Minutes  
RCCDFA/CCA/CTA/NEA  
April 30, 2019  
Norco College, ST 107

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Rhonda Taube (Faculty Assoc Pres)</td>
<td>Dariush Haghighat (Riv VP)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Asatar Bair (Treasurer)</td>
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<td>Garth Schultz (Riv FT Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Peter Boelman (NC VP)</td>
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<td>Jeff Rhyme (MV FT Rep)</td>
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<td>Monica Gutierrez (NC Rep)</td>
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<td>Emily Philippsen (Riv PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Diana Campuzano (NC PT Rep)</td>
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<td>Peggy Campo (Dist Acad Senate)</td>
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<td>RCC Faculty Guests</td>
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1) Call to Order 1:00pm

2) Open Hearing. Peter and Rhonda thanked the Norco faculty for attending the RCCD Faculty Association meeting. It was a great turnout with many faculty attending.

3) A faculty member asked about the PPO plan changes. Rhonda explained that things are still be finalized pending board approval. There will be some minor changes that will be forthcoming.

4) Faculty thanked the Association for the advocacy and the work of negotiating on behalf of the members. The goal is to address the costliest plan first (PPO) and then work on the other health care plans.

5) A faculty member asked about the vision plan for retirees. Will it be available? Can we keep life insurance? What about the dental? Another faculty member stated that Delta Dental is $20 a month for retirees. We will address these questions at the next benefit committee meeting.

6) Another faculty member asked about health care for his/her spouse who won’t be 65 when the faculty member retires. The district provides health care benefits for faculty who retire before the age of 65; after age of 65, Medi-Care insurance kicks in. The district health care benefits do not continue for retiree younger spouses under
the age of 65.

7) Another faculty member shared a concern that part time faculty are teaching 70 percent of Norco’s course sections. While the Faculty Obligation Number (FON) is done districtwide, this is a violation of ed code at Norco. Part time faculty do not the have the same level of accountability and transparency regarding institutional service and adds to the burden of the full time faculty responsibilities. Faculty are highly concerned that 70 percent of Norco courses taught by part timers.

8) Furthermore, the push on faculty to address student equity gaps is also a daunting burden. Faculty need more support. There are so few full time faculty to address the equity issues. Norco can make progress but the workload is ever increasing.

9) Rhonda stated that the Faculty Association is always fighting for more full time faculty. Currently the new state funding program is “up in the air” and in flux. Of course, we want to close the equity gaps. We fully support all of our students but we also need to have reasonable expectations.

10) A faculty member would like an oxygen bar due to the allergens in air ;)

11) The conversations about course caps are concerning faculty. We are seeing changes in our student body requiring an enormous amount of support for the students who are underprepared. So it has been concerning about the conversations regarding course caps. Again, the faculty are being pushed further and further. “I’m grading all weekend to keep up with students’ success and burning out.” Raising course caps is not going to promote student success or equity.

12) Rhonda addressed the issue stating that the primary concern the union has always defended is workload. In terms of the project of reviewing course caps, of course caps need to be based on pedagogy. Perhaps the lack of information from the Chancellor’s office is because this is a big project and is at the beginning stages to address the historical caps. Conversations need to be driven by districtwide disciplines. Gearing up for a big fight is not needed at this stage. Speak with discipline members, discuss pedagogical issues, and deliberate on optimum environments ideally with student equity in mind. How can we best serve our students?

13) Furthermore, the Faculty Association is adamantly against the administration growing more when additional full time faculty need to be hired.

14) Peggy Campo addressed the course caps issue stating that the taskforce is looking at the historical course cap list. We need to let the faculty know that discipline faculty are in the driving seat. Pedagogy comes first. But we cannot ignore the economic impact of small course caps. There is no escaping inefficiency from the eyes of the administration. Again, this is a multi-issue and multi-year project.
15) A concern was raised about disconnecting labs with lectures to increase efficiency. That plan is unrealistic. Course caps are an issue for the disciplines but there shouldn’t be different course caps between the three colleges.

16) A faculty member lamented that in addition to lesser prepared students and 70 percent of courses are being taught by part time faculty, there is also three significant documents being approved in May including the Educational Master Plan, Master Facilities Plan, and the accreditation report. A lot is coming all at once at the end of this term. Many faculty are feeling beleaguered. Full time faculty are in a “catch 22” that they don’t have time but also need to make time to participate in important conversations.

17) Adding to the burdened faculty concerns, there is discussion of another goal that Norco needs to grow to accommodate 10,000 more students.

18) A faculty member asked about the golden handshake (early retirement incentive) being negotiated. Rhonda addressed the issue that we have not finalized the STRS, PERS, and PARS numbers yet before negotiations can move forward. We are hoping the retirement incentive will be offered in December 2019 and June 2020.

19) Faculty may want to participate in a group workshop with STRS or make a one-on-one appointment with STRS, PERS, or PARS.

20) One of the options mentioned in the early retirement plan is that 80 percent of the latest salary will be given to faculty. How would that amount be paid out? There are rules that must be adhered to depending on the retirement agency of STRS, PERS, and PARS. We want the early retirement incentive to be announced as early as possible so faculty may do their research.

21) A faculty member asked if we would be given a raise? Rhonda responded, yes, 2 percent plus COLA for full time faculty and 2.5 percent for part time faculty has been negotiated. COLA has not been finalized, and if it’s not changed in the May revise, COLA will be 2.78 percent. So the raise including COLA would be 4.78 percent for full time faculty and 5.28 percent for part time faculty.

22) A concern was shared that the dates for the service pinning ceremony are not correct. The faculty member is addressing the issue with HR.

23) There is a committee appointed to review the PG&SL policies. Concern was shared that the proposed policies do not address the concerns of faculty. A meeting will be held on May 16th to review the draft. If the proposed changes don’t solve the problems then it should not be approved.

24) A kind and gracious faculty member expressed thanks for the hard work that the Faculty Association has done on behalf of the faculty.
25)Motion (Boelman/Campuzano): To approve with amendments. Unanimously approved.

26)President Report—Rhonda Taube

27)Rhonda thanked those that gave up their weekend and attending the CCA conference. It's very interesting to hear about the similarities and differences of unions throughout the state.

28)RCCD gets 25 delegates at the CCA conference; eight delegates are allotted for each of our colleges. We have the largest district in CCA. We need to recruit faculty to attend the conferences on our behalf. Delegates don’t have to be the executive board members. The conferences are good for information as well as networking and meeting people. The registration is free and travel fees will be reimbursed. CCA pays for half of the hotel room and our chapter will pay for the other half. We need a group of people that will commit to representing us.

29)The CTA conference is coming up this summer. It will be in San Jose in July.

30)Moreno Valley College

31)Fabian Biancardi. Fabian and Jeff enjoyed their time at the CCA conference. It was interesting to hear how the faculty in most of the other districts have much less power, much less pay, and much less importance. They attended the sessions to better serve our faculty constituents. Some districts do not even receive the COLA increases in salaries.

32)At the CCA conference, Rhonda was nominated by Jan Muto and was selected to receive the WHO (We Honor Ours) award. Thank you, Jan, for recognizing our outstanding leader. Well done, Rhonda!

33)Fabian gave a reminder about the upcoming elections. We will be stuffing the envelopes next week. Fabian would like to see the Faculty Association use an electronic voting method. It would be better for the environment. Discussion ensued regarding the pros and cons of electronic voting.

34)Jeff Rhyne. Jeff reported that he attended two great workshops at the CCA Spring Conference in Irvine last weekend. One was on advocacy and faculty rights in investigative interviews (whether the person being interviewed is under investigation or being interviewed for an investigation into someone else). The second one was on The Family and Medical Leave Act and other "Leave Laws". Both sessions were instructive. He noted that he feels more prepared to answer faculty questions and to serve as a resource.

35)There were also general assembly sessions on laws affecting education generally and community colleges specifically. In a discussion about AB 897 (Medina), which
proposes to increase the PT faculty load from 67% to 80-85%, the presenters provided a history of legislation related to PT faculty work conditions. Of note was SB 955 (Burton 2003) which "exempts all professional and faculty development ancillary activities from being counted against part-time faculty members' 60 percent work time ceiling" (as summarized on page 1 of the CCA Advocate, Spring 2019 issue). Note: the law’s reference to 60% is due to the fact that it was passed before the bill increasing PT faculty load to 67%.

36) Jeff is in the process of rescheduling the Association’s meeting with the MVC president.

37) The PAC needs to pay $418 for an outstanding invoice.

38) Motion (Schultz/Campuzano): To move $500 to PAC account. Approved unanimously.

39) Ervin Slavick. Highlighted information is a correction to the previous report from Ervin. Ervin thanked Wade from CalSTRS for meeting with Part-Time and Full-Time Faculty at the Ben Clark Training Center. The takeaways from the 4-22 meeting with CalSTRS:
   a) Go to https://www.calstrs.com/general-information/riverside-member-service-center and register and review your “progress report;”
   b) CalSTRS has disability coverage. Contact them for more details;
   c) Employees still working after age 70.5 may be forced to draw from their retirement savings accounts, such as 403B, or pay a penalty;
   d) Check your Progress Report and determine your supplementary benefits (which is different than defined benefits);
   e) Unused sick leave can be put toward service credit when you retire;
   f) Employees can purchase service credits. This might be best if you purchase service credits early in your career;
   g) Part-Time faculty are invested in CalSTRS after 5 full time equivalent (FTE) years. The FTE varies by District. Check the CBA for the FTE in each District to ensure you are getting proper credit in the Defined Benefit Program;
   h) There are “options” for your beneficiaries, but this can reduce your own payments. Talk with an advisor;
   i) When Part-Time faculty are ready to retire, they should maximize their earnings balanced with their FTE; read CalSTRS Retirement Handbook section specifically for part-time faculty for more information https://www.calstrs.com/sites/main/files/file-attachments/mh2019_benefits_for_part-time_educators.pdf;
   j) If you are retiring with more than one retirement plan (PARS, PERS, etc) let all parties know well in advance to maximize your benefits and coordinate the retirement;
   k) The best time to call CalSTRS is 7:00am and 6:30pm. The best time for appointments is in the Summer.
40) Riverside City College—

41) Garth Schultz. Garth attended a break out session about faculty investigations at the CCA conference. Garth learned important policies that he didn’t know before. Garth affirmed that the RCCD contract is very protective of faculty rights that most chapters do not enjoy.

42) Regarding the RCC Speech Competitions, the Faculty Association reviewed the documents. Once approved by the Faculty Association, then the COM faculty need to ask the college administration for approval.

43) Motion (Bair/Campuzano): To approve speech competitions stipend. Approved unanimously.

44) Norco College.

45) Monica Gutierrez. Monica was asked a question if a part time faculty member could receive a special project to do the work of a lab tech. No, the lab tech position is outside of the faculty job description. The administration may hire a part time faculty in a staff (CSEA) position but it has to be advertised and the applicant must go through the hiring process.

46) Diana Campuzano. Diana commented on the CCA conference that she was surprised with how much RCCDFA was brought up at the conference. Other colleges are quite envious of our contract and working conditions.

47) Secretary: Shari Yates. No report.


49) District Academic Senate Peggy Campo. No report.

50) California Community College Association (CCA). No report.

51) Closed Session. Four items discussed.

52) Adjourned 2:50 pm.