



Minutes
RCCDFA/CCA/CTA/NEA
March 18, 2025
Riverside City College / Library Room 404 & Zoom

Present	Absent
Rhonda Taube (Riverside Community College District Faculty Association President)	
Sonya Nyrop (Secretary and Membership Chair)	
Carrie Foster (Treasurer)	
Jennifer Floerke (Moreno Valley College VP)	
Felipe Galicia (MVC FT Rep)	
Johnina Grozav (MVC PT Rep)	
Araceli Covarrubias (Norco College VP)	
Michelle Ramin (NC FT Rep)	
Diana Campuzano (NC PT Rep)	
Emily Philippsen (Riverside City College VP)	
Araceli Calderón (RCC FT Rep)	
David Martinez (RCC PT Rep)	
Marianne Reynolds (California Teachers Association Staff Member)	
Faculty Guests	

1. Meeting called to order at 1:03pm.
2. Motion to approve [minutes from March 11](#) (Ramin/Calderón). Approved unanimously.
3. President's Report: Rhonda Taube
 - a. Rhonda thanked Michelle for her work on the survey and reminded everyone that the deadline for the survey is March 24 at 11:59pm. There have been 64 responses so far.
 - b. Rhonda is on two search committees, one for the chief of police position and one for the Executive Administrative Assistant to the Chancellor position.

- c. Rhonda received an email from VC Bishop on the plans to roll out retiree emails. The District will send both emails and letters to retirees and provide a two-week limit to complete rollovers to the new emails. Rhonda took issue with the short timeline and asked for an extension, but she has not received a response yet.
- d. As previously discussed, there were nine retirees who selected the service credit option for the golden handshake and were rejected by STRS. After STRS also rejected the District's appeal, the retirees were rolled into PARS. It is unlikely that RCCD will offer STRS service credit again.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. A faculty investigation that began in summer 2024 finally finished today.
 - ii. Jennifer has been asked numerous times this semester to participate in meetings with faculty and administration for workplace issues beyond the purview of the FA. Situations such as personality conflicts and hostile work environments are the purview of HR.
 - iii. The DE negotiations teams met last Thursday.
 - 1. Rhonda reminded faculty that she is not on the negotiations team, and, as negotiations are ongoing, she will not respond to emails asking for updates.
- b. Full-Time Representative's Report: Felipe Galicia
 - i. MVC will host the FA meeting on May 13.
 - ii. Felipe attended an OPEB (Other Post-employment Benefits) meeting and received the quarterly update and a report on investment earnings. The period ending 2/25/25 demonstrated solid investment earnings.
 - iii. The faculty members who asked about changing job descriptions are now aware that there is no process for making these changes once hired into a position.
 - iv. Felipe is on the hiring committee for the dean of educational services position.
- c. Part-Time Representative's Report: Johnina Grozav
 - i. An associate faculty asked about the email sent March 11 from Risk Management. Despite the language in the email, this training is not mandatory. If the DO wishes to require this training, it will need to issue a demand to bargain and negotiate compensation.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. NC will host the FA meeting on April 29 in OC116.
 - ii. As DE negotiations are ongoing, department chairs can schedule independent of DE certification.
 - iii. Faculty have shared their concerns on the lack of clarity and transparency with reassignments.

1. Some faculty think the FA begins negotiations on specific reassignments, but it is actually the responsibility of the department that wishes for a reassignment to write it and collaborate with the dean. This then goes to the VPAA, who gets college approval from the president, before being submitted to the DO, who will then issue a demand to bargain.
 2. Rhonda agreed that the process needs to be clearer and emphasized that department chairs need to be included in the process. There have been incidents in which a reassignment for a department was in negotiations without the department chair being notified.
 3. A college president can assign a reassignment for one semester, and then the reassignment must come to the FA for negotiation. A problem, however, is that there is a lack of consistent oversight to ensure the duration is for one semester only.
 4. One reason the DO issued a moratorium on reassignments is that there were numerous reassignments that had never been negotiated. In addition, there were situations of multiple people getting the same reassignment with the same release time even though the Contract clearly states each reassignment listed is for one individual unless otherwise stated.
- iv. At Academic Senate, Araceli shared the issues with limited space for faculty offices. A suggestion was made for faculty to share office space, but this would be a violation of the Contract.
 - v. The DE Committee reported that NC does not have anyone leading POCR training as the college was never provided funding.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Michelle reminded faculty to complete the CBA input survey. This is a good opportunity to learn about the Contract; the link to the Contract is in the survey. Rhonda suggested reading articles 10 and 11 if faculty do not have time to read the Contract in its entirety.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. No report
6. Riverside City College
 - a. Vice President's Report: Emily Philippsen
 - i. David, Araceli, and Emily met with the college president.
 - b. Full-Time Representative's Report: Araceli Calderón
 - i. Araceli was asked about institutional service for faculty on sabbatical leave. This depends on the type of sabbatical leave; those who are on 70% leave will do 30% of institutional service while those on 100% leave do not have an obligation to complete institutional service.

- ii. Araceli will contact VP DiMemmo about tickets being issued for non-electric vehicles parking in the EV section as it has not yet been set up to provide charging.
 - c. Part-Time Representative's Report: David Martinez
 - i. David has been working on a Cal OSHA issue that has now been resolved.
- 7. Treasurer: Carrie Foster
 - a. No report
- 8. Secretary: Sonya Nyrop
 - a. No report
- 9. Open Hearing
 - a. A faculty member had their healthcare benefits removed and is working to reinstate them.
 - b. Marianne will be on the April 8 agenda to discuss college/school funding in California as Proposition 55 and the taxes it generates will end in 2030.
- 10. Closed Session: 6 items were discussed.
- 11. Meeting adjourned at 3:07pm.