



Minutes
RCCDFA / CCA / CTA / NEA
March 24, 2026
1:00PM – 3:00PM
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: 1:09pm

2. Approval of minutes from [March 17](#)
 - a. **Motion** to approve: Floerke / Ramin
 - b. Approved unanimously

3. President's Report: Rhonda Taube

- a. The Association reviewed a recent communication regarding faculty retention concerns in a specific department; no systemic issues have been identified through established evaluation processes. The Association reaffirmed that faculty evaluations are governed by the Collective Bargaining Agreement (CBA) and must be addressed through formal faculty-led structures to ensure appropriate roles, confidentiality, and due process.
 - i. Nonrenewals follow an established process under the CBA, with significant faculty and administrative oversight, FA involvement, and levels of appeals.
 - ii. The communication included individuals outside of the faculty bargaining unit, and Rhonda emphasized the importance of maintaining clear role boundaries, as faculty evaluations and collective bargaining matters are governed exclusively through established faculty processes.
- b. Numerous irregularities in the IOI process have been reported, particularly deans who are creating their own processes rather than following the CBA and VPAAAs allowing these deans to do so.
 - i. As a reminder, there is no process in the CBA to remove people from IOI committees, and deans cannot make up their own process to do this.
 - ii. The IOI process is not part of the disciplinary process. Letters written by the IOI committee cannot be used as the sole evidence in disciplinary procedures.
 - iii. Violations of the CBA during the IOI process can lead to grievances against deans.
- c. Rhonda previously reported on absences during leaves. The DO has agreed that the process was done incorrectly. Rhonda will confer with CTA before responding.

4. Moreno Valley College

- a. Vice President's Report: Jennifer Floerke
 - i. MVC will host the FA meeting on April 28.
 - ii. An email was recently sent from Edwina Cardenas for PPO members to register for a new card. The link provided by Keenan in the email does not work, but Jennifer was able to access the site by typing in the URL.
 1. Faculty are advised to update their insurance information with their healthcare providers.
 2. A faculty member was told that claims needed to be sent via mail or fax. Jennifer checked with Edwina Cardenas who clarified that claims can continue to be uploaded to the BlueShield site.
 - iii. The MOU states faculty must complete DE certification by June 30; Academic Senate oversees the certification process. As summer classes begin before the deadline, chairs can schedule classes even if faculty are not yet certified.
 - iv. All employees must complete the cybersecurity training, including high school faculty who teach dual enrollment courses.

- v. Negotiations are ongoing, and Jennifer stated the process is nearly completed.
 - b. Full-Time Representatives: Ann Pfeifle
 - i. No report
 - c. Part-Time Representative's Report: Angela Thomas
 - i. There is ongoing confusion about the cybersecurity training.
 - 1. For example, some associate faculty members who are also classified professionals are not seeing the training on the district site, which is strange as all district employees must complete the cybersecurity training.
 - 2. It usually takes two months for associate faculty to be paid for the training.
5. Norco College
- a. Vice President's Report: Araceli Covarrubias
 - i. Araceli is frustrated by ongoing confusion about the cybersecurity training, particularly with inconsistency in payment. Some associate faculty were paid automatically while others were not.
 - ii. Several faculty members at NC noticed that they had an observer in their online courses without notification. Faculty must be notified before anyone enters their classrooms, including online courses, and faculty can remove these observers.
 - b. Full-Time Representative's Report: Michelle Ramin
 - i. Michelle reminded everyone that the deadline for nominations is Friday, March 27 by 5pm.
 - ii. A faculty member completed an @ONE course from a provided list for DE certification. However, they are now being told this course is no longer on the list and will not count. As this course was previously on the list, it must still be honored for DE certification.
 - iii. Michelle was contacted by a faculty member who is curious about the history of the FA at RCCD. Rhonda shared that there are documents in the storage space, and Rhejean and Rhonda would like to create an archive.
 - c. Part-Time Representative's Report: Diana Campuzano
 - i. Diana was contacted by an associate faculty member who was told they would not be compensated for an @ONE course for DE certification.
 - 1. Adam Navas clarified that the MOU specifies compensation for the peer review and not an equivalent certification. Courses not approved by Academic Senate will not be reimbursed.
 - 2. Rhonda is negotiating for approved @ONE trainings to be compensated.
 - 3. District DE might reject equivalent courses if they do not meet our requirements. Jennifer finds this troubling as coursework determination is the purview of Academic Senate and not District DE.

6. Riverside City College

a. Vice President's Report: Araceli Calderón

i. Last week, police came on campus, disrupted a class, and were aggressive and violent. When the faculty member stepped outside to speak with them, the police threatened the faculty member and implied that the faculty member was impeding an investigation. Furthermore, the police stated they had the right to "bust" the classroom door. This is unacceptable.

1. There was no immediate threat. The police were investigating (a hit and run incident in the parking lot) from the previous day.
2. Both the faculty member and Araceli have reached out to various deans.
3. The police have access to Colleague, so they knew exactly where this student was.
4. This is not an isolated incident and has happened before. In fact, during a previous incident the police threatened to arrest a dean.

ii. Araceli has been communicating with faculty regarding salary placement and FA membership.

iii. Interim President Bishop is adamant about welcoming and onboarding new faculty. A new faculty orientation has been scheduled for June and should address common questions.

iv. Araceli signed two letters of understanding, one for modifying the IOI process for faculty on full reassignment and one for an associate faculty who is over load. She used the new template and encourages the use of this form for these situations.

v. Araceli attended a meeting that was disciplinary in nature.

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

i. No report

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

i. No report

7. Treasurer: Carrie Foster

a. No report

8. Secretary and Membership Chair: Sonya Nyrop

a. Tony Musumba would like to attend the spring CCA conference as a delegate.

i. **Motion** to approve: Nyrop / Ramin

ii. Approved unanimously

9. CCA Director, District N: Jennifer Escobar

a. Jennifer shared the [March 20-21 CCA report](#) from a packed CCA board meeting.

b. The [CCA Spring Conference](#) will be April 24–26 in Irvine. Any active FA member can request to attend as a delegate, and approved delegates are reimbursed for

travel expenses. Faculty can contact Jennifer Escobar for more information, and they can forward their requests to be a delegate to Sonya Nyrop.

10. Open Hearing: None

11. Closed Session: 8 items

12. Adjournment: 3:33pm

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](#)