



Minutes
RCCDFA / CCA / CTA / NEA
April 7, 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) | |
| Carrie Foster (Treasurer) | |
| Jennifer Floerke (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: 1:05pm
2. Approval of minutes from [March 24](#) as amended
 - a. **Motion** to approve: Foster / Ramin
 - b. Approved unanimously
3. President's Report: Rhonda Taube
 - a. The FA has been asked about providing libations at graduation. Rhonda suggested \$800 for RCC and \$400 each for MVC and NC.

- i. **Motion** to approve: Pfeifle / Foster
 - ii. Approved unanimously
- b. Rhonda shared the language on extended leaves for feedback and approval. As there have been issues in the past, Rhonda recommends that faculty contact the FA when they go on extended leave.
 - i. **Motion** to approve: Floerke / Ramin
 - ii. Approved unanimously
- c. There is a growing pattern of administrative overreach in and general breakdown of IOI processes across the district.
 - i. An administrator attempted to remove a department chair from an IOI committee despite a lack of contractual authority to do so.
 - ii. At RCC, there was an improper attempt to merge evaluation and disciplinary processes.
 - iii. Conversations are occurring outside of IOI committees, and accusations have been made by people outside of those committees.
 - iv. There is a growing lack of confidence among faculty in the IOI process due to administrative mistakes, which has, in fact, led to an IOI committee quitting.
 - v. It is unclear why some administrators cannot collaborate and consult with the FA to avoid these issues. In some cases, they have gone around the FA and contacted legal counsel. If these issues continue, the FA may need to seek legal counsel as well.
 - vi. Rhonda is working with district leadership to resolve these issues, and she has requested an audit of all faculty evaluations of an entire division.
- d. The Benefits Committee met last week.
 - i. While the PPO plan is stable, there were concerns over rising costs, particularly with prescription drugs. Several cost containment strategies were discussed. As a reminder, benefits are a mandatory item of bargaining; therefore, the district must bargain first before implementing any of the strategies discussed.
 - ii. The PPO transition to Keenan & Associates has been slightly bumpy as paperwork needed to be mailed or faxed. .
- e. Rhonda and other local CTA presidents met with Congressman Takano to discuss current educational issues. Most presidents represented K-12 districts, so there may be another meeting to have a more focused conversation on community colleges.
- f. There are ongoing issues and update on DE certification.
 - i. There are still issues with payment for associate faculty.
 - ii. The district has purchased @ONE courses for DE certification but stated it would not compensate faculty for completing them. Therefore, Rhonda issued a demand to bargain.
 - iii. MVC Senate President Adan Navas said an annual process for reviewing @ONE courses for DE certification is needed, particularly as District DE is making unilateral decisions on which courses count. He also shared that

peer reviewers will be getting more hours, and new reviewers will be onboarded. Currently, the peer to peer review backlog is 3-4 weeks.

- g. Rhonda is meeting with the Chancellor tomorrow to continue discussing financial topics for the CBA.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. Faculty are asking about the DE MOU from 2020 that specified three DE instructional design positions, one for each college, and two full-time accessibility experts, one for RCC and one between MVC and NC. This has not happened, and the District is moving DE to RCC only.
 - ii. District Academic Senate approved a form for evaluation of online classes for associate faculty several years ago. The DE committees would like to move forward in implementing the form and will bring it to the FA for review.
 - iii. A faculty member transferred to a different college, leaving a vacancy for a specialized position. The college president has decided not to honor filling this position.
 - 1. There is an MOU agreement that this program would be supported at the college with an instructor in this position.
 - 2. Faculty should be aware that presidents can choose not to fill replacement positions without informing disciplines/departments prior to their approval of transfers.
 - 3. Rhonda recommended speaking about this issue at board meetings.
- b. Full-Time Representatives: Ann Pfeifle
 - i. There have been numerous incidents of colleges/DE chairs requesting assistance on certain issues from Dean Bushell but being told that was not her purview.
- c. Part-Time Representative's Report: Angela Thomas
 - i. Angela has received numerous emails about cybersecurity, particularly about compensation. Angela completed the training in January and was informed she would be paid in May.
 - ii. Angela has also received numerous emails about DE certification.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. District DE sent a message to faculty stating the grade on an assignment has been changed, leading to significant confusion. The email was even sent to faculty who don't teach online. District DE should provide context or communicate ahead of time when they send these types of messages.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. The team met with President Green last week and discussed commencement issues, DE, VPAA recruitment, and faculty offices.

- ii. Michelle discussed institutional service with the First Friday cohort last week. Many members of the group shared their concerns with wellness and work-life balance.
- iii. The FA election timeline was adjusted. Voting will begin tomorrow and will end April 27. The ballot will arrive via email from Simply Voting.
- iv. NC has an old faculty listserv that is no longer active but is still being used by some faculty as there is no notification that no one is receiving messages on that listserv. Rhonda suggested discussing removing this listserv with President Green.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana reminded department chairs that they can schedule summer classes with faculty who have not yet completed DE certification.

6. Riverside City College

- a. Vice President's Report: Araceli Calderón
 - i. Araceli was part of an online IOI scope and process meeting that probably should have been stopped to be rescheduled because of issues with the interpreter.
 - ii. During the Academic Senate meeting, faculty asked about only receiving 16 hours of FLEX when some @ONE courses take more hours. Carrie pointed out that faculty can submit their coursework for independent FLEX beyond the 16 hours.
 - iii. The FA scheduled a meeting with Acting Chief Rojas, President Bishop, and representatives from Academic Senate to discuss the issue of police entering classrooms. Chief Rojas was receptive and proactive.
 - 1. President Bishop reached out to the two affected faculty members, who appreciate that the college is working to ensure this does not reoccur.
 - 2. Rhonda said a policy is needed for police entering active classrooms.
 - iv. A dean reached out about a situation of a faculty member who does not wish to be observed while on reduced load.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
 - i. Araceli and Rhejean had a productive meeting with President Bishop. During this meeting, he stated that noninstructional associate faculty are considered nonexempt employees. This will continue to be researched and discussed.
 - ii. Rhejean was asked to clarify some aspects of the grievance process.
 - 1. According to board policy, subjects or witnesses of investigations are compelled to appear.
 - 2. Investigations are legal proceedings that occur in real time. Subjects and witnesses cannot do recordings or respond in writing.
 - iii. There is no official form for modifying reassignments.

1. Faculty who wishes to begin the modification process should have discipline or department meeting minutes showing support and inform their deans. They will need to provide a rationale and measurable outcomes for the proposal; time sheets demonstrating the need for increased reassignment are recommended.
 2. Faculty will need the approval of the VPAA, who will then forward the proposal to the college president for approval.
 3. The college president moves the proposal to the district for approval. If approved, the district will issue a demand to bargain to the FA.
 - c. Part-Time Representative's Report: David Martinez
 - i. No report
7. Treasurer: Carrie Foster
 - a. Carrie is still waiting to hear back from AuguStar.
8. Secretary and Membership Chair: Sonya Nyrop
 - a. Rosalia Cueto and Lionel Murphy would like to attend the spring CCA conference as a delegate.
 - i. **Motion** to approve: Nyrop / Thomas
 - ii. Approved unanimously
9. Open Hearing: None
10. Closed Session: 7 items
11. Adjournment: 3:58pm

Spring Meetings

~~February 17~~

~~February 24~~

~~March 3~~

~~March 10~~

~~March 17~~

~~March 24: Norco College OC116~~

April 7

April 21

April 28: Moreno Valley College WC103

May 5

May 12

May 19

May 26

June 2

[*Zoom link for meetings](#)

