

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**November 17, 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, Josh Fernandez

**Excused:**

**Absent:** Jesus Limon, Angelo Williams, Jackie Oranate-Vargas, Tak Auyueng, Nicole Griffen, Leon Smith

**I.** Newman convenes the LRCFT Executive Board 3:00 PM

**II.** Agenda approved by consensus. November 3, 2021 minutes approved by consensus.

**III.** Public Comment: Celene Talavera, Sacramento State Journalism student, observes today's meeting. Newman announces Kaiser employees will be going on strike. The January 2021 Executive Board Retreat will be moved to the Union Hall. Board members are able to join the retreat through zoom. LRCFT will host a holiday party for board members on December 16, 2021 from 3:00 PM to 6:00 PM at the Union Hall. Sneed announces CFT will have the first Part-time faculty campaign committee meeting today at 4:00 PM. All part-time representatives are invited and encouraged to attend.

Wendy Brill-Wynkoop, FACCC's new President, meets with board members to discuss goals and vision for FACCC and community colleges.

**Reports**

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

Oliver discusses Equity training and AS support. The DAS supports the idea of mandatory equity training and would like to request that LRCFT move forward in negotiating this item as per the work group proposal. A few lingering concerns to consider: Concern over the definition of equity used in the work group proposal and the limitations that may make in determining if an activity meets the requirement o Concern over the accounting of time in the rubric since other college service requires hourly accounting o Concern over how this would all be completed procedurally-how reported, to whom reported, etc.

Future DAS meetings- Dec 7

LRCCD Board of Trustees o Study Session on Enrollment, Wednesday December 8th (in person)

Regular Meeting, Wednesday, Dec 15, 2021.

**V. PAFC Report:** Kawamoto reviews written report.

Here some basic points from the last PAFC meeting: -We interviewed the four remaining announced candidates for Cal state senate district 6 -The PAFC chose to endorse Dave Jones and give him the maximum allowable donation. We haven't confirmed all the numbers yet. The next PAFC meeting on December 8 will have the announced candidates for County Supervisor district 5. These are Jaclyn

Moreno <https://www.jaclynforsupervisor.com/>

Vernon Swart <https://www.linkedin.com/in/vernondavidswart/> --Only \$100

Pat Hume <https://www.pathume.com/>

Jacob Mason <https://disc-clementine-pk6h.squarespace.com/>

I continue to go to meetings relevant to our interests. I especially encourage people interested in getting friendly electeds in to watch the various redistricting meetings.

**Action**

**VI. MLK Marches endorsement: (Second Read/Action)**

Kawamoto updates board on status of each MLK march. The MLK 365 which has many sponsors will have a virtual march. The BLM march will have a car caravan with a few stops. Torres moves to endorse the BLM march and provide funding for some MLK magnet to distribute, Limmaneeprasert seconds the motion. Discussion held. Lum moves to table the motion for the next Executive board meeting, Jones seconds the motion. Motion passes by consensus.

**VII. Faculty Excellence Series Support: (Second Read)**

The SJC would like to continue to acknowledge the amazing work done by faculty members. The aim of the series is to highlight individual faculty doing courageous equity work with students, with colleagues, and within their institution. A request of \$600 for Spring 2022 for two honorariums. Lum moves to approve \$600, Dimond seconds the motion. Motion passes by consensus

**VIII. Equity Audit: Constitution & Bylaws focus to accept/reject changes: (First Read)**

Newman reviews suggested changes made by the Equity Audit work group to the LRCFT Constitution and Bylaws. Suggested changes, except moving Elections to the Bylaws, are accepted. Discussion regarding the placement of LRCFT elections will be held at the next Executive Board meeting.

**CLOSED SESSION**

**Discussion**

**IX. LRCFT Elections Update:**

Perrone updates board on LRCFT elections. An election will for ARC President will be held. Limmaneeprasert and Lopez are running for ARC President.

**X. Salary Forum:**

Lum reports on the first salary forum held. Seventy faculty members attended the forum. Answers to the most frequently asked questions was provided to the group. ASL interpreters are available for the three forums. The push is to remind faculty to vote. Lum thanks Sneed and Jones for work on the “How to Figure Out Where You Are” document that was shared at the forum.

**XI. Other:**

Fernandez reports NorCal Resist was able to use the Union Hall on November 6 to help Afghan refugees fill out paperwork. There were about 100 people that were helped.

Kawamoto discusses situation with LRCFT PAC and the limit on contributions the PAFC can make to individuals. Perrone discusses the need to do a COPE drive.

**Other Reports**

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

Vaccine / Coming back to Campus Related Info:

1. Here is the updated list of employee groups that are in “not cleared” status. The groups include employees that are out of compliance with testing, have failed to provide any information regarding vaccine status, and those that have denied exemptions.
  - a. LRCEA – 39
  - b. LRCFT – 150 (26 full time, 124 adjunct)
  - c. LRSA – 2
  - d. SIEU – 6
2. Currently, nobody is in Discipline proceedings at any of the 4 campuses
3. LRCFT Bargaining Unit Numbers Currently in Non-compliance. This can mean that they never uploaded information, or that they are not complying with the conditions of their medical or religious exemption.
  - a. ARC: 72 Adjunct, 11 FT Faculty
  - b. CRC: 26 Adjunct, 7 FT Faculty
  - c. DO: 1 FT Faculty
  - d. FLC: 18 Adjunct, 6 FT Faculty
  - e. SCC: 23 Adjunct, 10 FT Faculty
4. The District is currently working on expanding the availability of testing sites going into spring. This may include additional weekend hours or expanding the hours into the evening a few days a week in the Spring.

## Hyflex

1. No Hyflex classes will be run Spring 2022
2. District has purchased the technology, but it is not at the scale originally planned
3. Senate is tracking curricular related issues and has workgroup assigned
4. District asked us to work with Senate to examine what what a pilot of hyflex might look like for the fall.
5. Hypothetically, we would need to carve out the parameters in March 2022..
6. Tech hasn't arrived at the colleges

## Accessibility

1. Expressed our concern about the DAPIC report and the 'shaky' legal ground it is built upon.
2. We pushed back against moving this committee forward until we had a better legal assessment.
3. Jake Knapp indicated he needed to take a deeper dive
4. We indicated we were going to push back against any recommendations regarding inclusion of 'required close captioning' and other types of instruction in performance review.

## Salary Ratification Forums

1. Scheduled 3 Salary Ratification Forums
2. Forum 1 was held on Nov 17<sup>th</sup> at 10am and had 70 people in attendance
3. The powerpoint handout is in the live binder.
4. Helped create two documents to assist folks on finding their current step:
  - a. How to figure out my current step placement -Full-time faculty  
[https://docs.google.com/document/d/1rvkGjC7DbvAoLDiA3J2Lv71Hp\\_c0ZhJeJHFYqqu0pdo/edit?usp=sharing](https://docs.google.com/document/d/1rvkGjC7DbvAoLDiA3J2Lv71Hp_c0ZhJeJHFYqqu0pdo/edit?usp=sharing)
  - b. How to figure out my current step placement --Part-time faculty memo  
[https://docs.google.com/document/d/1m\\_PuQbj1fxx0PPTU0uC7YcZ0AtB7cWL2ddVUhliL6sc/edit?usp=sharing](https://docs.google.com/document/d/1m_PuQbj1fxx0PPTU0uC7YcZ0AtB7cWL2ddVUhliL6sc/edit?usp=sharing)

## Miscellaneous

1. Expressed concerns over switching of a Faculty Coordinator position in EOPS at CRC to a Director position. Noted this would be a loss to our bargaining unit
2. Will be talking to Chanelle Whittaker regarding some issues related to the reviewer role.

## Meetings

- Steering Committee Meeting
- SUJIC
- Chancellor's Cabinet
- Meeting with Mario Rodriguez and Carrie Bray re: Salary Schedules
- Joint Presentation with Julie Olver at the ASCCC Fall Plenary to discuss equity, negotiations, and senate/union collaboration (Nov 5)
- Salary Ratification Forum 1

## **XVI. Legislative Liaison:** Limmaneeprasert written report

FACCC Legislation and Advocacy Committee met on Monday, Nov. 8th. Ginny May, ASCCC VP, also attended the meeting. The discussion included: " The Equity Coalition is interested in changing the Student Centered Formula (SCFF). The possible fixes being explored are the following: " Base Allocation: Lower center thresholds, increase base funding for centers, use hold harmless as base funding (increase per FTES to reach hold harmless amount) " FTES 70% Potential Modification: Increase FTE dollar amount, reduce units to make FTES closer to body count. " Supplemental 20%: Add cost of living adjustment " Success 10%: Remove cap " Extra Funds: Eliminate Calbright and use the \$20 million for SCFF bonuses " Bills and Budget from Other Orgs. Coming Down the Pipeline " The Campaign for College Opportunity wants to eliminate all remedial classes from CCCs. The CCC Chancellor's Office (CCCCO) is now in talks with Asm. Irwin's office over this issue as they want to

introduce a bill. " ASCCC is working with FACCC to support faculty as it seems like the legislators have been convinced by the Campaign for College Opportunity. Upcoming FACCC Events [ FACCC Part-Time Faculty Symposium: From Fringe to Forefront, Friday, Nov. 19, 2021, 10 a.m. - 2 p.m., registration [ FACCC Legislation and Advocacy Committee meeting, Monday, Dec. 13th

**XVII. Social Justice Caucus Report:** Lopez written report

**Campus Updates**

- Invited SJC members submit to be delegates to AFT Convention
- Issues that need attention
  - Los Rios hiring practices of formerly incarcerated individuals
- Update on request for speaker series funds
  - 2nd Reading set for this Wednesday, 12/17 meeting
- Speakers for Spring 2022
  - Survey form updated and input needed
    - Nomination for Spring 2022
  - Alex and Art - The co-optation (?) of Education
    - **Friday, February 4<sup>th</sup> 12 – 1:30 pm (3<sup>rd</sup> week of semester)**
      - Set-up a pre-meeting
      - Alternative - Guest Speaker, Professor Richard Wolff Democracy at Work.org (Fall 2022 ? ) – Alex taking the lead
        - Virtual Event
        - May need to ask for funds
    - Second Event TBA – Friday, March 25th
      - Based on Nominations from Alex & Arts event.
      - Suggestions so far:
        - Justin Johnson (Men's Soccer Coach, FLC)
        - Devon Stewart (Chemistry, SCC) –
      - **Alternative:** Ethnic Studies Faculty (FLC), Rosalinda Salazar (SCC) - English Adjunct Faculty, Spearheading Basic Needs work

**XVIII. NorCal Resist Report:** Fernandez written report

Report for 11.17.21 - NorCal used our union hall on Saturday, November 6, transforming it into a command center for processing paperwork for refugees from Afghanistan. The hall was packed from 9-5 with families. Hundreds of people were served. This is what community action looks like! - Please purchase tickets for NorCal's Pozole Dinner Fundraiser and/or adopting a family for the holidays.

**XIV: Campus updates:**

1. ARC – Limmaneeprasert written report

This report includes my activities during the period of November 3rd to 17th. The union concerns/questions I addressed by email and by phone were about these topics: salary schedule, overload pay, equity in lab/lecture pay, calculation of overpayment and pay back arrangement, HyFlex, part-time faculty's Spring 2022 assignments, preference and "eminence" as per section 4.10.6.3.1 of the LRCFT contract, the latest preference report, counselors' office time, HCD as overload vs as part of counselors' regular load, COBRA for a counselor on unpaid leave, Faculty Service Area, department chair workload, department meeting minutes, CTE chair's purview, probation period for tenure-track faculty hired in spring, prevention of academic dishonesty and faculty workload, FTE for Sport 311 and Sport 312\*, effects of trainers' schedules on student safety and coaches' workload and liability\*. Additionally, I performed the following tasks: " Conducted an ARC union membership meeting, Nov. 5th " Met in person with a part-time faculty member, Nov. 7th (Yes, it was a Sunday.) " Met with counselors, Nov. 8th " Attended the LRCFT president's meeting, Nov. 10th " Participated in a PAFC meeting, Nov. 10th " Represented LRCFT at the Type A & B Leave Committee and provided clarification on the criteria for final report, Nov. 12th " Represented a faculty member in a meeting with the AVP overseeing Kinesiology, Nov. 12th " Attended the Part-Time Faculty Caucus meeting, Nov. 12th " Conducted a phone conference with a member about representing him, Nov. 15th " Met with the ARC

VPI (issues discussed: Spring 2022 assignments for part-time faculty and division hours and dean's availability to assist faculty and delayed response time), Nov. 16th \*These issues are being addressed by the ARC AVP overseeing Kinesiology. Upcoming Events " Representation of a faculty member, Nov. 18th " Fall LRCA conference, Nov. 18th " A workshop on Salary Advancement and Short-Term Paid Leaves, Nov. 19th

2. FLC – Telles written report

Internal FLC Team Met (11/8) Announced Dana DeMurcurio's appointment as new PT rep at FLC Connected Dana with Professional Development Committee to be part of an upcoming workshop for our local Part-timer Academy FLC Team and FLC Senate Leadership discussed Senate/Union Spring FLEX offering Grievances Team Worked w/ Members on: convention delegate questions, performance review, paternity leave, military leave and preference implications, December conversion payment, personal business leave, .67 questions, workstation observations, faculty role in Sabbatical decision making Meetings Academic Senate President's Meeting PAFC Salary Ratification

3. SCC – Lum written report

Updates • Monitoring a couple issues in Chemistry, Vocational Nursing, and Physics. • Starting to get preliminary calls about final performance review meetings • A lot of emails and short one-on-one meetings regarding Performance Reviews • No vaccine related discipline • 2 potential email related discipline cases Meetings 1. Weekly meeting with VPI Albert Garcia 2. Weekly COVID-19 update meeting 3. Consultation with AS president Lori Petite 4. Weekly Academic Senate Meeting 5. Presidents Meeting 6. Met with two Deans regarding performance reviews 7. Emails with different chairs regarding Fall scheduling.

Meeting adjourned 4:45 PM

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Jason Newman, Interim President

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Ling Ling Zhang, Secretary-Treasurer