

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
November 3, 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 Auyeng, Nicole Griffin, Jackie Varga-Ornate, Leon Smith, Josh Fernandez

Excused:

Absent: Jesus Limon, Angelo Williams

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Agenda approved by consensus. October 20, 2021 minutes approved by consensus.
- III. Public Comment: Limmaneeprasert announces registration for FACCC Part-time Symposium is available. The Dean Murakami Advocacy of the Award has been established by FACCC. Sneed announces the Part-timer Caucus will be meeting on November 12th.

Reports

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

Oliver informs board members that BOT meetings will be back in person beginning in December. The study session meeting will be held in person. The meeting is scheduled for December 8, 2021 at 4:30 PM.

Hyflex/Flexible Design

- District Educational Technology Committee (DETC) and District Curriculum Coordinating Committee (DCCC) are forming a work group to define these modalities and determine any curricular requirements.
- There is also a resolution for consideration at ASCCC Fall Plenary regarding asking the California Community College Chancellor's Office (CCCCO) to define hyflex as a modality.

Enrollment Management

- LRCCD Board of Trustees will have a study session on Dec 8th to discuss enrollment, in particular dual enrollment and online enrollment across the district.
- The Chancellor asked that local academic senates consider engaging in conversations prior to the study session to discuss dual enrollment.

Accreditation

- District Accreditation Coordinating Committee (DACC) met to plan for the presentation of the Institutional Self Evaluation Reports (ISER) and Quality Focus Essays (QFE) to be presented to the LRCCD Board of Trustees at their meeting on Nov 10th.

ASCCC Fall 2021 Plenary-Nov 4-6

- Resolution packet
- Honorary retirement resolution for retired ARC Professor Dan Crump

Future Events

- Future DAS meetings- Nov 2 & 16, Dec 7
- LRCCD Board of Trustees o Regular Meeting, Wednesday, Nov 10, 2021, 5:30pm
- Study Session on Enrollment, Wednesday December 8th [in person]
- ASCCC events-many other events and institutes are listed on the website o Fall Plenary Nov 4-6

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

Kawamoto discusses open senate seat and the consequence of dual endorsements in the past. Kawamoto recommends LRCFT not dual endorse.

Next week we will hopefully make a VERY important decision about who to support for the Cal senate district 6 race (Richard Pan). After the Trustees, the Cal legislature is our top priority, and in 2022 the seat is open for a new person who could be our ally or not. BTW, I have emailed all three Trustees up in 2022, 2 out of 3 responded. Both are running for re-election and have not heard of any opponents. So their races should be very cheap. So now we could potentially spend a lot of time and money on getting a friend for Senator. Last PAFC meeting we interviewed two candidates, and next week we will interview the final four. Like the last time this was an open seat, Sacramento did well in candidate diversity. We have two Latinos, to African Americans, and

one woman running. Hopefully we will choose somebody next week, and perhaps give that person a big chunk of money (the limit is \$9700). I will be sending you all the questionnaires for the four via email to everyone as is customary, AND I will be sending the questionnaires for all six candidates for Reina to archive in our new system. This may be an important meeting, and I encourage everyone to attend. Also, I am preparing for the December meeting and the race to replace Don Nottoli for County Supervisor. At this point, there are four candidates coming.

VI. Treasurer Report: Zhang reviews written report

Zhang reviews and discusses submitted actuals vs. approved budget 2021 – 22 spreadsheet

- No expense item is over the annual budget (4 Months out of 12 have passed).
- Cost-savings in several line items.
- The total dues income is a little under budget if prorated based on the time.
- Investment account income is updated by 10/31/2021.
- The checking account and credit card account are reconciled and balanced.
- Currently, I am working on the financial audit of the last fiscal year with a 3rd party independent CPA per CFT requirement. I am also working on the tax return preparation for the Federal and the State (form 990 and form 199).

Action

VII. Appointment of FLC Part Time Rep: Dana DeMercurio: (First Read/Suspend/Action)

Newman announces appointment of Dana DeMercurio to finish Paul Baltimore's term as FLC Part-time Representative. Jones moves to appoint DeMercurio, Limmaneeprasert seconds the motion. Motion passes by consensus. Telles gives background on DeMercurio.

VIII. Appointment of Teresa Aldrege as CLC Rep: (First Read/Suspend/Action)

Newman discusses open representative position at CLC. Dimond moves to suspend the rules, Limmaneeprasert seconds the motion. Motion passes by consensus. Newman appoints Aldrege to step in CLC rep.

IX. Correction of LRCFT Executive Board Constitution violations: (Second Read/Action)

Smith moves to withdraw motion; Sneed seconds the motion. Motion passes by consensus.

X. Salary Retro 3% - 4%: (First Read/Suspend/Action)

Lum discusses paying the retro to faculty this semester based on a percentage of salary rather than a flat rate. Register moves to suspend the rules, Limmaneeprasert seconds the motion. Motion passes by consensus. Lum discusses how distributing the retro based on the old salary schedule will help those close to retirement and on longevity step. The district will be able to distribute the retro on December 17 for this tax year. Limmaneeprasert speaks in favor of paying the retro as a percentage of salary. Register is also in favor of the retro and suggests putting the information into a memo. Lum clarifies this is one time only money. Carbery moves approval of paying the salary retro 3- 4% to faculty in December based on percentage of salary, Limmaneeprasert seconds the motion. Motion passes by consensus.

XI. MLK March: (First Read)

Kawamoto updates board on status of MLK marches. Kawamoto has not heard back from BLM organizers and is still waiting on the 365 organizers to get back to him. Beckum reminds the board that LRCFT has contributed less to 365 in the past because of their large support and sponsorships. Fernandez discusses issue with Sac PD being a sponsor of 365.

XII. Social Justice Caucus Faculty Excellence Series: (First Read)

Jones discusses the Faculty Excellence Speakers series. It has been well received. An honorarium of \$300 has been given to each speaker. About eighty faculty attended the last series. The SJC will need \$600 for two honorariums for next semester.

CLOSED SESSION

Discussion

XIII. Equity Audit Update:

Newman discusses the three documents the equity work group worked on over the summer. The LRCFT Constitution, Bylaws and the Executive Board policies. Any changes to the Constitution and Bylaws will need to be approved by the membership. The changes to the Executive Board policies, which is much longer, will need approval by board members. The equity workgroup hired Julie Adams to help review and clean up the three documents. Newman reviews documents with suggested revisions and comments for board members. Newman suggests the board work through the documents during each board meeting and make decisions on the suggested changes. As part of the equity audit, it has been recommended LRCFT hire a consultant to do an assessment of the board. Smith speaks in favor of addressing the LRCFT and equity, supports hiring a consultant. Smith suggests when suggesting changes, we clarify why. Jones clarifies changes will go out for ratification in the spring.

XIV. Elections Nominating Committee:

Griffin announces Telles will be running unopposed for FLC President. Jenkins reports Limmaneeprasert will be running unopposed for ARC President. Vargas-Ornate reports Lum will be running unopposed for SCC President and Sneed announces Aldredge is running unopposed for CRC President. The deadline for nomination forms is November 8th. Lum has created a google form for address updates to send to faculty. Jones discusses concerns regarding deadlines and how it can affect incumbents if they do not win. Newman will send an email to membership announcing elections and update of address document.

Lum moves the board stay another 15 minutes, Carbary seconds the motion. Motion passes by consensus.

XV. DAIPIC Update:

Carbary reviews written report on DAIPIC. The district Accessibility Task Force was created in 2017 after an audit revealed accessibility issues. The taskforce met 2017 to 2019. The Taskforce produced recommendations in 2019 which were used to inform the current “Information & Communication Technology and Accessibility Program” which is the current district policy; and the “Information & Communication Technology and Accessibility Remediation Plan.” The DAPIC – District Accessibility Plan Implementation Committee – was formed and members were appointed in February 2020. In the 2020-2021 academic year, 5 DAPIC workgroups developed recommendations to address the DAPIC charge (next page). DAPIC (District Accessibility Plan Implementation Committee) 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 will: 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.” The final report summarizing the work of this committee was presented at DAS. The report incorporates a lot of suggestions that we made, and some of our concerns about issues that remain unaddressed. The DAPIC leadership is requesting that the committee be extended for an unspecified time discuss implementing the implementation recommendations. We requested that additional teaching faculty, especially from unrepresented like career education and languages, be added to the committee going forward. LRCFT appointees to continuing committee?

Carbary discusses how the District Accessibility plan is problematic and suggests it be reviewed. The district does not have the resources to implement their plan. Carbary recommended hiring staff to do the accessibility work, but the recommendation was denied. Jones reminds board members that this was addressed, and it was recommended the executive board get out in front of this and send an email out to faculty. The work is not faculty’s responsibility. Jones urges the board to be proactive and communicate with faculty. Limmaneeprasert will make an agenda request for the next meeting to communicate with

faculty on this issue. Carbury discusses the final DAPIC plan. It is incoherent. A lot of the recommendations look good on the surface, but those recommendations are unclear on how to implement. Lum suggests Perrone send a response addressing the contract. LRCFT should make an information request and a message needs to be sent from the LRCFT Presidents.

XVI. Prison Ed Update:

Jones informs board members that the Senate has been incredibly supportive. A MOU addressing faculty going back into the prisons next semester is in progress.

XVII. 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. LRCFT Bargaining Unit Numbers Currently in Non-compliance: a. ARC: 67 total, 9 are FT faculty b. CRC: 28 total, 5 are FT faculty c. FLC: 20 total, 5 are FT faculty d. SCC: 29 total, 6 are FT faculty e. There are 6 faculty listed under DO, and 1 is FT faculty. 3. Safety measures for coming back to campus a. Need to revisit protocols b. Need to work on communications –especially to on-ground faculty Other related topics: 1. Should finalize the Prison Ed MOU in next 2 weeks, Currently working on scheduling meeting with DO 2. Hyflex –roll out a. Needs a lot of discussion related to contract (Workload, evaluation, discipline) b. A lot of curricular discussions need to happen c. Ed Tech is convening a workgroup around this d. Currently no spring Hyflex classes are scheduled 3. Have an agreement in principle to move forward with the additional 3-4% of one-time dollars for retro. a. If we choose- we can distribute this based off of the old salary schedule. 2. Draft communications re: Salary are included in live binders 3. For updated info on ‘what we know right now’ regarding vaccine mandate ‘stuff’ here is a link to the google doc: https://docs.google.com/document/d/1afRgVB1SUS1zwdEUsVs67WqPbqKgznr_tT04vNM48oE/edit?usp=sharing Meetings: • Steering Committee Meeting • SUJIC • Chancellor’s Cabinet • Meeting with Mario Rodriguez and Carrie Bray re: Salary Schedules • Vaccine update meetings and calls • Represented LRCFT at the AFT Human Rights Conference. Will present on our Immigration MOU / Contract Provisions (Oct 23) Upcoming Meetings • Joint Presentation with Julie Olver at the ASCCC Fall Plenary to discuss equity, negotiations, and senate/union collaboration (Nov 5)

XV. President’s Report: Newman written report

October 20-Nov 2

LRCCD

- *Steering Committee*
 - We met again with the district on hyflex, articulation officers, the mandatory vaccination policy, and the discipline process stemming from faculty non-compliance with the vaccine mandate.
 - Non-compliant faculty: ARC (58 PT, 9 FT), CRC (23 PT, 5 FT), FLC (15 PT, 5 FT), SCC (23 PT, 6 FT).
- *BOT*
 - Board met for a short meeting and adjourned into closed session.
<https://losrios.edu/lrccd/main/doc/board/2021/20211020-bot-agenda.pdf>
 - We will invite the three other trustees to our board meetings this semester: Robert Jones, John Knight, Dustin Johnson.
- *Chancellor’s Cabinet*
 - Met and heard about centralization efforts by the district.
- *Los Rios Labor Summit*
 - Meets every Thursday. Meeting was cancelled this week. Chancellor appears less interested know that the vaccine mandate has reached equilibrium.

SCLC

- IUOE strike at Kaiser (Morse Ave.) on Nov. 2
- CFA strike at Sac State Nov. 3
- *Labor Neighbor* meets November 9.
- SCLC will hold a *December Holiday party* in lieu of its monthly exec council and delegates meeting.
- LRCFT will contribute to the SCLC *Operation Christmas Basket*.
- *COPE endorsements*:
Report of Actionable Items from COPE Sub-Committee:
 1. ACTION: Endorse Jaclyn Moreno for Sacramento County Board of Supervisors District 5 - MOTION by Fabrizio Sasso, 2nd by Nichole Trujillo Rice - M/S/C (Abstention: Mike Johnson)
 2. ACTION: Endorse Alana Matthews for Sacramento County District Attorney - MOTION by Fabrizio Sasso, 2nd by Robert Longer - M/S/C (Abstention: Mike Johnson)
 3. ACTION: 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) - MOTION by Fabrizio Sasso, 2nd by D'Elman Clark - M/S/C (Abstention: Mike Johnson)
 4. ACTION: Contributions to endorsed candidates - MOTION by Armando Guerrero, 2nd by Aamir Deen - M/S/C, to contribute to the following: a. \$1000 to Sacramento County District Attorney candidate Alana Matthews; b. \$750 to SMUD candidates Fishman, Sanborn, Tamayo and Herber; c. \$750 to Citrus Heights City Council candidate Porsche Middleton; d. \$500 to West Sacramento Mayoral candidate Martha Guerrero; e. \$500 to San Juan Unified candidate Zima Creason; f. \$500 to Yolo BOS candidate Gary Sandy; g. \$250 to Washington Unified candidate Sarah Kirby-Gonzalez; h. \$250 to Sacramento County BOS candidate Phil Serna; i. \$250 to Sacramento County BOS candidate Jaclyn Moreno; j. \$250 to West Sacramento City Council candidate Dr. Dawnte Early.

CFT

- See CFT *Part Timer* article on the contributions of Paul Baltimore to union organizing.
- CFT leadership continues to work statewide to discuss class size and universal PT faculty health care as twin issues of importance this year to focus.
- Civil, Women, and Human Rights Conference took place in Washington D.C. Oct. 22-23. Three board members attended.
- CFT calendar committee meets Nov. 4. I sit on this committee as a CFT exec. council member.
- CFT exec council meets Nov. 5 and 6.

LRCFT

- Attended West Sac. Dia de los Muertos event. Met many people who had connections to Los Rios as former or current students. Passed out swag to kids and parents. Talked with Mayor Martha Guerrero, West Sac City Councilmember Norma Alcalá, Yolo Supervisor Gary Sandy, and SD6 candidate Dave Jones.
- Sac. State MFA and undergrad students held art show at our union hall Oct. 29 and 30. Event repeats Nov. 6 and 13 from 9 to 5 pm.
- *NorCal Resist* will use our union hall on November 6 from 9 to 5 pm.
- Met with the DAS, DRT, Salary Workgroup, VPA CRC, CRC Union office hours, CRC Pres. Bush office hours. Held individual accommodation meeting with head of HR and a faculty member.
- Meet with CCC Council Pres. Jim Mahler regarding killing Calbright.
- Attend CRC redesign/centralization/financial aid meeting.
- Matthew Burgess, SD6 candidate, got in touch to meet.
- Alana Mathews, DA candidate Sac County, also wants to meet.
- The new President of FACCC, Wendy Brill-Wynkoop, will engage in a Q and A with the LRCFT board at our Nov. 17 EB meeting.
- LRCFT EB retreat is scheduled for Jan 10, Monday, from 8:30-4:30, *Bella Bru*.

- We are switching to Live Binder for EB docs and PAFC docs.
- I will attend an ongoing meeting with Wilton Rancheria and CRC regarding new programs for Native American students and the participation of CRC students as workers in the new Elk Grove casino.
- LRCFT PAFC meets 3-5 pm Nov. 10 to interview 4 candidates for SD6 race: Dave Jones, Eric Guerra, Mathew Burgess, and Tecoy Porter. Last meeting, Garcia and Ashby were interviewed. MLK sponsorships will be added to EB agenda.
- I appointed Teresa as new rep to SCLC.

Senate

SUJIC met last Monday before the Chancellor's cabinet meeting to discuss shared issues of importance. Hyflex was discussed. ARC pilot on hyflex appears in the works. We will continue to monitor this important issue.

XVI. Legislative Liaison: Limmaneeprasert written report

FACCC Board approved the FACCC Legislative and Advocacy Committee's bill proposal at the Friday, Oct. 29th meeting. Due to its staffing capacity, FACCC can sponsor a maximum of two bills and can cosponsor two to four additional bills. Currently, the proposal includes the following: " PT faculty support of past/current policy such as 85% of FT load, healthcare, etc. " Pronoun preferences and name changes (transgender staff and students) at time of admission and on rosters " Harassment and microaggression training (mandated and compensated) " Faculty of color mentoring pilot program. FACCC is also planning to make the following audit requests (which on a different schedule from the normal bill process): " Auditing the faculty hiring and assignment process " Auditing the use of the full-time faculty money from the 2018 - 19 budget " FON rebench - 75% push " A response to AB 928 (The CCC Chancellor's Office may be interested in working with FACCC on this.)
Upcoming FACCC Events [FACCC Legislative and Advocacy Committee meeting, November 8th [FACCC Part-Time Faculty Symposium: From Fringe to Forefront, Friday, Nov. 19, 2021, 10 a.m. - 2 p.m., registration

XVII. Campus updates:

1. ARC – Limmaneeprasert written report

This report includes my activities during the period of October 21st to November 2nd. The union concerns I addressed by email and by phone were about these topics: Inaccurate ARC Facebook posting about the vaccination requirement for enrolling in online classes, responsibility of captioning asynchronous lectures, HyFlex and workload, concerns about Zoom option in in-person classes, scheduling and assignments, preference, department chairs' workload and contractual obligations, Counseling chair's contractual responsibilities, HCD issues, counselors' office time, FTE for Sport 311 and Sport 312, effects of trainers' schedules on student safety and coaches' workload, and COLA and salary improvement. Additionally, I performed the following activities: " Attended the AFT Civil, Human, and Women's Rights Conference, Oct. 22nd - 23rd " Represented a faculty member, Oct. 27th " Co-hosted a department chair listening session with the ARC VPI, Oct. 27th " Attended a DRT meeting, Oct. 27th " Hosted a workshop on the legislative process in CA, Oct. 28th (presenter: FACCC President) " Met with the ARC VPA, Oct. 29th " Met with the ARC VPI (issues discussed: concerns raised at the department chairs' listening session, dean issues, FTE discrepancy for Sport 311 and Sport 312, and the SMUD Kitchen Innovation Center proposal and possible funding for the ARC Culinary Arts Department), Nov. 2nd Upcoming Meetings " Union membership meeting, Nov. 5th " Meeting with VPSS, during the week of Nov. 8th " Meeting with an AVP overseeing Kinesiology, Nov. 10th

2. CRC - Aldredge written report

Meetings

- LRCFT College Presidents Meeting – 10/27/21 - cancelled
- Council of Chairs Meeting 10/22/21
- CRC Senate Meeting – 10/22/21 (LRCFT report)
- Chancellor's Cabinet Meeting 10/25/21

- SUJIC 10/25/21
- DRT Meeting 10/27/21
- Meetings with College President Edward Bush – check in 10/22/21
- Meeting with VPI Montanez – scheduling tech and Hyflex – 10/26/21
- Meeting with Associate VP Student Services – reopening Spring 2022 – 10/20/21
- LRCFT College Reps meetings – Oct 22nd - cancelled
- CRC Union Office Hour – planned for weekly at 3 pm on Thursdays
 - Next Meeting 11/4/21
- District Senate Meeting – 11/2/21
- Sacramento Central Labor Council – October 19th meeting (wasn't sent zoom link)
- President's Coffee Hour 10/25/21
- Ongoing meetings and emails with faculty regarding preference and compliance issues

Upcoming:

- Health and Safety Committee Meeting – 11/8/21
- BOT Meeting 11/10/21
- PACF Meeting 11/10/21
- Sacramento Central Labor Council 11/16/21

Conferences/Trainings:

AFT Civil, Human & Women's Rights Conference – October 22-23, 2021 - Washington, DC
 FACCC Legislative Process – 10/28/21

Ongoing Projects:

- RFP for the Equity Audit implementation (Parts 1&2) – in progress

3. FLC – Telles written report

Internal

Next Team Meeting (11/8)

Grievances

Concern about taking “clerical/administrative work away from Articulation Officer and giving it to classified professionals – Taking work away from the bargaining unit?”

Concern about Counselor assignments being very different from normal and being dictated by admin.

Team Worked w/ Members on:

performance review, paternity leave, military leave and preference implications, ADA accommodation, students in uncleared status coming to their instructors for help, LTTs and preference, “mandatory” meetings outside of sessions, being offered days and times that were not on the availability form and preference implications, 5 month law and prohibition for using it more than once for the same condition or related condition, Articulation Officer and taking work from the bargaining unit, student reviews, Counselor assignment (on ground & online), workstation observations, concurrent courses and workload (music and art), vaccine mandate oral counseling of faculty member

Meetings

FLC Hyflex Meeting

FLC Faculty Workload Committee

SUJIC

Chancellor's Cabinet

Academic Senate

DRT

Financial Aid / Admissions and Records Redesign Meeting (Kalinda)

3. SCC – Lum written report
Updates • Monitoring a couple issues in Chemistry, Vocational Nursing, and Physics. • A lot of emails and short one-on-one meetings regarding Performance Reviews • Provided email updates to Chairs on Vaccine related issues • 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. Monthly Meeting with President Gutierrez

Meeting adjourned 4:45 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer