silent on some specific scenarios, further discussion is needed.
    c. A faculty member asked for clarification on the full-time representative appointment at NC.

11. Closed Session: 9 items

12. Adjournment: 3:42pm

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