Minutes
RCCDFA/CCA/CTA/NEA
September 1, 2015
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>Rhonda Taube (Riv VP)</td>
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<td>Leo Truttmann (Treasurer)</td>
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<td>Mark Sellick (Riv FT Rep)</td>
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<td>Joe Eckstein (Nor VP)</td>
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<td>Tim Wallstrom (Nor Rep)</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>Chris Rocco (MV FT Rep)</td>
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<td>Emily Edwards (Nor PT Rep)</td>
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<td>Lisa Iyer (Riv PT Rep)</td>
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<td>Marianne Reynolds (CTA Consultant)</td>
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<td>Cyn-D Gobatie (Guest)</td>
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<td>Jacqueline Lesch (Guest)</td>
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<td>Peggy Campo (NC-District Acad Senate Pres)</td>
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<td>Mark Carpenter (Guest)</td>
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1) Call to Order 1:00pm

2) President Report—**Dariush Haghighat**

3) Dariush welcomed the executive board back to the new semester. He explained that since Mark Sellick was elected as the RCC Academic Senate President, he resigned as the association RCC Vice President. Dariush proposed that Mark be appointed as RCC interim Representative and Rhonda Taube serve as RCC Vice President until an election can be held.

4) Motion (Biancardi/Eckstein): To approve the executive board changes that each of the three Vice Presidents are the grievance chairs for their respective colleges. Rhonda Taube will become the Vice President and RCC grievance officer for RCC. Mark Sellick will serve as the interim representative. Approved unanimously.

5) Dariush also welcomed Ervin Slavick as newly elected part time representative from MVC. Ervin was elected during the spring 2015 semester election. He begins his two-year term this fall semester.

6) Eddie Perez was elected as RCC part time representative. He received a full time position teaching sociology so resigned as the part time representative.

7) Dariush also welcomed Dr. Lisa Iyer that will be serving as an interim part time representative for RCC until the election can be held.

8) Motion: (Rhonda/Leo). Move to approve Dr. Lisa Iyer as the interim RCC part time representative. Approved unanimously.
9) Furthermore, Dariush shared with the board that earlier in the day, Joe, Shari and Dariush had received a message from Carly Liang who was the elected write-in part time rep from Norco. She stated that she could not serve in that position due to her teaching commitment in another college. As such Dariush proposed that Emily Edwards to be appointed as the interim part time rep from Norco until the election can be held.

10) Motion: (Eckstein/Wallstrom). To approve Emily Edwards as part time representative for Norco College. Approved unanimously.

11) Dariush forwarded to the executive board the revised PPO health plan that was worked on line-by-line and page-by-page by Dariush, Amber, and other stakeholders’ representatives during a number of meetings this summer. Dariush opined that with his years of experience being heavily involved in heath care plans, and based on the plans out there, we have one of the best PPO plans available to faculty. The new plan has put a limit on out-of-pocket expenses. Practically everything is covered with a big thanks to Affordable Care Act. There is no longer a life cap limit. Of course, contraceptive care is covered. The latest change is that there is a limit on out-of-pocket prescription medication expense, which is $200 per person and $300 for families.

12) The executive board member will evaluate the PPO plan over the next week and we will vote on it at our next meeting. Dariush is very pleased with the document.

13) Health Net and Kaiser contracts are up for renewal. Coverage has not changed. Unfortunately, Kaiser has become much more expensive to the district with a 13% increase to renew the contract. Health Net is increasing 3%. A concern was expressed about part time faculty that pay 50% of the costs of the district healthcare plans. We need to come up with the strategy for negotiating the plan. Kaiser’s strategy is “take-it or leave-it.” While the increase is a substantial amount, Kaiser is still the least expensive healthcare plan for the district and part time faculty.

14) Dariush also wishes the executive board to carefully review the healthcare plans for district retirees. Most retirees have the PPO plan. It was devastating news that the PPO plan increased 45% for retirees. [Dariush almost killed his wife when he heard the news. He was driving the ski boat she was waterskiing behind when he received the phone call. lol] The reason for the huge increase is due to prescription medication getting really expensive. We are “exposed” because retirees are heavily reliant on prescriptions. We are looking at alternatives as far as prescriptions are concerned and look forward to hearing the administration’s proposal. “We definitely need to tackle this issue for our retirees.”

15) The loudest critic against the current retirees’ healthcare plan is former Chancellor Sal Rotella. He was vehemently opposed to the changes the district made under former Chancellor Gray. Chancellor Burke is committed to improve health care for our retirees.

16) Dariush announced that this semester we will be fine-tuning the Faculty Association Bylaws and will send to membership for ratification.
17) Once again, Dariush went on record to thank Kathleen Sell for her tireless work this summer editing the contract. She spent countless hours proofreading the language until it was fully edited. The contract is now uploaded on the Faculty Association website: http://www.rcc.edu/cta/Pages/CTA Home.aspx

18) The newly ratified contract (2015-2018) has been submitted for printed booklets to be made and will distributed to faculty mailboxes. We are unsure on the date of distribution.

19) There have been faculty questions regarding the contract. Dariush has answered faculty emails particularly to clarify office hours, release time, stipends, and special projects.

20) An issue has surfaced is that Community Ed has been offering courses to the community that we also offer through our college curriculum. Parallel courses need to be vetted and go through the respective disciplines. The director of community education apologized for the mistake and ensured that the courses will not be offered again without conversations with discipline members. Dariush and the association representatives will attend a meeting with President Isaac, the director of the Community Ed program, a number of concerned department chairs, and division deans to tackle this issue. Dariush indicated that any community education course related to a college discipline has to go to the discipline members and cannot be offered in isolation ignoring the academic side of the house.

21) Another issue that some faculty members have approached Dariush was related to an allegedly mandated use of a syllabus template at Norco College that have the SLOs (Student Learning Outcomes) embedded. Norco and this year’s district Academic Senate President, Peggy Campo explained that the template was recommended and not mandated in order to ensure that the correct SLOs were cited on syllabi. (Apparently not all faculty had been listing the latest SLOs.) The ACCJC accreditation team recommended that all syllabi have the current SLOs.

22) Dariush have been in contact with Norco administrators and Senate leadership regarding this matter. It has been explained to Dariush that the syllabus templates went through the governance committees so that Norco will comply with one the ACCJC accreditation team’s recommendations for the Norco College. Dariush indicated that Norco leadership has been extremely cooperative and open to the Association’s concerns and recommendations. They immediately moved to update the related language in the Norco faculty handbook clarifying that Norco faculty members are not mandated to adopt the syllabus templates. They are rather strongly recommended to adopt it as the best practice tool. Peggy shared with the executive board that updated syllabi have the correct SLOs. Peggy also suggested that Norco College would review the templates since not all the SLOs listed were correct—which was the original point of the template.

23) The CCA’s annual Fall Conference will be held on October 16th-18th at the Doubletree hotel in San Jose [http://cca4me.org/Conferences.asp]. Any faculty member interested in serving as delegate, please contact anyone on the Faculty Association Executive Board.
24) Motion (Taube/Wallstrom): To approve Phyllis Rowe as a CCA delegate. Approved unanimously.

25) The Jose Medina bill was stalled in the state senate appropriation committee, which means that the bill is most likely suspended indefinitely. The bill was supported by the CTA and CCA but opposed by The Community College League of California and the Riverside Community College District. RCCD Faculty Association had met with CCA president and Assembly member Jose Medina and recommended some modifications to the proposed language in the bill. The bill was approved by the state Assembly unchanged and sent to the Senate for its consideration. The State Senate legislative analysis’ report also raised some concerns about the bill, which were very similar to some of RCCD Faculty Association’s take on the bill. As it was indicated above, the bill was stalled in the State Senate appropriation committee and most likely might not be forwarded to the full senate for vote.

26) President Isaac Investiture will be held on October 12th at 9:00am.

27) RCC is also in the process of hiring two VPs.

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

29) **Moreno Valley College**—

30) **Fabian Biancardi.** Chris and Fabian attended the MVC orientation for new faculty. The majority of the new faculty are temporary full-time non-tenure track. The timing for the new faculty recruitment was not advantageous for securing tenured faculty for hiring committees.

31) The MVC administration is functioning with a full complement of administrators.

32) The ACCJC report was submitted mid-August. The MVC SLOs are not being assessed on a regular basis given that 65% of courses have no ongoing assessment. The college would like at least 90% of SLOs assessed. There is mounting pressure on faculty to do their assessments. Since there is a dearth of full time faculty, the college has made slow movement toward regular assessment. A continuous concentrated push for more full time faculty is needed.

33) Right now 24 new tenure track faculty positions have been allocated: 16 positions to RCC; 8 positions to MVC; and 8 positions to NC.

34) **Norco College**—

35) **Joe Eckstein.** Joe has spoken with VP Diane Dieckmeyer about course shells and other fossils [geographer’s joke]. All is fine now.

36) Joe reported that there are new faculty with no access to Web Advisor or RCCD email. It is extremely challenging the first week of classes to not have access to email or WebAdvisor. Some faculty received print-outs of rosters, add codes, and waitlists while others had no idea
who to ask for help.

37) **Tim Wallstrom.** Tim was asked where in the new contract is the salary schedule for librarians. We haven’t had a separate chart in the past but could add one as a side letter of understanding. A separate chart would be useful to librarians and counselors to calculate their STRS contributions and annual salaries.

38) **Riverside City College—**

39) **Rhonda Taube.** Rhonda reported that a faculty member who wanted to go on a reduced load was not allowed to use his/her accumulated sick hours. An e-mail from Dariush to the district resolved that issue.

40) There is an issue in nursing that the state nursing accreditation mandates in the Improvement of Instruction (Iol) that student evaluations are to be given in every class. The faculty would like to read them over without involving the dean. Rhonda was asked why this being done through the dean’s office. After discussion ensued it was determined that another way to read the evaluations is for them to emailed directly to the faculty member who taught the course(s) without going to the dean’s office for review.

41) Another issue that has arisen at RCC is the Math and Science (MTSC) building access control key cards require the dean’s signature. This issue is problematic since part time/full time faculty don’t know which dean is to approve the request. The approval should involve an administrator but when there is a vacancy, who signs off? Rhonda will raise the issue with President Isaac.

42) **Treasurer Report: Leo Truttmann.** There was an MTSC building meeting regarding the RO (reverse osmosis) water line and the proposed greenhouse building. It appears that the reverse osmosis line will finally get resolved. The location of the greenhouse is still undecided.

43) **Secretary Report:** No report.

44) **CCA (California Community College Association): Marianne Reynolds.** Marianne reported that the Medina bill, which was supported, by the CCA and CTA was sent to the “suspect file” which means it would never get out. The legislative analysis was negative affecting the bill’s support.

45) Marianne requested that the Faculty Association support a K-12 California charter school where the full time teachers don’t have any due process rights. The newly unionized charter school district was dragging its feet to give them due process rights. Marianne is hoping our association will pass a resolution and perhaps make a donation for strike funds. Marianne will send further information to the executive board for its consideration.

46) The CCA is focusing on membership engagement and recruitment. With the Supreme Court hearing that may end fair-share fees, the CCA focus is focusing on active and engaged
members. There will be geographic hub trainings with leadership to work on honing membership recruitment.

47) Adjournment 3:30pm