Minutes
RCCDFA/CCA/CTA/NEA
November 18, 2014
Norco, 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>John Sullivan (Riv PT Rep/CCA)</td>
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<td>Shari Yates (Secretary)</td>
<td>Rhonda Taube (Riv FT Rep)</td>
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<td>Chris Rocco (MV FT Rep)</td>
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<td>Leo Truttmann (Treasurer)</td>
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<td>Mark Sellick (Riv VP)</td>
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<td>Tim Wallstrom (Nor Rep)</td>
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<td>Fabian Biancardi (MV VP)</td>
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<td>Dorothy Reina (Nor PT Rep/CCA Dist K Dir.)</td>
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<td>Cindy Mahon (MV PT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Kathleen Sell (Lead Negotiator)</td>
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<td>Norco Guests</td>
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1) Call to Order 1:05pm

2) Motion (Eckstein/Wallstrom): To approve minutes. Approved. One abstention.

3) **President Report—Dariush Haghighat**

4) Dariush welcomed our Norco College guests. He opened up the discussion for Norco faculty to share any questions or concerns for the association. “We make every effort to attend each college fall and spring semesters. Of course, we have an open door policy every Tuesday in Riverside but it is a pleasure to meet face-to-face at each college.”

5) One of the Norco faculty wanted to know what results were from the faculty survey. Dariush reported that we would review the survey in every detail in closed session. We will talk about it in general terms in the open session.

6) Dariush introduced Dr. Kathleen Sell as the lead negotiator. The rest of the negotiation team includes: Dr. Mark Sellick, Dr. Fabian Biancardi, Professor Peter Boelman-Lopez. Ms. Cynthia Mahon will be the part time representative.

7) Regular communication regarding the negotiation will be shared with our colleagues unless there is a confidential or sensitive issue that cannot be disclosed. We will coordinate our efforts with our negotiation team to provide regular updates to our faculty colleagues. We will share as much as we can legally share with the faculty. We are planning to keep our colleagues informed from all three colleges, and will rely, in part, on the negotiation subcommittees to sharing pertinent information.

8) The budget subcommittee has been asking for tons of documents. The district has been responsive to our requests. Once we finalize our decision to sunshine the items we want to negotiate, we will have a better understanding of where we are heading.
9) During the last negotiation we were under a “gag order” to not discuss any part of the negotiations. For this contract negotiation we are going to resist the gag order but we have to keep mind this is a legal process and will not violate any confidentiality.

10) Regarding the faculty survey, three priorities were clearly indicated by the faculty including: (1) salary; (2) work load equity; and (3) benefits. There were twelve pages of comments asking the negotiation team to look specifically into certain concerns.

11) Dariush was not surprised that the general theme of the survey was salary since we have not had a raise for seven years.

12) Another Norco faculty member is concerned about the length of time it is taking for fingerprint clearance to be given to part time faculty being hired to teach a course. It has been challenging to find people already “in the system.” Apparently, because of a new requirement from Homeland Security, receiving the fingerprint clearance has taken much longer for new hires. “This has been forced on all faculty; the faculty association hasn’t agreed to it—but it is not in our hands to change.” Dariush will inquire about whether or not it is necessary to purge the records from part time faculty that have not taught for two years.

13) **Vice Presidents’ and Representatives’ Reports**

14) **Moreno Valley College**—

15) **Fabian Biancardi.** In response to a Norco faculty member asking what the issues were regarding the Moreno Valley College librarians, Fabian replied that there was an adjustment that had to be made when the library went from one full-time librarian to two full-time librarians. Scheduling between the part-time faculty and full-time faculty became an issue. Everyone is working very hard to resolve all remaining issues.

16) **Cynthia Mahon.** Made a correction to the last minutes that were distributed that she was referring to “instructional service” not “institutional research.”

17) **Norco College**—

18) **Tim Wallstrom.** “We would like to invite you every month for an association meeting at Norco.”

19) **Joe Eckstein.** “We are going to meet with President Parnell and VP Dieckmeyer at 4:00pm.”

20) **Riverside City College**—

21) **Mark Sellick.**

22) Mark is still getting emails regarding institutional service. The likelihood that it will be negotiated is quite high.
23) Mark discussed regular faculty Improvement of Instruction expectations are a “floor”—a minimum set of requirements not the “ceiling.” The IoI committee is made up of peer reviews. *What’s a peer?* One of our collegeaus that is a subject-matter expert. *Does the IoI preclude a dean?* “The process does not have any language that renders the dean off limits.” The administrator may visit a classroom. *Is that reasonable?* “For the most part, it is perfectly reasonable. But in other cases the administrators might not want to be a classroom observer.”

24) The main consideration is to make certain the parameters of the IoI are agreed upon when establishing the **scope and process**. Remember, we grieve processes, not content. The scope and process is key for the committee before they proceed on evaluations.

25) Mark also reported that they had the initial meeting for RCC presidential search.

26) **Treasurer Report: Leo Truttmann:** Leo has received the tax forms for last year.

27) Motion (Sellick/Mahon): to pay $600 to Stephen Bishop for the accounting work he has performed preparing the tax forms.

28) **Secretary Report:** No report

29) **Closed Session**—Negotiations and seven items discussed.

30) **Adjournment** 3:55pm