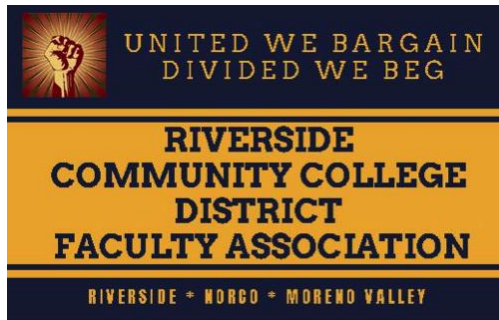




Minutes
RCCDFA / CCA / CTA / NEA
November 4, 2025
Norco College / Operations Center 116 and Zoom
[RCCDFA District Webpage](#)

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: 1:06 pm
2. Approval of Minutes from [October 28](#)
 - a. **Motion** to approve: Ramin / Adu-Gyamfi
 - b. Approved unanimously
3. President's Report: Rhonda Taube
 - a. Last Thursday the Benefits Committee interviewed potential third party administrators for billing; HNAS did not submit a proposal. The contract was

awarded to Keenan and Associates, who is already the administrator for the PPO. Rhonda thanked everyone who shared their horror stories of working with HNAS.

- b. The committee board meeting yesterday was so long that Rhonda did not get home until almost 11pm. This has been a point of discussion for years as we have suggested and strongly encouraged that these meetings should return to true committees and not be numerous district departments giving unwieldy and lengthy administrative reports. All of the information provided could have been emails.
 - i. Araceli Covarrubias wondered if there could be a time limit per report like the time limit for public comments.
 - ii. A Senate member said there has been talk about leaving at 8pm as a form of protest to assert the 6-8pm meeting time. Senate and other committees are accountable to their meeting time limit and are required to motion to extend time.
 - c. The State Academic Senate is considering a proposal from on faculty evaluations. Unfortunately, the proposal violates Ed Code as the FA is the sole negotiator of the evaluation process. Even the State Senate's own 2013 paper says "the senate voice in this area does not supersede that of the bargaining unit." Rhonda asked for the Executive Board's support for the letter she will send to Academic Senate.
 - i. **Motion** to approve: Floerke / Campuzano
 - ii. Approved unanimously
 - d. The MOU on compensation for part-time cybersecurity training has been written, and Rhonda learned that the DO can make payments automatic. As a reminder, faculty should not do the training until negotiations are completed. A notification will be sent when they are.
 - e. Rhejean has agreed to work with Rhonda to create a repository of oral history and digital information from RCCD faculty leaders as historically there is a significant loss of institutional knowledge when there is a change in leadership.
 - f. The DE peer review process is being discussed by Senate.
 - g. Rhonda shared a proposal on chair training.
 - h. Rhonda suggested a one-day FA retreat over the winter to complete work such as the bylaws.
 - i. The DO has hired two civil rights investigators, and Rhonda believes a civil rights liaison would be a valuable position to discuss with the DO for a reassignment.
4. Moreno Valley College
- a. Vice President's Report: Jennifer Floerke
 - i. Jennifer will provide an update on the grievance during closed session.
 - ii. This Friday, the FA negotiations team will meet with the district negotiations team for a discussion of ground rules, calendar, etc.
 - b. Full-Time Representatives: Ann Pfeifle
 - i. The MVC team will be meeting with the VP of Student Services on the process for disruptive students. As two deans in this area have been out this semester, VP Charles has agreed to be the point person for disruptive

student referrals until further notice and has promised a turnaround of 48 or fewer hours.

- ii. A faculty member received a reassignment which did not show up on their TA, so they did not catch that they are now over the maximum load. Faculty cannot go over or be paid for going over the maximum load. Rhonda reminded all faculty to check their TAs before taking on additional duties.
- c. Part-Time Representative's Report: Angela Thomas
 - i. Angela emailed associate faculty about the cybersecurity training.
 - ii. Angela announced during the Academic Senate meeting that she is only communicating with associate faculty on compensated opportunities, union issues, or related issues. She is uncertain about who is responsible for communicating other issues with the associate faculty. Diana suggested emailing the administration to remind them to communicate with associate faculty.
 - iii. A faculty member asked if they can be evaluated twice at the same college in the same semester. No, they cannot unless they are choosing to do so to get preference for two different classes.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. The 46 electric vehicle spots Araceli reported on last week actually have signs stating they are out of service indefinitely, not permanently. A faculty member notified her that they received a warning for parking in one of those spots, so Araceli contacted Campus Police and was advised that these warnings are intended to discourage people from parking in these electric vehicle spots. Araceli pointed out that these parking spaces do not meet their original purpose and suggested that Campus Police communicate with the college on this issue.
 - ii. Araceli was asked who is responsible for ensuring associate faculty who receive a *Needs Improvement* have a follow-up evaluation in the subsequent semester. It is the responsibility of the dean, not HR.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. No 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 reported on the extension of part-time healthcare at Academic Senate. There should be no changes to healthcare benefits.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
 - i. The RCC team has a standing meeting with the college president tomorrow.

- ii. It's not too late for RSVP for the FA Mixer this Thursday from 4-7pm. Parking is free.
 - iii. Rhejean sent an email last week to inform everyone that cybersecurity training applies to all employees in the district. Communication will be sent once negotiations for this matter is completed.
 - c. Part-Time Representative's Report: David Martinez
 - i. David has received questions about DE certification options, so it might be a good idea to send communication again as associate faculty can change each semester.
7. Treasurer: Carrie Foster
- a. Carrie investigated costs for the previous round of negotiations. Rhonda shared that the district covered work during the winter and spring break and suggested an additional stipend of \$1000 for the lead negotiator.
 - i. **Motion** to approve: Covarrubias / Ramin
 - ii. Approved unanimously
8. Secretary and Membership Chair: Sonya Nyrop
- a. No report
9. Open Hearing: None
10. Closed Session: 8 items
11. Adjournment: 3:49pm

Fall Meetings

~~August 26~~

~~September 2~~

~~September 9~~

~~September 16~~

~~September 23~~

~~September 30: MVC SAS101~~

~~October 7: RCC Kane 224~~

~~October 14: MVC WC172~~

~~October 21: RCC Kane 224~~

~~October 28: RCC Kane 224~~

November 4: NC OC116

November 18: RCC Kane 224

December 2: RCC Kane 224

December 9: RCC Kane 224

*[Zoom link for meetings](#)

