Minutes
RCCDA/CCA/CTA/NEA
May 3, 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>
<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>Leo Truttmann (Treasurer)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Jacqueline Lesch (RIV FT Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
<td>Peggy Campo (Dis Acad Sen Pres)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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1) Call to Order 1:05pm

2) **Open Hearing:** Debra Yorba from Keenan & Associates came to present the skyrocketing costs of drugs which is the major factor bringing our health costs through the roof. The prescription drugs, particularly for retirees, are going up and up and up. Specialty drugs are particularly expensive. Keenan and Associates presented some ideas for savings on prescription plans particularly for the PPO plan for the information purpose only.

3) The Faculty Association is not obligated to accept or negotiate any changes to our health care plans until the next round of negotiations. At this stage the Association is simply receiving and reviewing the information provided to it by the health care consultant.

4) Motion (Eckstein/Taube): Unanimous approval of minutes.

5) **President Report—Dariush Haghighat**

6) Although we have negotiated our contract, it’s always good to maintain the high quality of our health care plans while looking for ways to keep the costs down without compromising the quality of our health care coverage. Dariush once again reiterated that the Faculty Association is not obligated to accept Keenan’s proposals but we wholeheartedly agree with educating our colleagues on some cost saving measures that are available to us under our current plans.

7) The Benefit Committee is back in full force. Regarding the PPO plan, we don’t want to lose our choices but there are some cost saving measures that we need to study and have an in depth discussions about.

8) The new HR director has called for two informational meetings with the heads of the Faculty Association, the CSEA and the Management Association to hear various presentations on the status of our health care plans by our health care consultant and the representatives of Kaiser, Health Net and PPO plans.
9) While the Faculty Association maintains an open mind about the information it has been presented to so far, it remains steadfast in upholding the integrity and the quality of the health care plans for its members.

10) Since costs are rising for retirees, we would like to bring the retirees under our protection to advocate for them. We don’t negotiate for retirees but we also won’t abandon them. We don’t want to pass on all the costs to our retirees.

11) There is piecemeal reorganization occurring at the district.

12) Students are coming back to the Board of Trustees with a vengeance with their grievances and opposition to the hiring of our new compliance director. A few weeks ago the board denied the students’ request for an extension to their speaking time in front of the board. The Chancellor has yet to meet with the students and hear their grievances and concerns about the hiring of Mrs. Lorraine Jones. The Chancellor has not even made himself available to the students’ newspaper on this matter. All of these have made students extremely angry and agitated and more and more students are showing up to the board with their protest signs and speeches.

13) The Faculty Association is extremely disheartened by the treatment of the students in the board and by our Chancellor. They should not be hushed; it is our students’ democratic right to speak out and their voice not be squelched in our district.

14) The Faculty Association is also appalled and dismayed for not included in the hiring process of our new Compliance director.

15) Dariush is going to speak at the board of Trustees tonight clearly articulating the Faculty Association’s positions on these matters.

16) Dariush had a meeting with Chancellor Burke, Aaron Brown, Rick Herman, and Bill Bogle, regarding the electronic version of the part time faculty development form. The meeting was extremely constructive and fruitful. All participants reached an agreement that the signature process should be streamlined online for electronic signatures beginning of the fall semester. The form will probably be housed on the faculty development website.

17) Dariush expressed Faculty Association’s sincere appreciation for Vice Chancellor’s Aaron Brown’s leadership in this process as well as the valuable assistance of Mr. Rick Herman and Mr. Bill Bogle.

18) The student conduct code might be up on WebAdvisor for the summer term.

19) Dariush had a two-hour breakfast meeting with Nathan Miller. The Board of Trustee Miller wants the Faculty Association endorsement for his candidacy for Area 1. Dariush and Trustee Miller had very candid and productive discussions with each other regarding the working relationship between Trustee Miller and the Faculty Association during the last four
years and both the Association’s and Trustee Miller’s vision and priorities for the next four years.

20) The Faculty Association has invited both Trustee Miller and candidate Bill Hedrick for half an hour presentation at a candidate forum at the Norco College on Tuesday May 10th from 1 to 2 p.m. The candidate forum is also co-sponsored by Norco Academic Senate. The Association Executive Board will wait until after the candidates’ forum at Norco to discuss and decide on its endorsement for the upcoming election.

21) The Faculty Association and the District have reached an agreement with each other that; we must strengthen our current practices on safeguarding stakeholders’ freedom of communications in our district. We have also agreed on crafting a new board policy guaranteeing Faculty Association and other stakeholders’ representatives’ participation in the hiring process of administrative positions in our district.

22) In the light of students protest over the hiring of our new Compliance director and students’ safety in our district, Dariush and Chancellor Burke have reached an agreement that the Chancellor assigns the District Safety Task force a new charge of reviewing our policies and practices for Title IX and other Federal and States laws governing sexual assault and rape in our district. The District Safety Task force will be coming up with recommendations in educating our stakeholders about our rights and responsibilities under various state and federal laws governing these issues. We cannot take these issues lightly.

23) **Moreno Valley College**

24) **Fabian Biancardi.** Fabian and Chris have a meeting today with President Mayo.

25) **Norco College**

26) **Joe Eckstein.** Joe distributed the election ballot for approval. On Tuesday, May 17th, the ballot stuffing and distribution of ballots will occur.

27) The Faculty Association will meet next Tuesday in Norco at 1:00pm in IT 101. The meeting will be a joint meeting with the Norco Academic Senate. We have invited Trustee Miller and candidate Bill Hedrick to join us.

28) **Riverside City College**—

29) **Jacqueline Lesch.**

30) Jacquie and Rhonda met with President Isaac. They brought up the college being limited on space and how the district has misused Measure C monies.

31) Jacquie distributed a department’s guidelines for hiring part time faculty. Discussion ensued.
32) **Rhonda Taube.** Serving as Academic Senate liaison for the association, she asked the senate for input on Measure C funding. The RCC senate would like to have the district provide a report on Measure C funds of how the money was spent. RCC senators want to allow the district an opportunity to reply before an audit is called for. RCC senate will present its request to the District Academic Senate.

33) Rhonda indicated that many faculty who have gone to the new District office for various meetings, have complained to the Faculty Association that they are really alarmed and dismayed that the administrative public building (3801 Market Street) is not open for free access. The building is paid for by the public funds. RCCD is a public institution and the District office is a public building, and but it is very uninviting to the public. In order to go to the offices inside the building, the security call up to make sure that the person is there and then one is to be ushered in. Open access (open-door policy) is not available.

34) Rhonda reported that at the Department Leadership Council (new name for RCC APC) department chairs complained about the slowness of hiring committees. It was also revealed that ACTPIS, a leadership council that is comprised of faculty, staff, and administrators has voted on faculty hiring prioritizations. Many chairs have complained that only faculty should be voting on faculty hiring prioritizations. RCC received ten positions but the fate of those ten positions is still unclear.

35) **District Academic Senate. Peggy Campo.** The district senate approved the auditing policy, which will open up the possibility for students to audit classes.

36) PGSL voted on faculty sabbaticals. In the future, the distribution of sabbaticals should be based on merit, not necessarily college. The way it was distributed did not allow the PGSL committee flexibility. Worthwhile sabbaticals could be lost due to some college faculty not applying and other college faculty could have been worthy candidates. Unfortunately, the notification window of a quick two-week deadline did not allow for all faculty who were interested to apply.

37) Peggy spoke how she was livid with the Chancellor for not asking faculty input regarding the Study Abroad program budget being placed at RCC. Faculty input should be required in such a matter. Peggy suggested that, this is a serious problem that not only was the senates not consulted, but it also wasn’t announced. It was more like, by the way, RCC now has study abroad. Where is the strategic planning? Faculty and staff have a vested interest.

38) Peggy also reported on the Norco Academic Senate. Some faculty were not happy regarding the “Draft Dariush” petition being circulated. To some, it seemed to trump the democratic process.

39) **Treasurer:** No report

40) **Secretary:** A faculty member brought his/her students to the district centennial gala but complained that he/she was not allowed to eat dinner without paying for a seat. It seems that if faculty take the time and effort to arrange for student performances, the least that could be
done is to offer a dinner plate.

41) **CCA**: No report

42) **Closed Session**: Three items discussed.

43) **Adjourned**: 3:40pm.