



**Minutes**  
**RCCDFA / CCA / CTA / NEA**  
**April 29, 2025**  
**Norco College / Operations Center 116 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)          |  |
| Felipe Galicia (MVC FT Representative)                           |  |
| Johnina Grozav (MVC PT Representative)                           |  |
| Araceli Covarrubias (Norco College Vice-President)               |  |
| Michelle Ramin (NC FT Representative)                            |  |
|  | Diana Campuzano (NC PT Representative) |
| Emily Philippsen (Riverside City College Vice-President)         |  |
| Araceli Calderón (RCC FT Representative)                         |  |
| David Martinez (RCC PT Representative)                           |  |
| Marianne Reynolds (California Teachers Association Staff Member) |  |
| Faculty Guests   |  |

1. Call to Order: 1:07pm
2. Approval of [minutes from April 8](#)
  - a. Motion to approve: Ramin / Foster
  - b. Approved unanimously

### 3. President's Report: Rhonda Taube

- a. Academic Senate has approved independent study, so the FA will need to negotiate compensation.
- b. The election is ongoing. Rhonda thanked the Elections Committee, nominees, and faculty who have voted already.
- c. A candidate accepted the offer for the chief of police position and is now going through a background check. They should be on the board book for May.
- d. Last week, the FA met to review survey results for contract negotiations. Rhonda thanked Michelle for organizing the survey and faculty for providing feedback. The survey made clear what is important to many faculty members.
- e. The Chancellor has stated he is planning to go after COLA in the next round of contract negotiations, which is insulting to faculty, particularly after we supported and contributed money to the bond measure which garnered RCCD a billion dollars for his projects.
  - i. Faculty across the three colleges need to unite on this issue as it hard to fathom why the district would want to take something away from us.
  - ii. The survey demonstrated that salary and benefits are one of the most significant concerns of faculty. The Chancellor/district wants to give us less.
- f. Historically, the VC of Ed Services would reach out to Rhonda when there would be issues relevant to the FA in upcoming District Strategic Planning Council meetings. However, the district's legal counsel has decided that FA invitations to attend these meetings count as official notification for policy changes.
  - i. Marianne stated that the District is incorrect and these meetings do not constitute proper notice.
  - ii. Jennifer wondered why the district is being secretive and exclusionary with these meetings, particularly as we are a public institution and there are numerous Brown Act items during these meetings. The district is demonstrating that they are not interested in faculty participation and meaningful discussions.
- g. Rhonda met with VC Goldware, who recently became aware of the retiree email situation. VC Goldware has been reaching out to impacted individuals.
- h. The DE MOU, while not yet signed, has been agreed upon with the District. Rhonda thanked and congratulated Jennifer and the negotiations team for their work. Rhonda and Jennifer will work together to send notification/information to faculty.

### 4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
  - i. A faculty member was hired to begin in the fall but, due to HR delays, was unable to begin until spring. Unfortunately, this has made them ineligible for leave or loadbanking. The dean is working with them, and load shifting might be a solution.

- ii. The District is pushing for every newly hired full-time faculty member to be on 10-month schedule and would like this to be the default. Part of the reason is to avoid issues with late hires.
  - iii. Rhonda and Jennifer were asked for feedback on specific lines in the instructional designers' job descriptions.
  - iv. Jennifer thanked the DE negotiations team.
  - v. Jennifer had a productive meeting with VC Goldware to discuss potential SPR processes for grant funded projects to avoid recurring problems.
  - vi. Johnina, Felipe, and Jennifer had meetings with the VPAA and VPSS.
  - vii. Jennifer met with faculty coordinating First Fridays and discussed the IOI process.
  - viii. When faculty do not complete 24 hours FLEX, they have hours deducted (based on their salary schedule) from their July pay.
  - ix. Some confusion that arose from a DE email has been resolved.
  - x. The hiring committee for the MVC presidential search was given a timeline that included reading applications over spring break. The timeline was not adjusted even after this was pointed out. Faculty made adjustments to meet the deadline given, but at 7am of the due date, they were told the deadline was being extended to accommodate an administrator.
- b. Full-Time Representative's Report: Felipe Galicia
  - i. A dean expressed in a meeting that he makes the final schedule for the department. Even after Felipe reminded him that scheduling is done by the department chair with the dean having final approval, the dean insisted he creates schedules, and the chair only makes recommendations.
    - 1. This belief of the dean goes against the spirit of the CBA if he is not working with chairs/faculty.
    - 2. Department chairs are responsible for the integrity of programs in their departments, and they know best what classes to offer and how to grow programs. The chair develops class schedules, according to the CBA. It is unclear how chairs can be responsible for programs if they're not scheduling. This is an alarming trend and shows a lack of knowledge on the part of the dean.
- c. Part-Time Representative's Report: Johnina Grozav
  - 1. Johnina and David were included in emails on IOI observations for an associate faculty member who has been evaluated multiple times at two different colleges. Faculty at multiple colleges may be on different evaluation cycles.
    - a. Associate faculty can request evaluations if they are outside of a cycle and want preference at a particular college.
    - b. A faculty member asked if MVC and RCC need to share evaluations with each other. No, they do not.

5. Norco College

a. Vice President's Report: Araceli Covarrubias

- i. Araceli welcomed faculty in attendance.
- ii. At the recent DBAC meeting, Araceli learned that the COLA percentage is currently 2.43.
- iii. Araceli was asked if administrators can look at online courses for specific assignments and then share those assignments with DE committee members for the purpose of learning about and ensuring RSI.
  1. Rhonda said this is a work condition issue as it is the act of entering a classroom without permission.
  2. This would raise concerns about FERPA and privacy.
  3. A faculty member asked why the ACCJC can go into our courses. ACCJC is empowered to look at courses through an agreement with the district.
- iv. Araceli was contacted by a faculty member who had questions about serving in IOI committees.
- v. The CRC faculty coordinator has concerns regarding job duties. Furthermore, Interim Dean Campbell has proposed/made changes to the job description while someone is already in the position. No administrator can make changes to a job description while someone is in that position and/or after the job description has been approved by the FA and Academic Senate.

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

- i. Michelle asked if a 2023-24 membership form would still be valid. Yes, it would be.
- ii. Faculty received an early alert notification from the Dean of Student Services on Saturday of spring break. It is inappropriate to do this during off-contract times, yet this continues to happen.
- iii. Payroll has asked a faculty member to return \$2000 after they were placed incorrectly on the salary schedule. This is a significant amount, and the situation could have been avoided if the faculty member had been notified about their placement. Faculty need more transparency on where they are on the salary schedule.
- iv. Michelle will be attending the next board meeting on May 6 to discuss the Art Gallery Archive and space issues at Norco and asked faculty to attend for support. Also, faculty are able to educate their students on community involvement, including speaking at board meetings.

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

- i. No report

6. Riverside City College

a. Vice President's Report: Emily Philippsen

- i. Some faculty members were unable to get into the portal for sexual harassment training and reached out to HR.

- ii. Emily attended a meeting for the free speech taskforce at RCC. A tactic of the anti-abortionists who were on campus was to show extremely graphic pictures, so the protocol now is to provide warnings that graphic images are ahead to people walking through the free speech area.
- iii. At the monthly meeting with the President Oliveros, the FA was surprised to see other administrators were invited. Rather than the usual meeting, it became a debrief of incidents at RCC.
  - 1. The meeting felt retaliatory. Administration seems to think it is inappropriate for faculty to discuss these kinds of issues, and it appears they want to moderate everything and limit the ability of faculty to have a voice.
    - a. This has already happened at Norco, as the NC Academic Senate has approved the moderation of everything by administration.
  - 2. President Oliveros has said faculty is responsible for a toxic climate at RCC, so this meeting was clearly an attempt to intimidate the faculty present.
- b. Full-Time Representative's Report: Araceli Calderón
  - i. A faculty member received notification that they would be part of a hiring committee and then was removed from that committee by HR. The faculty member felt it was because they looked too young; this claim was investigated and resolved.
  - ii. A faculty member with assigned overload asked for additional overload by taking assigned overload classes from another full-time faculty member. Faculty are not able to do this.
  - iii. There has been a dispute in a department as the chair requested a substitute for a faculty member's classes while they were attending a conference. However, the faculty member does not want a sub for their classes. Rhonda clarified that this is not the purview of the FA but rather the dean's as well as part of a department's operations.
- c. Part-Time Representative's Report: David Martinez
  - i. No report

7. Treasurer: Carrie Foster

- a. No report

8. Secretary: Sonya Nyrop

- a. Sonya attended a CTA membership webinar.
  - i. It is incorrect that employees can never be in both the CTA and CSEA. The CTA will provide more details on this.
  - ii. While CTA/FA members can drop their membership at any time, dues continue to be deducted unless a valid revocation letter is submitted; revocation letters are valid only if submitted 60 days prior to the anniversary of the member's commit date.

9. District Senate Report: Adam Navas
  - a. District Academic Senate (DAS) discussed Administrative Procedures, such as AP2610 on instructional service agreements and the process for equivalency.
  - b. They also discussed compensation for associate faculty representation on districtwide committees. As the Chancellor was not at the meeting, this will be a future discussion item.
10. Open Hearing: None
11. Closed Session: 7 items
12. Adjournment: 3:31pm

#### Spring Meetings

May 13 (Moreno Valley College, WC103, 2:30-4:30pm)

May 20 (FA townhall 2:30-3:30pm / FA meeting 3:30-4:30pm)

May 27

June 3

\*[Zoom link for meetings](#)