Minutes
RCCDFA/CCA/CTA/NEA
February 16, 2016
RCC; DL 404

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
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<tbody>
<tr>
<td>Dariush Haghighat (Faculty Association Pres)</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>Lisa Iyer (Riv FT Rep)</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>Peggy Campo</td>
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<td>Amber Casolari (Guest)</td>
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<td>John Sullivan (Guest)</td>
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<td>Ward Schinke (Guest)</td>
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1) Call to Order 1:00pm

2) **President Report—Dariush Haghighat**

3) We are in the process of setting up the Benefits Committee to meet regularly again. The first item on the agenda will be retirees’ health benefits.

4) The district is in the process of hiring a new Vice Chancellor Educational Service, Workforce Development and Planning. We are also in the process of hiring a new General Counsel.

5) Dariush has spoken with HR Vice Chancellor Terri Hampton regarding the early retirement incentive. The district is planning on a lot of people retiring. It is being estimated that between faculty, staff, and administrators, 90 people might take advantage of the early retirement incentive negotiated between the Association and the district. HR cannot handle this alone; senates and the Faculty Association need to get the word out on the tight timeline and hard deadlines. Faculty and staff need to make sure they can go to the offered workshops. Faculty need to consult with their retirement specialists and make appointments with the STRS office—STRS won’t come to us.

6) There is a very short window to process the paperwork. Those stakeholders who wish to take advantage of the negotiated early retirement incentives have to pay attention to the timelines for filing the required paperwork.

7) Dariush is in discussion with the district asking that the faculty who are retiring in June not be evaluated spring 2016.
8) A question surfaced from a prospective faculty retiree inquiring what 80% of final salary means when he/she is on a reduced load. The Chancellor and Dariush have reached an agreement that 80% of final salary is based on the contract salary. That agreement has been memorialized in the MOU the Chancellor and the Faculty Association have signed on the early retirement incentive plans.

9) HR has also finalized its interviews to fill the vacancy for the position of director of equity and compliance (Chani Beeman’s replacement.)

10) Vice Chancellor Terri Hampton is working around the clock reviewing all the investigations launched by her predecessor so administrative decisions on those cases will be made in a timely manner.

11) HR is also swamped with hiring committees and process.

12) Dariush was able to negotiate faculty sabbaticals for 2016-17 with the Chancellor: RCC received two sabbatical positions; MVC one sabbatical position; and NC one sabbatical positions. The stipulation is that faculty who go on sabbatical cannot be replaced by full time faculty.

13) The RCCD Faculty Association Bylaws were submitted last year. Dariush has been stalking Marianne Reynolds, the CCA, and the CTA asking for approval so the bylaws can be sent forward to faculty for vetting and eventually approval. Where are they? Still waiting to hear.

14) The Faculty Association and the Chancellor have agreed to a MOU that Improvement of Instruction hiring committees of tenure track faculty would also be given the option of “needs improvement” rather than the current two choices of “non-renewal” or “satisfactory.” Once the MOU is signed by the Chancellor and the Association it would be posted on the Association website.

15) Dariush has been informed of some baseless rumors about the nature, purpose and impact of this MOU. Dariush strongly urges our colleagues to proceed with extreme care and caution about sensitive and confidential matters. We all must resist the temptation of spreading inaccurate and baseless rumors about this matter or any other sensitive faculty working conditions issue. The Faculty Association is in the process of preparing a full report on this and all other important issues it has tackled on behalf of our colleagues during the winter intersession.

16) The Faculty Association would be also more than happy to respond to any inquiry or concern that any of our colleagues might have about the negotiated MOU or any other contract related matter. The Association board members would be more than happy to attend any meeting at any college to answer any question or any inquiry about this matter or any contract related issue.

17) Dariush reported that the district has appointed an interim Police Chief Colleen Walker.
18) **Vice Presidents’ and Representatives’ Reports**

19) **Norco College**—

20) **Tim Wallstrom.** A faculty member has an issue with the off-campus location that he/she has been assigned to teach at for spring. Joe and Tim will look into the issue and bring back the results next week.

21) **Joe Eckstein.** Norco has a new interim president, Dr. Irving Hendrick, our trusted friend who is always so kind to serve in interim positions when our district needs him.

22) Joe has been speaking with Bill Hedrick who is running for a seat on the RCCD Board of Trustees and would like our endorsement.

23) Dariush mentioned that Trustee Nathan Miller also wants to meet with our executive board and is asking for the Association’s endorsement.

24) Dariush has told both Bill Hedrick and Trustee Miller that thus far the Faculty Association has not endorsed any candidate and is moving cautiously with endorsements.

25) Members of the Executive Board indicated that we should invite both Bill Hedrick and Nathan Miller to the Association’s meeting on May 3rd which be held at Norco College.

26) **Emily Edwards.** Emily sent out the part time faculty professional growth form that was approved at Norco and is ready to use. Emily has fielded questions from part time faculty members regarding the number of hours that are allowed and what constitutes professional growth.

27) **Moreno Valley College**—

28) **Fabian Biancardi.**

29) Fabian expressed concerns from several faculty regarding the premature cancellation of classes. Managers must be consistent in consulting with the relevant faculty and department chairs regarding these cancellations. Unfortunately, this is not a new concern but a continuing one.

30) If a student is majoring in a specific program, and the capstone course is cancelled, it sets the student back in progress and he/she could be waiting up to two years for completion. If a college chooses to offer a program, then capstone courses must be protected for the sake of students completing certificates and/or degrees—the raison d’être of the college. If we offer the degree/certificate, we need to offer the appropriate courses to allow for timely matriculation.

31) Another continuing issue of great importance for the district as a whole is the modifying of FTEs in teaching assignments. Though this particular issue will be revisited next week in closed session, given the range that the contract allows for in annual faculty FTE between
1.993 and 2.0666, faculty must be ever vigilant about the decimals in their TAs - specifically, what is apportioned to the regular load and what to the overload - being altered without consultation.

32) A faculty member resigned as director of a vocational program. When faculty choose to not serve in leadership positions - whether as chairs or directors - administrators are landed with much greater responsibilities over these programs.

33) Fabian also reported that the last minute elimination of the ILA 800 class has caused big adjustment problems at MVC. Switching to “special projects” as a means of achieving faculty coverage for English and Math labs has raised particular difficulties.

34) **Chris Rocco.** Team teaching has been ongoing since the honors program was established however the team teaching class was under attack this past winter. Chris is concerned that the issue will surface again.

35) Dariush opined that since the administration has the right of assignment and also can evaluate the cost effectiveness of course offerings. The administration could choose not to offer the course or exercise other options.

36) **Riverside City College—**

37) **Rhonda Taube.** The Culinary Academy is planning their move to the new building but the faculty are upset that they are expected to move when on break without compensation. Dariush interjected that the faculty cannot demand more time since the lease is up on the current building and would cost thousands of dollars to the college if the move is not made by the deadline. Rhonda is looking into the issue.

38) At the Riverside APC meeting department chairs complained that faculty who are on hiring committees are unable to get their mandatory EEO training in order to serve on the hiring committees. This is a workload issue. Dariush has been in discussion with the administration and was told that the faculty may be offered workshops outside of RCCD in order to be compliant with the state law and able to serve on hiring committees. Faculty can get compensated for attending those workshops outside of our district.

39) **Jacqueline Lesch.** There have been some revisions to the faculty professional development forms for part time faculty. The large concern is why a two-tier system? Part time faculty have to go through multiple steps to obtain various signatures whereas full time faculty can log in FLEX time and receive approval via email. Discussion ensued regarding the system district wide.

40) **Lisa Iyer.** Mentioned the email debate on opt-discuss regarding cell phones.

41) **Treasurer Report: Leo Truttmann** shared an update on the faculty association budget [see website: http://www.rcc.edu/cta/Pages/Budget.aspx].
42) Motion (Truttmann/Taube): To distribute the part time stipend payment of $2093.85. Approved unanimously.

43) 1099s were mailed out for 2015.

44) Leo asked executive board members to give him any incurred expenditures.

45) The sciences are filled to the max at RCC although other classes are not full.

46) Secretary Report: Shari Yates. The CCA Conference is coming up this weekend on February 19-21 at the Manhattan Beach Marriott.

47) Motion (Rocco/Eckstein): to approve Mark Carpenter as a delegate. Approved unanimously.

48) Open Session. Amber Casolari reported to the executive board regarding an irrevocable trust that might be established to pay for post-employment benefits. Currently, it is a liability on the books but if we could set aside money in the hopes of reaching ten million dollars (maximizing interest), we could then fund the expenses.

49) It would be a good idea to start meeting regularly as a Benefits Committee again. The approval for catastrophic leaves has not been following the protocol set up for it. It would also be good for us to get reports from our third party administrator

50) Academic Senate: No report.

51) Closed Session: Six items discussed.

52) Adjourned 3:15pm.