

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
February 19, 2014

Present: Robert Perrone, Alex May, Jason Newman, Gabriel Torres, Diana Hicks, Mark Hunter, KC Boylan, James Telles, Charles Braden, Annette Barfield, Kris Fertel, Bill Miller, Kristina Rogers, Walter Kawamoto, Teresa Aldredge, James Telles, Zack Dowell, Dennis Smith, Wayne Olts, Peg Scott, Linda Sneed, Alex May
Excused: Hali Boeh, Dean Murakami, Donna Nacey, Michaela Cooper
Absent: Bill Miller, Dyan Pease

- I. Convene the LRCFT Executive Board 3:00 PM
- II. Approval minutes for February 5, 2014 with changes. Agenda is approved by consensus,
- III. **Public Comments/Announcements:** Upcoming labor events are reviewed.
- IV. **Liaison Reports:**
 - 1. Academic Senate – Braden reports on meeting held regarding concerns of curriculum committee – course caps was addressed. Discussion with workload committee and wish goals was held. A representative from a group that handles data presented a proposal to Los Rios, Chancellor King attended presentation.
 - 2. SCLC – Torres reports Dean Murakami for VP of SCLC.
 - 3. LCLAA – Torres reminds board of planning meetings for the Cesar Chavez March. LCLAA continues to push issue regarding deportations and how they affect families.

Action

- V. **Office Remodel:**
May moves to proceed with the LRCFT office remodel if the estimate does not exceed \$40,000, Aldredge seconds the motion. Discussion is held. Boylan raises concern regarding cost of remodel at this time. Perrone discusses board member's issues with the lack of meeting space in the building. Call for the question. Motion passes with Dowell and Boylan opposed, Telles abstains.
- VI. **Bus for Student March: (2nd Reading)**
Fertel discusses motion for LRCFT to sponsor transportation to student march from ARC, CRC and FLC. Motion passes by consensus.
- VII. **Phi Beta Kappa: (1st Reading)**
Phi Beta Kappa is requesting donations to help students attend their upcoming conference, The cost per student will be between \$500 and \$600. Aldredge requests more information from the group.
- VIII. **Donation Request SCC: (1st Reading)**
Barfield requests \$500.00 donation to Sickle Cell Anemia Foundation in honor of a SCC faculty member's daughter who passed from the disease.
- IX. **Donation Request FLC:**
Boylan moves LRCFT make a \$1000 donation to the Los Rios Foundation in the name of Board of Trustee member Terry Cochran, May seconds the motion. Discussion held. The request from the family was to donate in Terry Cochran's honor in lieu of flowers. Motion passes by consensus.

Discussion

- X. **Chief Negotiator:**
Boylan reviews issues identified by small groups. Though slow moving, the negotiations process has begun. Together LRCFT and LRCCD negotiation team members total 23. In order to make as much progress as possible with so many people involved, such a short amount of time to complete our task, and complex issues to resolve, we have organized the issues into subcategories, allowing small groups to lead the efforts. Rather than a confrontational, more traditional approach to large-team negotiations, Los Rios supports a more collegial approach

with the goal of identifying solutions that meet multiple interests. The small group approach allows us to remain cautiously optimistic as both sides discuss the specific constraints faced by faculty in Los Rios from a shared perspective.

The small work groups are organized around the following themes: Non-Classroom faculty; Technology use; Workplace Safety; Professional Expectations; Assignment and Evaluation; Finances. All areas identified on the LRCFT Sunshine document as issues we would like to negotiate have been included in one of these themes. All of the work groups have met at least once, and the conversations are ongoing.

Initial discussions included some of the following topics:

Non-classroom—the work group has begun by identifying some of the problems raised by coaching faculty, coordinators, and counseling. Coaching faculty, for example, are concerned about the contractual constraints on change of assignment. Currently, coaching faculty are bound to a minimum of ten (10) years of service unless management initiates a change in assignment; unfortunately, many of the athletic coaches in Los Rios have been held to their coaching assignment long beyond the initial ten (10) year commitment. The opportunity to retreat from coaching in order to refocus on students in the classroom has been offered sporadically, and the decision to allow reassignment has been applied inconsistently. In recent years, the primary reason for reassigning a coach has been for health reasons. Additionally, the demands of external agencies that regulate college athletics have increased the responsibilities and workload for coaching faculty without recognition or consideration for the ever-expanding responsibilities.

The demands of external agencies also impact the workload of many program Coordinators, who often serve as the sole faculty member in a department. In addition to fulfilling the college-level responsibilities of the department chair, namely the onerous and often time-consuming college planning processes, these individuals are expected to complete all tasks related to Program Coordination and department chair, without receiving an appropriate stipend or reassigned time.

This work group will also focus on the problems faced by Counseling faculty, specifically the increased workload demands imposed by recent legislative actions. The passage of the Student Success Act as well as changes imposed by local administrative decisions have fundamentally altered the way Counseling faculty serve students and how they meet their professional responsibilities.

Professional expectations—the work group has begun discussing a wide variety of issues that reveal a fundamental shift in the everyday working conditions for faculty, and the learning conditions for students. The increased access to instructional and communication technologies have altered the concept, and constructs, of the “workday.” This group is exploring the workload challenges created by a student population who increasingly expect on-demand access to their teachers, yet who avoid brick-and-mortar encounters. Initial topics for discussion include the scheduling and re-scheduling of office hours, the optimal number of days on campus, the on ground versus online professional expectations, and the nature of college

service. In the next few weeks, this group will also examine the ways that college and/or department policies and processes infringe on Academic Freedom and Professional Autonomy.

Technology—this work group is also discussing the integration of technology to the workplace/ learning environment. The group has begun by examining how that integration has impacted our previously negotiated processes, such as, but not limited to, the performance review process. Conversely, the group is also examining how previously negotiated language impacts or constrains our ability to effectively utilize technology to expand the learning environment, for example, language limiting the number of office hours that can be held online. As most faculty recognize, technology offers a benefit to some and a burden to others, so the work group is also reviewing the shifting demands created by a 24/7 work environment, including the option and/or requirements of specialized training and ongoing administrative support.

Assignment and Evaluation—the work group is reviewing the entire continuum, from the initial assignment of a class to the evaluation of the faculty performance. Topics under consideration by this group include, but are not limited to, determining how to distinguish between adjunct faculty who hold the same level of preference when a limited number of classes are available, ensuring fairness and equity in assignment using the newly developed Availability Form, as well as the evaluation for non-classroom faculty who teach as overload. The group will also discuss updating student questionnaires, evaluation forms and contract language to reflect changes to practice.

Finances—the work group will consider all issues that may have financial implications. Although improvements to salary schedules are formula driven and, therefore, not subject to negotiations, several other issues identified by faculty as critical topics for negotiations may also demand an increase in cost to the district or the faculty bucket. Topics under negotiation include paid and unpaid leaves, particularly personal business and personal necessity, as well as maternity/paternity. This small group is also exploring the option of developing a district Emeriti program that would ensure some level of access (email, campus facilities, library services, etc...) for our retiree faculty.

Workplace Safety—the work group is reviewing current contract language on workplace safety to assure a faculty voice throughout the process, from the initial filing of a complaint to the investigation and final outcome. Though the Ed Code assures that faculty have the right to remove a student from class for inappropriate behaviors, faculty would like greater involvement when students are returned to the classroom after the disciplinary process has been completed. The group is also exploring ways to provide resources for faculty faced with disruptive or threatening students. The group is also reviewing language related to the student grievance/complaint process to be certain that both faculty and student rights are protected.

In order to allow for faculty input on any negotiated changes to the contract, the work must be ready for campus forums in April. Consequently, the month of March will be the time for all of the groups to begin developing proposals, drafting language, and reaching agreement. More than two dozen small group meetings and joint sessions are scheduled throughout the month. If faculty have questions about specific issues, they are encouraged to contact KC Boylan, Chief Negotiator, or Robert Perrone, LRCFT Executive Director.

XI. Enrollment Report:

Hicks distributes and reviews LRCCD's enrollment report. Overall enrollment in Los Rios is down 4.795%. Most districts in the state are down. Discussion held regarding growth funds is held.

XII. CFT Convention and FACCC A & P Conference:

Hicks reminds board members of upcoming CFT convention. Committee choice cards need to be submitted to CFT. LRCFT will sponsor faculty and students who would like to attend the FACCC A&P. The conference is on March 2 and 3rd. Sneed with receive Part Time Faculty Member award.

Reports

XIII. College Reports:

1. FLC – Boylan will send out FLC's schedule of events. The FLC AS and Union office is open, faculty have been visiting.

XIV. Part-time Report:

Sneed announces a statewide Part-time faculty salary survey was done. CFT locals as well as other locals participated.

XV. PAFC Report:

Kawamoto reminds board members of upcoming PAFC meeting, Monday, February 23rd. Ken Cooley will be attending the meeting. His response to the LRCFT questionnaire will be distributed to PAC members as soon as it is received. Kawamoto attended the CFT Press event at the state capitol in support of Bonta's ACCJC bill. LRCCD BOT candidate forum will be held at ARC on March 13th. LRCFT will host another phone bank for Betty Yee on February 27th.

Boylan moves to adjourn, May seconds motion.4:35 PM

Dean Murakami, President

Donna Nacey, Secretary-Treasurer