

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
October 6, 2021

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Walter Kawamoto, Linda Sneed, James Telles, Lingling Zhang, Kalinda Jones, Dennis Smith, Iris Dimond, LaQuisha Beckum, Katie Carbary, Matthew Register, Arthur Jenkins, Gabriel Torres, Veronica Lopez, Tak Auyueng, Nicole Griffin, Jackie Varga-Ornate, Robyn Waxman, Angelo Williams

Excused:

Absent: Jesus Limon, Leon Smith, Josh Fernandez

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved with changes by consensus. September 15, 2021 minutes approved by consensus.
- III. Public Comment:

Reports

IV. **AS Report:** Oliver submits written report

LRCCD Equivalency Committee-Regulation 5123 -

The first reading of new draft R-5123 language was reviewed at the DAS on Oct 5th. Approval of these revision would create a LRCCD Equivalency Committee to handle all hiring applications needing equivalency review. The committee would rely primarily on the expertise of discipline experts. The draft of R-5123 is posted as a supporting document for the Oct 5th DAS meeting on the [website](#).

Future Events - Future DAS meetings-Oct 19, Nov 2 & 16, Dec 7

[LRCCD Board of Trustees](#) Meeting, Wednesday, Oct 20, 2021, 5:30pm

[ASCCC events](#)-many other events and institutes are listed on the website o [Area A](#) Fri Oct 15 o [Fall Plenary](#) Nov 4-6

V. **Chief Negotiator:** Lum reviews written report.

Vaccines Mandate --

- 610 approved religious exemptions (student, staff, and faculty)
- 110 denials religious (student, staff, and faculty)
- 23 faculty with religious exemptions
- 119 pending (came in after deadline), should be cleared later this week (student, staff, and faculty)
- Fewer than 20 medical exemptions, only 3 or 4 denials (student, staff, faculty)
- If a person had an exemption denied, It is a resubmittal process –sent to email at the bottom of the letter indicating the faculty had been denied.
- 1209 Cleared Adjunct, Not Cleared Adjunct 147
- 22 Not Cleared FT

Discipline Process for Violation

- 7 days between steps (oral reprimand, letter of counseling, letter of reprimand, termination)
- If the union is asked to represent the faculty, we have a form letter that makes an information request of the administration.
- The district is using a standard letter for each step.
- Faculty will be kept in working status for the first three steps, are expected to mask and test.

Faculty who have students who aren't cleared

- District walked back some of their initial statements regarding the expectations of on-ground faculty
- Faculty on-ground are now expected to notify their area dean within 12 hours if they have a student who was not cleared in their class.
- Faculty can opt to tell the student they aren't in compliance and let them know they aren't allowed back until they are in compliance, or they can hand the students a form letter.

Ongoing Discussions related to COVID Payments

Ongoing request regarding the new

Moving Counselor Contract Discussions to Spring

Discussed the need to negotiate the Mandatory Equity Training. Timeline Meetings:

- Steering Committee Meeting
- Salary Ratification Workgroup
- Vaccine Document Review
- Vaccine Mandate Impact Negotiations
- Chancellor's Cabinet
- SUJIC

VI. PAFC Report: Kawamoto reviews written report.

After a LOT of work, I now have confirmed that we will be interviewing 5 out of 6 of the people running for SD6. Next week, in addition to approving the newly requested yearlong plan, we will interview Angelique Ashby, and Rafa Garcia.

Next month we will be interviewing Eric Guerra, Dave Jones, and Matthew Burgess.

Have not been able to connect with Tecoy Porter. If anybody wants to help, I'd appreciate it.

Lots happening with many other races, I continue to attend many meetings, including some recent CLC interviews with Jason, to learn about the candidates.

VII. Treasurer Report:

Zhang gives shares and reviews LRCFT 1st Quarter fiscal year 2021 – 2022 for the board. Zhang requests board members send information on any LRCFT electronics in their possession for inventory count.

Action Items

VIII. Protecting LRCFT Parking Lot: (First/Suspension/Action)

Perrone informs board that the lot parking lot in the rear of the building has been sold. There is a plan to develop the parking lot into a mixed-use building. The lot was fenced off on September 10. LRCFT is now leasing three spaces about a block away from the union hall. Perrone has tentatively retained the attorney who represented the Union in its initial purchase of purchasing the property. Perrone would like the attorney to research whether the Union has any rights that may need to be protected. LRCFT no longer has access to our property from the rear gate and it isn't clear if we will have access after the development of the parking lot is completed. For the attorney to research the union's rights, it will require \$1,000, possibly up to \$2,000. Any proposed expenses beyond \$2,000 will require further EB approval. Smith moves to suspend the rules, Telles seconds the motion. Motion passes by consensus. Smith and Limmaneeprasert speak in favor of the motion. Lopez discusses the possibility of selling and purchasing a business building that includes parking. Zhang and Register agree the union should look into moving. Zhang informs the board that if the union is to move, the parking lot issue will need to be resolved. Motion to approve up to \$2,000 for fact finding is approved by consensus.

Discussion Items

IX. LRCFT Templates for flyers and documents:

Waxman shares various templates created for board members to use for LRCFT flyers and documents. The templates will help with consistency in branding for the union. Limmaneeprasert discusses concerns regarding format of templates and the needs of ARC. Waxman informs board members that the templates are user friendly and are editable to fit each college and event. Newman recommends the board use the templates created to keep consistency and branding of the union.

X. Nominating Committee:

Perrone discusses the upcoming elections for LRCFT College Presidents. A nominating committee is appointed. The committee's task is to confirm if incumbents plan on running and to find candidates to fill those positions. Newman appoints Jenkins, Orante-Vargas, Dimond and Griffin to the nominating committee. If any of the appointed members are not able to serve on the committee, they can reach out to Newman by email.

XI. Salary Negotiations Update: (Newman/Lum)

Lum informs board members the salary ratification workgroup received the draft salary schedules from the District and affirmed the schedule is based on our proposal. The proposed schedule moves individuals to the steps they would have achieved had they continued progressing on the schedule beyond step 15.

When reviewing the numbers, we realized that the proposed additional \$900 per step we discussed was not present. While originally the Option 3 without additional \$900 was priced out at \$5.602 million, the district did not include in their calculations repositioning faculty to the step they would be had they continued to accrue steps. When priced out to include repositioning, the cost of Option 3 was \$7.499 million. While this is greater than our allotted \$7.175 million, the district has okayed it under the assumption that there will be an additional \$1.5 million entering the faculty bucket this year.”

Since this is a variation on what everyone voted for at our special EB meeting earlier this semester, the workgroup wants to make sure everyone was comfortable with it. As an alternative, the salary ratification committee asked the District to price out a variation of our proposal- keep the same 25 step model, move everyone who would have moved off of step 15 to step 16, move those sitting at the first longevity bonus from step 20- step 21, and keep everyone at the double longevity bonus at step 25. Whatever remaining dollars are left would be distributed across all classes and steps, and all schedules. The workgroup wanted to see if this is a better version of the restructuring for our membership overall. We are still awaiting their response and will send the results to the Executive Board when we receive the District Response.

The workgroup will come back to the next board meeting with two options to vote on. Concerns regarding faculty close to retirement is discussed. Limmaneeprasert clarifies the STRS retirement formula for board members.

XII. DAPIC Update (Carbary/Lopez):

Lopez submit written Final Summary and Goals for DAPIC:

This report summarizes the work completed during the first year of the District Accessibility Plan Implementation Committee (DAPIC), formed in Spring of 2020 in response to the 2019 Accessibility Plan drafted by the LRCCD districtwide Accessibility Task Force.

The DAPIC work summarized here suggests processes and responsibilities for the creation and curation of accessible instructional materials in order to ensure that our learning environments are accessible to all and compliant with Section 508 of the Rehabilitation Act of 1973 and other relevant California and federal government laws. As the CCCCO explains in its 2018 [“Information and Communication Technology and Instructional Material Accessibility Standard,”](#) “ensuring equal access to equally effective instructional materials and ICT is the responsibility of all CCC administrators, faculty, and staff.” Accordingly, this committee is developing distributed responsibilities for this work.

Although created with a one-year timeline, it is the intention of the DAPIC to continue its work as long as necessary in order to ensure that the LRCCD is able to sustainably support the creation and maintenance of accessible instructional materials as part of its routine functions. Because ensuring the accessibility of instructional materials requires advanced, specialized knowledge and the systematic implementation of processes and training for not just faculty but also classified professionals and administrators, it is the expectation of the DAPIC that this report and the committee’s ongoing work will inform current and future planning processes at the colleges and district. Such planning must immediately address the need for new infrastructural support personnel who perform the specialized accessibility work outlined in this report.

Changing the practices at the district and its colleges to ensure that accessibility is a priority must include a shift in culture so that the people of the LRCCD embrace accessibility as a shared responsibility.

Initial goals of DAPIC and key results

DAPIC was charged in Spring of 2020 to “work to better understand the scope of the work required to create and remediate ICT, with a specific focus on instruction materials. The committee will also identify the types of resources needed.”

The committee's five initial goals and key results:

1. Inventory the scope of work required to meet accessibility standards and guidelines.

The work required to ensure the accessibility of ICT is broad and excessive, requiring specialized accessibility expertise.

2. Identify areas that faculty should be responsible to meet accessibility standards.

Faculty—with appropriate training—will be able to create accessible materials in most cases and will need support from accessibility specialists at their campus and district.

3. Identify needed training resources for faculty to meet accessibility standards and guidelines.

Training for faculty should be facilitated, recurrent, and part of a wrap-around accessibility support mechanism for all LRCCD employees.

4. Identify areas of higher-level ICT accessibility issues that should not be completed by faculty.

Ensuring accessible ICT requires high-level, specialized knowledge that should be provided by continuing, institutionalized campus and district resources and personnel, dedicated to ICT accessibility.

5. Identify the workload impacts required to meet accessibility standards and guidelines.

The wholesale shift to a culture of accessibility at LRCCD will require a significant and distributed workload, supported by campus and district specialists and new processes to be developed and refined over the next several years.

Summary of DAPIC Work Fall 2020- Spring 2021

In response to the five tasks outlined above in the original DAPIC charge, the committee created five corresponding work groups. Work groups completed their assigned tasks with the help of the larger committee. See the Appendices A-D for the completed Scope of Work, Proposed Faculty and Specialist Responsibilities, Training Objectives, and Workload Implications.

Additionally, work groups provided overall recommendations, which are included in the Recommendations section in the end of the document.

DAPIC (Strategic-Level) Committee Observations and Recommendations

Culture Change

- We need a culture change: Considering accessibility as a “burden” places emotional load onto our LRCCD community members who have disabilities, visible or otherwise. Changes are needed in the culture to shift the perception of the term “accessibility” as a shared responsibility, not a burden.
- There is incentive to ignore accessibility because the ever-changing accessibility tools and standards that faculty (and others) are expected to apply to course materials creates conflicting information and significant additional workload.

Faculty Workload

- No amount of training will effectively address all the workload issues related to accessibility. Resources including additional staffing will be necessary.
- The workload associated with accessibility is not evenly distributed among disciplines, therefore it can be expected that some faculty areas will need more specialist support than others.

Legal Guidance

- The 2019 Accessibility Plan and board policies R-2731 and P-7136 should be vetted and updated by the new LRCCD counsel with appropriate consultation as needed from CCC Accessibility Center and DAPIC.

DSPS and DE Team Collaborations

- Campus Distance Education and DSPS teams need to work collaboratively and seamlessly with faculty in both the provision of 504 accommodations for students and 508 accessibility in the digital environment so that students easily receive services and access they need.

Support for All at LRCCD

- Wrap-around support for all Los Rios employees, housed on the College campuses and including accessibility specialists, should be established and institutionalized into routine district and campus processes.

Long-term Accessibility Leadership

- Recommend continued, long-term DAPIC work to lead changes in culture and practice to prioritize accessibility for the benefit of all
 - Accessibility experts across district *are* DAPIC, and they are poised to guide these changes mentioned here

Proposed Next Steps

Fall 2021

- Solicit approval for DAPIC long-term work
- Re-convene in Fall 2021 with continued appointments and new committee members as needed and agreed upon by DAS/LRCCD
- Construct DAPIC goals and timeline
 - Proposed Goals 2021-2022
 - Create subcommittees/work groups to address non-instructional materials
 - Develop training plan
 - Refine captioning and develop other related document and multimedia processes, identifying long-term budget sources such as direct access to Distance Education Captioning and Transcription (and leveraging HEERF \$ where appropriate)
 - Develop recommendations for building wrap-around Support for All, including support for non-instructional personnel such as classified professionals and administrators where appropriate
 - Develop long-term plan for DAPIC 2022-2023, (leveraging HEERF \$ where appropriate)

Background/Context: LRCCD Accessibility Plan

The LRCCD Accessibility Task Force was created in response to a [2017 California State Auditor report](#) that audited four California Community Colleges, including American River College. The audit found that the colleges they examined “do not have processes to monitor whether they comply with accessibility standards for instructional materials”:

None of the three community colleges we reviewed are monitoring their performance in responding to requests from students with disabilities for course materials in accessible media formats (alternate media) . . . These colleges also do not have processes to monitor whether they comply with accessibility standards for instructional materials, nor has the Office of the Chancellor of the California Community Colleges (Chancellor’s Office) provided guidance to the colleges in either of these areas because it has focused its guidance in other areas and has limited staffing. As a result, the colleges cannot demonstrate that they are meeting students’ requests for accessible materials within a reasonable time frame. When students do not have equal access to instructional materials and their requests for an alternate format are not addressed promptly, they do not have equal educational opportunities.

In response to the findings, the LRCCD implemented Blackboard Ally software to help convert instructional materials in Canvas to multiple, accessible formats. It also created the Accessibility Taskforce, which—via the work of a consultant—culminated in the aforementioned Accessibility Implementation Plan as well as related updates to Board accessibility policies and regulations [7136](#) and [8321](#). While the Accessibility Implementation Plan was collaboratively developed with accessibility as its primary goal, its resource needs were left to be determined and filled. DAPIC work addresses those needs.

Other Reports

XIII. **President's Report:** Newman written report **LRCFT President Report: September 16-October 5** **LRCCD**

- *Steering Committee*
 - We met with the district on the mandatory vaccination policy, the discipline timeline, and updates on case #s for LRCFT representation for discipline cases and accommodation hearings stemming from faculty non-compliance with the vaccine mandate.
 - Approximately 22 FT and 147 PT faculty are currently non-compliant.
 - 23 faculty religious exemptions approved; approximately 5 medical approved.
- *BOT*
 - Board retreat took place October 1. <https://losrios.edu/lrccd/main/doc/board/2021/20211001-bot-agenda.pdf>
 - Next meeting is October 20.
 - We will invite the three other trustees to our board meetings this semester.
- *Chancellor's Cabinet*
 - Focused on various issues including the district planning process, vaccine mandate.
- *Los Rios Labor Summit*
 - Met weekly to discuss impacts of the vaccine mandate.
 - Drafted a collective labor letter to send to units but abandoned the effort after one of the units went back into negotiations over the discipline timeline for non-compliance with the vaccine mandate.

SCLC

- *Labor Neighbor* meets Oct. 5.
- *COPE interviews for Sac Co. Supervisor district 5 and Sac County District Attorney races*
 - Run by SCLC, Sept. 16 and 20, interviewed for the Supervisor race=Jaclyn Moreno and Pat Hume. DA=Alana Mathews and Thien Ho.
 - SCLC voted to endorse Moreno and Mathews.
 - Early Endorsement for Gregg Fishman (SMUD), Heidi Sanborn (SMUD), Dave Tamayo (SMUD), Rosanna Herber (SMUD), Porsche Middleton (Citrus Heights City Council), Martha Guerrero (West Sacramento Mayor), Zima Creason (San Juan Unified), Phil Serna (Sac BOS), Gary Sandy (Yolo BOS), Sarah Kirby-Gonzalez (Washington Unified)
 - Strike Sanction authorized for UC-AFT against University of California (Oct. strike)

CFT

- I was interviewed for a statewide CFT article on mandatory vaccination policy/Los Rios.
- Attended CFT standing committee (Civil, Women, and Human Rights), Division, and State Council meetings on Sept. 24, 25. One takeaway is collective desire to push for universal PT faculty health care.
- Attended a CFT exec council emergency meeting on internal union negotiations with staff.
- Upcoming Civil, Women, and Human Rights Conference, Washington D.C. Oct. 22-23.

LRCFT

- Alan Mathews, Asst. Deputy District Attorney, candidate for Sac DA, called me to discuss an interview with the LRCFT PAFC.
- Met with DRT, LRCFT Presidents, CRC Council of Chairs, CRC LRCFT Office hour, CRC VPI office hour, Salary Ratification Work Group, Training session for learning how to represent faculty re: vaccine mandate.

Senate

- SUJIC met Sept. 27 to discuss mandatory equity training. Negotiations next semester.
- Attended the District Academic Senate meeting Sept. 21.

XIV. Legislative Liaison: Limmaneeprasert

AB 375 (Medina)/AB 897 in the last cycle: This bill has not been signed or vetoed. If Governor Newsom takes no action, it will become law. CFT is organizing a final push on social media and by email to urge him to sign the bill. (I have forwarded CFT's email on this to the EB.) Some insiders think he will sign it while others are not sure because the legislative analysis on the cost is high. CFT has been working to point out that it should be lower. AB 1326 (Arambula): There is a feeling that the Governor will sign this bill. If Governor Newsom signs the above bills, they will come into effect on January 1, 2022. The FACCC Legislative and Advocacy Committee met on September 20th to discuss the bill ideas that were collected at the August 30th FACCC Legislative Roundtable. Based on those, we came up with a few ideas and will present them to the FACCC Board at the Board meeting on October 29th. Upcoming FACCC Events FACCC Legislative and Advocacy meeting, October 18th FACCC Board Meeting (virtual), October 29th

XV. Social Justice Caucus: Lopez submits written report

What has the Caucus has done to date:

- Meeting with Campus liaisons
- Supporting formerly incarcerated hires in Los Rios
 - Issues with Los Rios hiring of formerly incarcerated individuals -
 - SJC - support the Ad-Hoc Committee of Los Rios
 - Work with Community programs:
 - Decarcerate Sacramento - Sara
 - Ban the box
 - Teaching in the prison in the Spring
- Held second Faculty Excellence Series on Friday, October 1st
 - Over 70 attendees
 - Speakers Karla Rojas (SCC) & Nyenbeku George (CRC) and how they incorporate anti-racism/equity into their work with students and colleagues. Co-facilitated by LaQuisha Beckum (ARC)
 - Comments form Survey Feedback:
 - 75% of attendees rated the presentation excellent
 - The panelists covered a lot of ground and shared extremely valuable information. They couldn't have done a better job today!
 - Just longer, more information, more examples, more panels to hear more ideas.
 - Inspiring me to keep working on it. Gave me some practical ideas to keep at it.
 - Thank you. Looking forward to the next one!
 - Keep it going... this was fantastic.

XVI. Campus updates:

1. ARC – Limmaneeprasert written report

This report includes my activities during the period of September 15th to October 5th. The union concerns I addressed by email and by phone were about these topics: a potential complaint about racist comments on a districtwide email thread, performance review timelines violated by several instructional deans, the lack of ventilation in the ARC main gym, COLA and salary improvement, complaints and concerns about the LRCCD COVID vaccination mandate (e.g., exemption filing, clarification on faculty's role in the vaccination implementation in in-person classes), college service, workload, course caps, class size, scheduling and assignments, maternity leave and health benefits, COBRA and medical benefits, and retirement. Additionally, I performed the following tasks: " Conducted an employment workshop for part-time faculty (open to all Los Rios faculty), Sept. 16th " Conducted two one-on-one area steward orientations, Sept. 17th and 27th " Attended the Sacramento Labor Council meeting, Sept. 21st " Met with the ARC VPI (issues discussed: violation of the performance review timelines, department chairs' vs. deans' responsibilities in faculty assignments, policy on COVID exposure in face-to-face classes), September 22nd " Attended an LRCFT

president's meeting, Sept. 22nd " Attended a Dispute Resolutions Team meeting, Sept. 22nd " Co-conducted the second fall districtwide part-time faculty performance review workshop with Linda Sneed, Sept. 24th " Attended a CFT Community College Council meeting, Sept. 24th " Attended a CFT Higher Education Issues Committee meeting and a CFT State Council meeting, Sept. 25th " Attended a SUJIC meeting, a discipline timelines meeting with Chanelle Whittaker, and the chancellor's cabinet meeting, Sept. 27th " Discussed by phone with the ARC VPI about the performance review timelines violation, Sept. 27th " Attended an LRCFT training on representing members on accommodations based on their approved vaccination exemption, Sept. 29th " Conducted a workshop on workload issues per Article 4 of the LRCFT contract, Oct. 1st Upcoming Event " Will co-conduct a workshop on preference and assignments with Linda Sneed, Oct. 8th

2. FLC – Telles written report

Internal

FLC LRCFT team meets again next week

Grievances

Nothing changed since February - Still waiting to have meeting with new head of HR to attempt to remedy the last outstanding item of the grievance on not paying faculty for prior month's work. Remedy is quicker turnaround on getting faculty paid when administrative mistakes delay payment on time.

Team Worked w/ Members on:

Vaccinations & exemptions, help postpone a performance review because of no communication to faculty member prior to week 6, self-studies, part-timer compensation for projects, student reviews, workshop recordings, Spring scheduling, coach question – workload and compensation for coach/instructor/chair, concerns about unvaccinated colleagues, preference, 100% online questions, workstation observations, recordings of workshops, equity reflection, benefits, practicums (lack of language in contract), and ADA.

Meetings

Provided the District Librarians Coordinating Committee with the following LRCFT Report:

Please share your concerns and ideas on reopening with your local reps.

- Want input from our librarians as we move toward the next negotiation cycle. Would like to set up an early Spring meeting with librarians. Feel free to send ideas to me whenever they come to you and I will compile them.
- The union continues to negotiate how the COLA will impact our salaries.

Provided the FLC Academic Senate with the following LRCFT Report:

- Please continue to share any workplace issues and ideas with your local reps
- The LRCCD/LRCFT Steering Committee has turned to discussion of the COLA's impact on our salaries.

This was delayed by dealing with the District Vaccination Mandate.

- Will be sending out an October trainings/events email this week
- We've got a landing page on the LRCFT website for recorded trainings at

<https://lrcft.org/resources-faculty/>

Presidents' Meeting

DRT Meeting

SUJIC Meeting

Chancellor's Cabinet

Discipline Timeline Follow Up Meeting with Associate Vice Chancellor of Human Resources Whittaker

FLC Academic Senate/LRCFT Leadership Meeting

Training for Discipline / Grievance Process Meeting

Senate Hiring Priorities Committee (LRCFT representative)

Senate Faculty Office Committee (LRCFT representative)

Meeting adjourned 5:06 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer