



Minutes
RCCDFA / CCA / CTA / NEA
March 17, 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 10](#)
 - a. **Motion** to approve: Adu-Gyamfi / Pfeifle
 - b. Approved unanimously

3. President's Report: Rhonda Taube

- a. Rhonda had a positive meeting with Chancellor Isaac and the vice-chancellors last week. She hopes future meetings will be scheduled to also include the Deputy Chancellor.
- b. Rhonda met with VC Few to discuss ongoing issues.
- c. Rhonda also attended a meeting to discuss salary placement. HR determines salary placement, and faculty can appeal its decisions.
- d. At a recent meeting, MVC administration, VC Few, Jennifer, Ann, and Rhonda discussed situations when faculty go over load.
 - i. VC Few and Rhonda discussed creating a district template for these situations, which should only occur when there is an emergency or unusual circumstances.
 - ii. As a reminder, letters of agreement on load is college specific and is not an MOU. Furthermore, the FA and HR must be involved when faculty go over load.
 - iii. Jennifer pointed out that this is separate from the CCAP issue with people going over part-time load. MVC appears to be violating the CBA on multiple fronts, and there seems to be a lack of understanding on the authority of the college, authority of the district, and authority of the FA. College administrators cannot negotiate on behalf of the district.
 - iv. Rhonda would like the FA Executive Board's approval for the template, pending edits.
 1. **Motion** to approve: Campuzano / Adu-Gyamfi
 2. Approved unanimously
- e. There have been multiple issues for faculty who retired in December.
 - i. The DO told faculty that they needed to wait a semester before returning to teach; however, STRS requires faculty to wait 180 days. Several faculty members returned to teach in the summer, which was before the 180 days, resulting in penalties.
 - ii. In addition, STRS looks at the last year of income to determine the monthly payout. The District does not make clear that for December retirees, only half an academic year will be looked at.
 - iii. The District must communicate better with retirees to ensure these issues don't recur or we may want to discourage December retirements.
- f. The issue on extended leaves and sick leave continues.
 - i. Rhonda consulted with CTA and spoke with STRS. It's unclear how the DO arrived at their interpretation, which violates [Article XIII of the CBA](#) that specifically states sick leave cannot be deducted when faculty are not scheduled.

- ii. A district cannot determine an internal process for leaves when leaves are a negotiable issue.
 - iii. VC Brown finally agreed that the district's interpretation was incorrect. Rhonda hopes to continue the discussion with VC Brown tomorrow.
- g. Rhonda shared a message from an associate faculty member who appreciates their healthcare benefits, and thanked the FA Executive Board members for their work on negotiating these benefits.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. Jennifer thanked Rhonda for her support during the meeting with MVC administration.
 - ii. The FA and district negotiations teams met separately on Friday to review remaining issues.
- b. Full-Time Representatives: Ann Pfeifle
 - i. MVC's graduation will be at the college.
- c. Part-Time Representative's Report: Angela Thomas
 - i. Since it was not made clear that the cybersecurity training has three parts, Angela plans to send out communication as she has been getting numerous questions.
 - ii. Edwina Cardenas confirmed that sick time cannot be donated outside of open enrollment even when an employee retires.
 - iii. Angela is waiting to receive a membership list.
 - iv. Marianne Reynolds is assisting Angela with getting an answer on whether librarians are exempt or nonexempt.

5. Norco College

- a. Vice President's Report: Araceli Covarrubias
 - i. The FA meeting next week will be at NC in OC116. Araceli encouraged everyone to attend Dariush's lecture from 12-2pm in CSS.
 - ii. Araceli thanked the current and previous FA board members who attended NC's 35th anniversary celebration.
- b. Full-Time Representative's Report: Michelle Ramin
 - i. Loud drumming continues to be an issue in first-year faculty offices. The insulation installed by Facilities, unfortunately, did not resolve the sound issue. Michelle spoke with a dean, and the issue is now being moved up to the VPAA.
 - ii. The FA elections announcement went out last week. Faculty who are interested in nominating someone or running should submit the form by 5pm on Friday, March 27.
- c. Part-Time Representative's Report: Diana Campuzano

- i. Eleven associate faculty members lost their health insurance as they did not submit the form this semester. This form continues to create confusion as it has "annual" in its title.

6. Riverside City College

- a. Vice President's Report: Araceli Calderón
 - i. A grievance that Araceli has been assisting a faculty member with was denied.
 - ii. VC Few, Rhonda, and Araceli had a productive meeting to discuss faculty placement. There is no solution yet as more investigation is needed.
 - iii. Araceli met with a dean to discuss issues with some classified professionals and faculty. She hopes the advice she gave will prevent a grievance.
 - iv. Araceli learned at the Academic Senate meeting that RCC will only have one graduation ceremony.
- b. Full-Time Representative's Report: Rhejean Adu-Gyamfi
 - i. Courses taken to move on the salary scale cannot also be used for FLEX as double-dipping is not permitted.
- c. Part-Time Representative's Report: David Martinez
 - i. No report

7. Treasurer: Carrie Foster

- a. Carrie requested approval for a resolution that would allow her access to a life insurance account with AguStar; the tax advisor recommended moving funds out of and cancelling the account. The last update to this account was in 1996.
 - i. **Motion** to approve: Campuzano / Pfeifle
 - ii. Approved unanimously

8. Secretary and Membership Chair: Sonya Nyrop

- a. Christina Manzano and Lyric Ripley would like to attend the spring CCA conference as delegates.
 - i. **Motion** to approve: Floerke / Adu-Gyamfi
 - ii. Approved unanimously

9. Open Hearing: None

10. Closed Session: 5 items

11. Adjournment: 3:01pm

Spring Meetings

~~February 17~~

~~February 24~~

~~March 3~~

~~March 10~~

March 17

March 24: Norco College OC116

April 7

April 21

April 28

May 5

May 12

May 19

May 26

June 2

*[Zoom link for meetings](#)