Minutes
RCCDFA/CCA/CTA/NEA
May 10, 2016
Norco College, IT 101

<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>
<td>Emily Edwards (Nor PT Rep)</td>
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<td>Ervin Slavick (MV PT Rep)</td>
<td>Chris Rocco (MV FT 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>Leo Truttman (Treasurer)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Peggy Campo (Dis Acad Sen Pres)</td>
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<td>Norco Faculty Guests</td>
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1) **Call to Order 1:05pm**

2) **Open Hearing**: Norco Academic Senate and the RCCD Faculty Association invited Trustee Nathan Miller and Mr. Bill Hedrick to join the meeting today at Norco College. Trustee Miller and Mr. Bill Hedrick are candidates running for the Board of Trustee seat for Area 1. Both candidates spent time discussing their positions on running for the seat on the RCCD Board of Trustees.

3) Dariush thanked Joe, Tim, Emily, and Peggy for hosting the Norco meeting.

4) Approval of the Minutes (Eckstein/Wallstrom): Approved unanimously.

5) **President Report—Dariush Haghighat**

6) Dariush reflected about the Board of Trustee election that he wants faculty to take the candidacy and election very seriously. Trustee Miller and Bill Hedrick are campaigning to get our endorsement. We are relying on faculty input.

7) Last Tuesday evening Dariush presented the Faculty Association position at the Board of Trustee meeting regarding the hiring of the new director of compliance by the district without any faculty representation and lack of any response and communication from the district to the students protesting that hiring.

8) Trustees were very open to Association’s presentation as well as students’ comments and concerns. Some trustees have indicated that they would be more than happy to meet with the students and have a dialogue with them.

9) The Chancellor also announced that he has reached an agreement with Dariush, the President of the Faculty Association, that the district safety task force will be assigned a new of charge of working with the HR making sure that RCCD will be in compliances with all the federal and state laws governing sexual assaults in campuses and will also come up with ways and
means of raising awareness on those issues and safeguarding our stakeholders bodily safety and sexual integrity.

10) The Chancellor has also reached out to RCCD students scheduling a meeting with their representatives to initiate a constructive and meaningful dialogue with them regarding some of the issues they have raised in the board meetings.

11) A number of issues are happening at the district level. We are working with the Academic Senate on ensuring that faculty members are on hiring committees for administrative positions. The Chancellor has introduced a board policy to include stakeholders in administrators hiring committees.

12) The Faculty Association is also involved in working with the district and the senates crafting a strong policy on safeguarding stakeholders’ freedom of communication and preventing any arbitrary eavesdropping on faculty email. We want a very strict and clear policy on when and who can turn the switch on. The Chancellor is working with the IT personnel and the General Counsel on a proposed policy language which would be forwarded to the Senates and the Faculty Association for review and consideration. Dariush has clearly articulated to the Chancellor and the Board of Trustees that the Association will not accept the policy without it being approved by the Academic Senate and Faculty Association.

13) The Association keeps getting complaints from faculty about the District Office, 3801 Market Street—the public building that is not public. The faculty and other visitors are kept in the lobby to secure permission from the district office in order to take the elevator up. The building was paid by public money but the public is not welcome.

14) The Faculty Association has also received many comments from some concerned faculty members regarding the lack of input from stakeholders in the Chancellor’s annual evaluation by the Board of Trustees. Those concerned faculty members have requested that the Faculty Association discuss this matter with the Academic Senate and craft a joint resolution on stakeholders input in the Chancellor’s annual evaluation. Those faculty members have questioned to the Faculty Association why the senate and faculty association input are not taken into the consideration in the Chancellor’s evaluation since both the organizations work directly with the Chancellor. What are the criteria being considered regarding the evaluation?

15) Motion (Wallstrom/Biancardi): To bring a proposal to modify BP/AP 2435 Evaluation of Policy of Chancellor to include stakeholders in the future annual evaluations. Approved unanimously.

16) The Faculty Association will present its motion to the Academic Senate and, if the senates are in agreement, the Association and the Senate will jointly present their resolution to the Board of Trustees.

17) Dariush reported that the Norco presidential search would take place soon. The search process for the district Vice Chancellor of Academic Affairs and the director of Human
Resources will commence soon. Riverside City College’s search for Vice President of Academic Affairs and RCC Vice President of Student Services will hold their interviews during the next couple of weeks.

18) There are over seventy five people who are retiring in the district. The early retirement incentive was very effective.

19) Dariush was asked about the benefits committee. Right now, representatives in the district and the Keenan representative had a meeting about the district’s health plans. The meeting was called to: 1) educate the stakeholders’ presidents; 2) dialogue about the renewal plans for Kaiser and Health Net; and 3) discuss if there were any interest in receiving any proposals regarding lowering the costs of the PPO prescription drugs. Some of the proposals require easy changes on our part rather than change of our agreements and our health care plan. For example, if we fill our prescriptions by direct mail or at Costco, Target, or Wal-Mart, the costs are less than filling prescriptions at CVS and Rite Aid. Some of the proposals on the other hand require modification of our current agreement, but those proposals require negotiations.

20) We need to be highly educated about these issues knowing the pros and cons to engage in constructive negotiations if we choose to travel that path. The district cannot unilaterally change our health care plans without negotiating any proposed changes with the Association. There is no immediate plan for any negotiations for the next two years. But we need to be ready and educated.

21) Dariush was asked about the health plans for retiring faculty. Currently, we don’t negotiate for retirees. Dariush would like to see us change that practice and start negotiating for our retirees. Last summer the premiums for our retirees were raised by 46 percent. Dariush often hears from our retirees including our former Chancellor Dr. Rotella regarding the increases in retirees’ health premium.

22) A faculty member asked if the PPO plan is Blue Shield. Dariush attempted to clarify, yes, Blue Shield provides the PPO insurance; Health Now is the third party administrator. We have a self-funded plan by our district—it is self-administrated. Blue Shield covers us and the plan administrator is Health Now.

23) Norco College

24) Joe Eckstein. Joe distributed the sample ballot. The ballot was revised according to this year’s alpha-order prescribed by the CTA for elections.

25) A question was posed to Joe from a faculty member who went home sick for a half-day but is being charged a full day. The administration is stating that the absence has to do with FTES but, per the contract, faculty sick leave is not charged based on FTES. Dariush informed Joe that earlier in the day he had responded to Joe’s inquiry about that Faculty member’s situation indicating that only half-day sick leave should be charged since that individual has
only missed half-day of work. Dariush suggested that if the administration does not correct that error, then the Association will file on behalf of that faculty member.

26) A faculty member approached Joe and Tim and would like the union to negotiate with the administration for a two-year exception MOU so that the Chair of Norco’s BEIT department could receive a .8 release time since he/she would be taking on two chair roles including Manufacturing and the CJS/Gaming.

27) **Moreno Valley College**

28) **Fabian Biancardi.** Fabian and Chris met with President Mayo last week.

29) **Ervin Slavick.** Ervin clarified for a part time faculty member that the district covers jury duty for associate faculty.

30) **Riverside City College—**

31) **Jacqueline Lesch.** Jacque was asked by a faculty member who is taking a reduced load if office hours have to be held over three days. Yes, office hours must be held over three days per the contract but in proportion to the reduced load (prorated). She was also asked if the faculty member’s teaching schedule could be over two days. Yes, two days is allowable.

32) **Treasurer:** No report

33) **Secretary:** No report

34) **CCA:** No report

35) **District Academic Senate.** **Peggy Campo.** The District Academic Senate is working with the Faculty Association regarding faculty being on hiring committees for administrators. There is consensus that we are going to put a clause of “philosophical understanding” upon hiring committees. If the hiring affects academic programs, then faculty should be represented. “We want a choice to say if faculty needs to be represented on the committee.”

36) The senate is working on reducing the residency requirements for students. In order to complete the degree, 15 units must be taken at the college which goes against the ADT policy that states 12 units. Also under discussion at the district senate is students wanting to walk in commencement ceremonies with less than 18 units.

37) The District Academic Senate is looking to form a Distance Education taskforce since we are losing critical administrators and there is movement toward a new Learning Management System (LMS). The state chancellor’s office is giving Canvas LMS for free. Blackboard is quite expensive for the district.

38) The next district senate meeting is May 25th.

39) Closed session. Two items discussed.

40) Adjournment 3:40pm.