Minutes
RCCDFA/CCA/CTA/NEA
December 1, 2015
Norco College, ST 107

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</td>
<td>Lisa Iyer (Riv PT Rep)</td>
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<td>Shari Yates (Secretary)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Rhonda Taube (Riv VP)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Leo Truttman (Treasurer)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Peggy Campo (District Acad Senate Pres)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Norco Faculty</td>
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1) Call to Order 1:10pm
2) Approval of minutes (Eckstein/Rocco): Approved. One abstention.

3) **Open Session.** Dariush thanked Joe, Tim, and Emily for hosting the Norco faculty association meeting. We enjoy hearing from our colleagues. Dariush asked if there were any questions or concerns that the Norco faculty wanted addressed.

4) A Norco faculty member requested that the association consider a full week off during the Thanksgiving week. Dariush indicated while the Faculty Association is open to all of our colleagues input and feedback regarding our calendar, negotiating the calendar is extremely challenging proposition and must be handled with utmost care and consideration. There are a number of factors one must consider when negotiating the calendar. And everybody must bear in mind that we are ultimately held accountable by the Chancellor’s office. We must maintain at least a minimum amount of working days on our calendar. Also the state chancellor’s office mandates certain days must be taken off on the exact day (Cesar Chavez) but there is some flexibility for other days (Veteran’s Day). Some faculty members want to do away with spring break but others advocate for it. We take seriously all the faculty recommendations and will discuss the ramifications.

5) **President Report—Dariush Haghighat**

6) Dariush reported that his meeting with Chancellor Burke and Vice Chancellor Brown regarding the early retirement incentive was quite successful. It was supposed to be an initial meeting and instead we wrapped it up that day. There will be two options offered: (1) 80 percent of the final year of service or (2) two years of service credit.

7) An important question was asked about faculty serving a reduced load? We will look into that wrinkle and let the faculty know.

8) Dariush and the District have reached a tentative agreement on the following dates; however some dates might change due to some unforeseen circumstances.
   a) The board of trustees will approve the early retirement incentive on January 19, 2016.
b) The district will send an announcement letter on January 20, 2016.
c) The prospective enrollment will begin on January 20, 2016.
d) All administrators, faculty, and staff must submit their final decision by April 22, 2016.
e) The board will approve the retirees by May 17, 2016.
f) Retirement will be effective June 30, 2016.
g) Retirement benefits [no more salary] will commence on August 1st.

9) This early incentive retirement does not include a December option. We strongly encourage all parties interested to attend district workshops that will be offered on February 29th and mid-March. Dariush strongly urges all those colleagues who are interested in the taking advantage of the negotiated early retirement options to consult with CalSTRS and their retirement experts.

10) Ironically, former Chancellor Salvatore Rotella was calling Dariush’s cell phone during the meeting to discuss the PPO healthcare plan. This year there was a 46% increase for PPO retirees who are 65 years and older. Currently the Association does not negotiate the retirees’ health care benefits. However, in the light the recent jump in the retirees’ health care benefits, Dariush would like for the Association to get involved and negotiate a better rate for them. However, one has to bear in mind that our retirees are still getting a great deal from our district compared to what they would get out there on their own.

11) A Norco faculty member asked about the 80% of final salary “option” and payouts. Dariush investigated and was told that there are more than 20 options and that faculty need to attend the district workshops. “Make sure you educate yourself.”

12) A faculty member asked what would the faculty salary increase be next July 2016. He/she was answered 2% + COLA.

13) A faculty member asked when the retirement is paid? On the last day of the month? We are not sure, please ask CalSTRS expert or a RCCD retiree.

14) Dariush was asked about the status of the CSEA negotiations. Dariush indicated that he could not comment on the CSEA negotiations and that it is an issue for the CSEA to communicate with its own members. However, Dariush indicated that he has had a couple of meetings with the President of CSEA and the two of them discussed Dariush’s assistance with the Board of trustees and the Chancellor on behalf the CSEA in its negotiations with the district.

15) Dariush indicated that the CSEA has to negotiate its own retirement package with the district. However, Dariush indicated most likely the CSEA would get the same offer that has been negotiated between the Association and the district.

16) President Parnell is a finalist as Chancellor at State Center Community College District in Fresno and most likely will get that position.
17) Chancellor Burke has appointed a safety committee. The In-Class Student Code of Conduct draft document that Fabian put together is now with the senates and is on the district agenda.

18) The Chancellor is working toward reorganization at the district. He’s talking about a smaller district.

19) Dariush forwarded the final draft of the association’s revised bylaws. We have incorporated all the requested information as well as the State CTA guidelines and templates. The bylaws will now be sent to the state CTA for approval.

20) **Vice Presidents’ and Representatives’ Reports**
21) **Norco College**—
22) **Joe Eckstein.** Joe, Tim, and Emily will be meeting with President Parnell next week on December 9th.

23) **Moreno Valley College**—
24) **Fabian Biancardi.** Fabian had a conversation with the former senate president. It was suggested to add to WebAdvisor a drop down menu for faculty to list his/her committee assignments.

25) Peggy Campo explained that the Norco senate would be establishing an adhoc committee to organize the college committees (committee of committees). If it were possible to put committee assignment directly into WebAdvisor, it would greatly benefit the college committees and senate leadership. The senate will take the lead on this idea but the association will also put it on the spring agenda.

26) **Chris Rocco.** Chris reported that there are many faculty are interested in the details of the early retirement incentive.

27) There is a shortage of printed contracts. Norco had some extras and gave to Moreno Valley reps. Dariush will request more boxes of contracts so Moreno Valley and RCC can finish distributing the contracts to faculty.

28) **Riverside City College**—
29) **Rhonda Taube.** Rhonda was asked if part time faculty have an annual maximum load. No, as long as part time faculty do not exceed .67 each term, they can teach winter, spring, summer, and fall.

30) **Jacqueline Lesch.** A full time faculty member asked if service credit counts as a part timer? Yes, unless he/she opted-out of the system.

31) **Treasurer Report:** No report.
32) **Secretary Report:** No report.
33) **CCA (California Community College Association):** No report.
34) **Academic Senate:** No report.
35) Closed Session: Six items discussed.
36) **Adjourned 3:05pm.**