

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
November 18, 2020

Present: James Telles, Jason Newman, Belinda Lum, Gabriel Torres, Oranit Limmaneeprasert, Linda Sneed, Tony Barcellos, Robert Perrone, Teresa Aldredge, Paul Baltimore, Walter Kawamoto, Julie Oliver, James Telles, Josh Fernandez, Ling Ling Zhang, Kalinda Jones, Veronica Lopez, Tak Auyueng, Teresa Urkofsky, Tami Wooden

Excused: Dean Murakami, Dennis Smith

Absent: Jesus Limon, Angelo Williams, Teresa Urkofsky, Sandra Guzman, Alex Peshkoff

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved by consensus. November 4, 2020 minutes approved by consensus
- III. Public Comment: Telles discusses emails regarding personal costs incurred by faculty with the move to teaching online. Limmaneeprasert has received emails regarding stipends for online teaching.

Action

Closed Session

IV. Pension Withdrawal

Open Session

**V. Letter of support to Gov. Newsom requesting a pardon for Charles Joseph:
(1st Reading/Suspension/Action)**

Perrone discusses Charles Joseph's pending deportation. Rhonda Rios Kravitz requested LRCFT sign onto a letter to Governor Newsom in support of Joseph's pardon. Sneed moves to suspend the rules, motion passes. Perrone distributes the letter of support for Charles Robert Joseph's application for pardon, along with list of organizations in support of Joseph's pardon. A pardon would permit Mr. Joseph to restore his lawful permanent resident status, apply for citizenship, and give him a chance to remain with his family in this country. Discussion is held. Limmaneeprasert moves LRCFT support and add LRCFT's name to the letter to Governor Newsom, Sneed seconds the motion. Motion passes by consensus.

VI. Election Updates:

Perrone updates board members on races at each college. ARC has all incumbents and five faculty members running for campus rep. There are no part-time faculty are running for the part-time rep position at ARC. At SCC one incumbent and three faculty are running for campus rep. SCC does not have a candidate for part-time rep. CRC incumbents are running unopposed except Peshkoff who will not be running for campus rep this year. FLC incumbents are running and one faculty member is running for the open rep position. Newman is running for LRCFT President and Jennifer Black, from FLC, is running for Secretary-Treasurer.

VII. MLK March:

Kawamoto discusses North Area MLK march. Kawamoto will be requesting a contribution to the three MLK marches which also supports programs the organizations run throughout the year. Discussion regarding potential contributions is held. Kawamoto will bring a proposal to the next meeting. Kawamoto discusses the goals of MLK 365 and the North march. Fernandez expresses his concerns and proposes LRCFT look at each MLK group and their goals. Lopez requests a formal proposal with history background and point of contact to individuals with each MLK group.

Discussion Items

VIII. Senate: Oliver submits written report - Credit for Prior Learning (CPL) • DAS approved the new CPL LRCCD regulation. This new regulation will now move to Chancellor's Cabinet on Dec 7th. ASCCC Fall Plenary Please review the adopted resolution packet of 28 resolutions which will now guide the work of the ASCCC. DETC-Cameras On/Optional Guidelines. At the Distance Educational Technology Committee meeting Thurs Nov 19th there will be continued discussion and hopefully a final recommendation about CCCO Cameras-on recommendations agreed upon at the meeting. Academic Freedom. At ASCCC Fall Plenary Resolution 10.01 was passed which adopted the paper "Protecting the Future of Academic Freedom in a Time of Great Change". Recommendations from that paper should be a discussion item at SUJIC. The ASCCC Part Time Institute (virtual)-Feb 18-19, 2021 *FREE*

IX. Negotiations update: Lum submits written report -
Updates from November 16th Steering Committee Meeting

1. Signed two COVID-19 related MOUs (included in email attachments)
 - a. Extension of the Compensation for Cancellation of Impossible to Convert Classes for PT Faculty due to COVID MOU
 - b. Extension of the Eligibility for PT Healthcare Benefits if PT Faculty falls below .30 FTE load in Spring 2021
2. During Spring will still run the 15 First Responder programs in person
 - a. FLC's Certified Nurse Assistant Lab did not field a Fall cohort but will have a Spring cohort. They were already part of the 15 pre-approved programs.
3. District will forward us the Safety plans for the 15 programs that are currently running for our files.
4. Food Distribution will begin again.
 - a. Piloted the drive-up protocol at CRC last week.
 - b. Working the Food Distribution is voluntary (they are not compelling any worker to do distribution even if it was part of their regular assignment).
5. No decisions yet for Summer or Fall 2021.
 - a. Possibilities of using a 2nd 8 on some of the impossible to convert programs.
 - b. May need to push dates if we need to. Schedule goes live in March for Fall. Those are the timelines they are building around.
6. Should know in January about where we are at with the next fiscal year's budget.
 - a. Requested that Mario provide Lingling with access to materials and info in advance of our meeting so LRCFT can review.
7. Splitting up the Starfish issues into two MOUs
 - a. Part 1 with deals with the data issues and protections will be forwarded to us for review next week.
 - b. Part 2 regarding workload and workload analysis will continue to be worked on.
8. Next week we will continue discussions on Theater Arts Tentative Agreement
 - a. Did not cover these aspects in Appendix A in negotiations because we ran out of time.
 - b. Multiple issues with the contract including but not limited to: lack of full descriptions of some areas, different number of stipends for same type of work, incorrect descriptions and names for positions.

Negotiations report -

- About 100 people RSVP to attend the forums
- Contract Ratification Ballots were mailed Monday, November 16th
- Final forum scheduled for Thursday, November 19th
- Recorded Monday's session and thanks to Paul –the recording is now posted on the LRCFT YouTube Channel
 - Part 1 (Changes to Articles 1-8): <https://www.youtube.com/watch?v=2TYyRnQd5SI>
 - Part 2 (Article 9 through 28 & Ongoing Negotiations) : https://www.youtube.com/watch?v=e_Cu-YvREho

- Based off feedback from forums, created a google form to track ongoing concerns regarding the negotiated agreements. Debra Crumpton indicated it would be helpful because we may vote to ratify but want to register concerns.
 - <https://forms.gle/KqYbt1gQrVNa5xZd6>
- Created a FAQ Google Doc to answer specific questions that were asked in multiple forums and via email https://docs.google.com/document/d/1R7q9HUK_HRUysRUOAFvIUObGkOfiGjjzBFgQn9bxq-/edit?usp=sharing

Lum clarifies MOU for part time classes that are cancelled or hard to convert classes and how it pertains to part time counselors and coaches. Jones discusses concerns raised regarding the next few years and how that will affect coaching. Lum discusses the need to have district wide meeting with coaches and counselors. What Governor Newsom allows will determine what and how to move forward.

X. LRCFT Elections update:

Perrone reports campus rep ballots will go out on Monday, November 23. There are four candidates for college rep at SCC and five candidates at ARC for college rep. Ballots will need to be postmarked by December 7 and in the union office by December 11. Monday, December 14 at 1:00 PM, ballots will be counted on Zoom in the LRCFT conference room.

XI. District Accessibility Plan Implementation Committee (DAPIC) update: written report is submitted by LRCFT Appointees Katie Carbary (SCC) and Veronica Lopez (ARC) - LRCFT Appointees PURPOSE AND SCOPE: This committee is working to better understand the scope of the work required to create and remediate Information and Communication Technology (ICT), with a specific focus on instruction materials. The committee is aiming to identify the types of resources needed.

The committee has been focused on:

- Inventory the scope of work required to meet accessibility standards and guidelines.
- Identify areas that faculty should be responsible to meet accessibility standards.
- Identify needed training resources for faculty to meet accessibility standards and guidelines.
- Identify areas of higher-level ICT accessibility issues that should not be completed by faculty.
- Identify the workload impacts required to meet accessibility standards and guidelines.

Composition of Committee:

- DE & OCDC Coordinators - 7 (2 from each college, except ARC - 1)
- DSPS Faculty - 2 (CRC & SCC)
- LRCFT Faculty - 2 (SCC & ARC) ◦ Only 2 full-time classroom faculty
- Classified - 4 (1 from each college)
- College Administration - 4 (1 from each college)
- District - 4

Work groups (started in September)

1. Scope of Work: Inventory the scope of work required to meet accessibility standards and guidelines.
2. Faculty Responsibility: Identify areas that faculty should be responsible to meet accessibility standards.
 - Co-chaired by Veronica Lopez (ARC) and Brian Pogue (SCC)
3. Faculty Training: Identify needed training resources for faculty to meet accessibility standards and guidelines.
4. Specialist Responsibilities: Identify areas of higher-level ICT accessibility issues that should not be completed by faculty. ◦ Co-chaired by Katie Carbary (SCC) and Pat Crandley (CRC)
5. Workload Impacts: Identify the workload impacts required to meet accessibility standards and guidelines.
 - Leads: Angela, Brian, Jena, Katie, Pat, and Veronica
 - This work has not started

Highlights from faculty responsibility work group:

Created (in collaboration with DO IR) survey to assess:

- What do faculty know about accessibility requirements?
- What training and/or resources are needed toward meeting accessibility compliance?

The survey will be emailed to all faculty members (by November, 23rd?).

Need LRCFT help to promote and encourage all faculty to complete.

Highlights from specialist responsibilities group: The group has drafted a recommended list of accessibility work that requires specialist expertise and should not be the responsibility of regular faculty members. Here is a summary of that draft:

1. PDF Accessibility and Remediation: A specialist should be responsible for the accessibility of all pdfs that are long, complex, or by 3rd parties.
2. Captioning Videos and Audio Transcription: A specialist should be responsible for all captioning of videos and transcription for audio files.
3. HTML and other Web-coding and editing: A specialist should be responsible for any accessibility work that requires HTML coding or HTML editing.
4. Accessibility of E-textbooks, OERs, and software or apps that are required for use by students: A specialist should be responsible for all accessibility work related to electronic textbooks, electronic OERs, other course materials that function as a textbook, and required instructional software/apps.
5. External Websites: When checking or remediating external websites is required, a specialist should be responsible for it.
6. Equally Equivalent Alternative Access Plans (EEAAP) When an EEAAP is required, specialist knowledge and support is necessary. A specialist should assist instructional faculty with creating, documenting, and implementing these plans when required.

Items that are under consideration to be added: Picture descriptions (alt-text) of complex or detailed images in any document type should be the responsibility of a specialist.

Further notes about these recommendations: These are recommendations for which accessibility work should be the responsibility of a specialist. If a regular faculty member is capable of completing any of the specialist work above, they should have the option - but not the responsibility - to do that work themselves.

Additional Topics:

Course outline accessibility language at SCC (see Psyc 314 in Socrates for example)

SCC Course outlines: "Methods of Instruction" Section

New Language: "Materials provided in the course via information and communication technology (digitally) will be accessible (in compliance with Section 508 of the Rehabilitation Act of 1973), such as captioned videos, transcripts of audio recordings, and documents (e.g., PDF, Word, PowerPoint) designed to meet accessibility requirements."

Faculty evaluation process including assessment of course materials accessibility in some cases (e.g. screening of video captions) - this has been raised in other meetings/conversations.

There seems to be a narrative that faculty are "responsible" for meeting accessibility requirements.

We think it is important to remind everyone that we need to work within the boundaries of the current CBA

Role of DE/OEI/Accessibility/Instruction Design Coordinators in determining and setting rules and policies that control classroom faculty work related to online teaching and accessibility.

DAPIC Committee work will continue onto the Spring 2021

- Workload Impacts assessment will probably start in the Spring semester.
 - We are advocating to include additional classroom faculty from areas such as CTE, Art, Languages, and Science Labs in discussions about faculty workload.
 - The lack of more robust classroom faculty input is problematic.
 - This work will be informed based on data collected/information from sub-groups 2 & 4.
- Final DAPIC Committee Recommendations expected end of Spring 2021.

XII. Equity Committee update:

Aldredge reviews an updated draft of the scope of work for the Equity Committee. The work has been broadened to include governance. Aldredge reviews short term and long term goals of the group as well as how internal work will inform external work. With the addition of governance in the scope of work, the budget will potentially increase. The group is looking for feedback and edits to the draft. Any suggestions can be emailed to Aldredge. Discussion regarding the role of an outside consultant is held.

XIII. Labor statement for the LRCFT:

Kawamoto presents the ARC Sociology Club and the ARC Progressive Democrats Club labor statement. The club would like an endorsement of the LRCFT. The statement is available for board members to review and to consider for endorsement.

Reports

XIV. PAC/SCLC:

Kawamoto reports on LRCFT endorsed candidates. Fishman has congratulated his opponent on the win. There is a small chance the situation can change, depending on votes. Yatooma has not been able to make up votes in El Dorado County. Kawamoto reports the Democratic Party will be meeting this evening at 6:00 PM for those interested in running for California Democratic Party delegate. Anyone interested can reach out to Kawamoto. The election for delegates will be held in January. The PAC will have a December meeting to discuss Spring 2021.

XV. FACCC:

Limmaneeprasert reports the Part time Symposium hosted by FACCC went well. Recording of the event is available. The FACCC Policy Forum is scheduled for January. Limmaneeprasert will send the registration link out to all board members.

XVI. LACLAA:

Kawamoto reports that LACLAA is interested in encouraging the incoming administration to move with an immigrant agenda and address the detention centers.

XVII. Social Justice Caucus:

Lopez reports the SJC is focused on ideas for work in the Spring. The group is looking at a larger political movement regarding student resources and support. SJC wants to elevate discussions regarding the underfunding and understaffed programs across the district which specifically impact students of color like MESA, UMOJA and PUENTE. Lum reports NorCal Resist and UNA Sacramento has 1800 low income immigrant undocumented families in need. The organization is working to make sure the families have a good holiday. A number of faculty are sponsoring families. Anyone interested in contributing and/or sponsoring families can look at the list that was emailed.

XVIII. College Presidents:

1. ARC – Limmaneeprasert reports ARC has a new President and new permanent VPI. Limmaneeprasert reports part-time faculty have expressed concerns about their jobs and what is going to happen in the Spring and preference. CFT is asking for volunteers to help with the election in Georgia by phone banking. Limmaneeprasert will send out information. ARC will be hosting an unemployment workshop with Valerie Bachelor.

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2. FLC – Telles would like to invite Nicole Griffin, who ran unopposed and will be the new FLC rep, to attend the next board meeting. Faculty are welcomed to attend board meetings and it would be appropriate for Griffin to attend to get an idea of what the meetings are like. Lum suggests invited LaQuisha Beckum who is running unopposed at ARC as well.
3. CRC – Newman reports, as the President Elect, he will be scheduling executive board meeting from 3:00 PM to 5:00 PM. Newman will be reporting at the BOT meeting this evening. Sneed reports she will be attending the CFT Executive Council meeting this weekend and will give a report at the next Executive Board meeting.

Meeting adjourned 5:45 PM

Dean Murakami, President

Ling Ling Zhang, Secretary-Treasurer