



Minutes
RCCDFA / CCA / CTA / NEA
September 16, 2025
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: 1:03pm
2. Approval of [minutes from September 9](#)
 - a. **Motion** to approve: Ramin / Floerke
 - b. Approved unanimously
3. President's Report: Rhonda Taube
 - a. The FA sunshine list is on tonight's board book.

- b. Araceli Covarrubias and Rhonda are serving on the hiring committee for the position of deputy chancellor provost.
 - c. Rhonda attended the first hiring committee meeting for the IETTC dean position. There were concerns about the lack of faculty representation, so it is likely the committee will be reformed.
 - d. The FA mixer will be on Thursday, November 6 from 3-7pm on the DO rooftop.
 - e. The Chancellor gave a verbal agreement that salary and benefits will be negotiated separately, so the DO will not be sunshining these.
 - i. Jennifer is concerned that the FA provided its sunshine list but the DO did not. There was a supposed deadline that the FA met but the DO did not, which is a poor start to the negotiations process. Jennifer will go to the board meeting tonight to get a sense of the DO's direction.
 - ii. Marianne Reynolds stated it is a good idea to bring this to the board's attention as the DO's inaction has delayed bargaining by another month.
4. Moreno Valley College
- a. Vice President's Report: Jennifer Floerke
 - i. Jennifer is still working with college administration to ensure the process of scheduling dual enrollment courses does not violate our CBA.
 - ii. Jennifer attended the Chancellor's forum at MVC.
 - iii. Jennifer was asked about the IOI process for regular faculty who are on 100% reassignment. This only impacts a few faculty in the district, but those faculty should not be required to teach an overload just so they can be evaluated.
 - iv. A faculty member shared concerns about how chair stipends are being interpreted and expressed the need for clarification in the next contract negotiations.
 - v. The FDC coordinator is proposing guidelines for approving independent FLEX as chairs sometimes struggle to approve unclear activities. The FA negotiates the number of hours of FLEX, but it is the purview of Academic Senate to provide guidelines. Departments can also clarify FLEX activities in their operational guidelines.
 - vi. The FA was not invited to participate in making faculty recommendations to serve on the search committees for two dean positions. Jennifer raised this issue and explained that it is district practice. The issue is not yet resolved.
 - b. Full-Time Representatives: Ann Pfeifle
 - i. Jennifer and Ann met with President Besikof. They had a positive first meeting.
 - ii. A faculty member without an adequate office has been relocated.
 - c. Part-Time Representative's Report: Angela Thomas
 - i. Angela sent an email encouraging associate faculty to participate in the upcoming CCA conference.

- ii. Open enrollment ended on September 15. Angela received numerous questions and complaints about the process.
- iii. Departments involve associate faculty in assessment differently. Some associate faculty members would like to be involved but have not had the opportunity.
- iv. Angela was asked about the evaluation cycle when associate faculty teach at multiple colleges.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. As a reminder, faculty cannot bring reassignment proposals directly to the FA for negotiation. They must reach out to their dean and VPAA, then the president makes the request to the DO, and the DO decides whether to negotiate with the FA.
 - ii. Araceli heard from a faculty member who could not locate their name on the CTA website. Marianne said sometimes changes to name, addresses, etc. or input errors might cause this.
 - iii. An associate faculty member with two consecutive *Needs Improvement* on their IOIs cannot apply for preference.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Issues with the art gallery/faculty offices are ongoing.
 1. The new doorway into the gallery space cannot currently be locked appropriately, so artwork is not secure.
 2. Furthermore, faculty members located in adjacent offices feel uncomfortable and unsafe with the lack of privacy and security as they do not have doors and have been having trouble getting in and out of the outer doors. The president, VPs, dean, and facilities director are aware and working on this situation. A faculty member has been temporarily relocated.
 3. The construction team has taken and used Gallery-purchased supplies, sometimes not returning them.
 4. Another issue is that there is a music practice space above the faculty offices, creating disruptive noise for faculty below. Insulation has been installed, but the sound is still audible.
- c. Part-Time Representative's Report: Diana Campuzano
 - i. No report

6. Riverside City College

- a. Vice President's Report: Araceli Calderón
 - i. A department has several full- and part-time IOIs this semester, and the chair distributed the workload evenly. However, one faculty member refused to participate evenly with the work though they are not being evaluated this semester. A faculty can be determined to be not in good standing by administration. However, there must be a process, and

administration must meet with the faculty and follow up with a written notice.

- ii. A faculty member asked if they can loadbank their final semester prior to retirement. Yes, but they still must complete institutional service, FLEX, and office hours and be on campus a minimum of three days a week.
- iii. Rhejean, David, and Araceli are planning the November mixer and asked for suggestions and recommendations.

b. Full-Time Representative's Report: Rhejean Adu-Gyamfi

- i. Rhejean has received numerous questions from faculty about salary placement. She strongly encouraged HR to be transparent on the salary placement process and calculations used. Greater transparency would result in fewer issues. She also suggested to add a mention of the formal appeal for salary placement in the Contract.

c. Part-Time Representative's Report: David Martinez

- i. An associate faculty member received verification in June that they had completed the online teaching certification and would be compensated \$750. Now they've been told they would only be compensated for three hours. This sounds like the form might have been submitted incorrectly and the faculty member should contact the DE dean.

7. Treasurer: Carrie Foster

- a. No report

8. Secretary and Membership Chair: Sonya Nyrop

- a. Sonya asked for approval for Lionel Murphy and Daniela Sandoval to attend the upcoming CCA conference as delegates.
 - i. **Motion** to approve: Floerke / Calderón
 - ii. Approved unanimously

9. Open Hearing: None

10. Closed Session: 8 items

11. Adjournment: 3:32pm

Fall Meetings

August 26

September 2

September 9

September 16

September 23

September 30: MVC SAS101

October 7
October 14: MVC WC172
October 21
October 28
November 4: NC OC116
November 18
December 2
December 9
[*Zoom link for meetings](#)