

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 20, 2022

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Linda Sneed, James Telles, Dennis Smith, Iris Dimond, Katie Carbary, Matthew Register, Gabriel Torres, Veronica Lopez, Nicole Griffin, Tak Auyeng, Leon Smith, Art Jenkins, Josh Fernandez, Dana DeMecurio, Kalinda Jones, Lingling Zhang, LaQuisha Beckum

Excused:

Absent: Jesus Limon, Angelo Williams, Jackie Ornate-Vargas

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Minutes of April 6, 2022
- III.** Approval of Agenda. Torres moves to approve agenda with changes, Diamond seconds the motion. Motion passes by consensus.
- IV.** **Public Comment:** Bill Camp discusses upcoming CLF Joint Legislative Conference May 15 – 17th. Representatives from Honduras will be attending the conference. A reception will be held on May 15 where interested members and union leaders can meet with representatives. The Honduran delegation will need financial support for their travels. Camp will be organizing a trip to Cuba in 2023.
- V.** **President's Report:** Newman announces upcoming events
Celebration of Dean Murakami - April 23, 2022 at the Sierra 2 Center
LRCFT Picnic - May 6, 2022 at the Sierra 2 Center
CFT Part-time Conference in Sacramento, May 1 & 2
CLF Joint Legislative Conference – May 15 – 17, 2022 in Sacramento
Salute to Labor Dinner on May 26, 2022
AFT Convention in Boston, July 14 – 17
- VI.** **Academic Senate Report:** Wednesday, April 20, 2022
ASCCC Spring 2022 Plenary April 7-9,2022
- [Adopted Resolution Packet](#)
 - Spring 2022 ASCCC Plenary Elections-two LRCCD faculty were elected to the ASCCC Executive Committee. SCC Math Professor Virginia “Ginni” May will be the new ASCCC President, and FLC Biology Professor Eric Wada will be an ASCCC North Representative.
 - Approximately 15 LRCCD faculty attended the ASCCC Spring Plenary April 7-9, 2022.
- Hyflex/Syncflex/Asyncflex
- The DAS continues to dialog about how to help faculty who desire to use these instructional methods. Potentially offering a pilot for interested faculty to pilot some of these options will be investigated. We hope to continue this dialog at the upcoming SUJIC meeting.
- DAPIC Recommendation**
- The DAS had a first reading decision item of the following DAPIC recommendation:
 - Ensure consistent leadership and or shared governance of district accessibility efforts long-term, inclusive of faculty and other constituency groups.
 - Faculty co-lead with release time (.2-.4)
 - Administrative district office co-lead (AVC e.g. IT or instruction)
 - Faculty volunteers to include DSPS, DE, OCDC representation
 - Classified volunteers from DSPS
 - Close collaboration with district Counsel
- Future Events**
- Future DAS meetings-May 3
 - [LRCCD Board of Trustees](#)
 - Regular Meeting, Wednesday, April 20, 2022, 5:30pm
 - [ASCCC events](#)-events and institutes are listed on the website

VII. Chief Negotiator: Lum April 20

Lum reviews submitted written report. The report shows final numbers for out-of-pocket costs for full-time faculty. Number for part-time faculty are not out yet. Two workshops on the high deductible plan will be held. Lum discusses the proposed option to postpone negotiations for one year. Discussion will be held at the next Executive Board meeting.

Healthcare / Insurance update

Final Out of Pocket Health Care Cost for 22-23 for Full Time Faculty

Note:

Faculty on 174 contracts are listed in the “Employee Monthly Contribution” column.

Faculty on 164 contracts premiums are noted in the “Employee Tenthly Contribution” column.

Traditional HMO and DHMO PLANS	Plan Monthly Premium	District Monthly Contribution to the Premium	Employee Monthly Contribution to the Premium	Employee Tenthly Contribution to the Premium
Kaiser HMO	\$1,791.93	\$1,535.00	\$256.93	\$308.32
Sutter HMO	\$1,588.20	\$1,535.00	\$53.20	\$63.84
WHA HMO	\$1,408.90	\$1,408.90	\$ -	\$ -
Kaiser DHMO	\$1,750.32	\$1,535.00	\$215.32	\$258.38

No changes for Sutter HDHP, WHA HMO, or WHA HDHP as noted in the chart below

HDHP PLANS	Plan Monthly Premium	District Monthly Contribution to the Premium	District Monthly HSA Contribution to the Employee's HSA*		Employee Monthly Contribution to the Premium
			Individual	Family	
Kaiser HDHP	\$1,346.36	\$1,346.36	\$100.00	\$150.00	\$ -
Sutter HDHP	\$1,533.90	\$1,533.90	\$100.00	\$145.00	\$ -
WHA HDHP	\$1,217.27	\$1,217.27	\$100.00	\$150.00	\$ -

Steering meeting:

- Working on issues related to step placement for new faculty, in particular how we count PT work.
- Discussed a number of personnel issues.
- Discussion of Counselor on-ground days

Meetings attended

- Steering Committee Meetings
- CFT Class Cap Meetings
- District Class Cap Meetings
- Math Class Cap Meeting with Chairs
- Math Class Cap meetings with District

CLOSED SESSION

Action and Discussion Items

VIII. Salary and COLA: Newman/Lum

Lum discusses inquires received regarding salary interests. Discussions held regarding the salary structure are shared. Lum reviews list of interests with board members. Lum requests board members provide information regarding member interests which are necessary for decision making. Options for this year's COLA are discussed with a reminder that .75% has been used to offset the rise in healthcare costs. Lum proposes creating a decision-making framework for the board to address salary and budget decisions over the summer. Because the May revise comes out after the end of the semester, the framework will be helpful in providing an outline for decisions and will provide greater transparency for the board and members. Decisions regarding the retro and one-time money will need to be made. Discussion regarding the possibility of meeting over the summer is held. Lum reminds board of upcoming Salary Study sessions. The two sessions will be held on May 2 and May 9 from 3:00 PM to 5:00 PM. Smith discusses the interest of part-time faculty salary. Smith has requested the final accounting of 2020 – 2021 which is needed to go forward for the discussion of COLA.

IX. Executive Board Policies:

Newman requests team leaders from Executive Board retreat provide suggested revisions of board policies.

X. Part-time Compensation: (2nd Reading)

Beckum reviews proposed tiered compensation for board members. Three options are discussed. Lum clarifies part-time reps will have the option to opt into the three options. Lum moves to accept part-time compensation proposal, Sneed seconds the motion. Discussion held. Aldredge discusses the importance of logistics regarding funds that are allocated by commitment. Aldredge voices support for the motion. Lum calls for the question, Dimond seconds. Motion passes. Motion to accept compensation proposal passes by consensus.

XI. Honduran Labor Leader: (1st Read)

Torres discusses the Honduran School Vaccine Campaign. LRCFT and the Sacramento Central Labor Council have a long history of assisting the people of Honduras by building a hospital there ten years ago. A group of Honduran labor leaders is flying into Sacramento to meet with labor leaders and union members. A reception will be held on Sunday, May 15, at 6 pm. We have been asked by the CLC to provide any contributions to defray flight costs.

XII. LRCFT Committee Appointments: (2nd Reading)

Newman reviews appointments to the Reassign Time Review Committee. The members are Tak Auyung, Leon Smith, Dana DeMercurio and Jesus Limon. Zhang and Newman will attend meetings. Limmaneeprasert moves to approve committee appointments, Telles seconds the motion. Motion passes by consensus.

XIII. Salute to Labor Dinner: (1st Reading/Suspend/Action)

Lum moves to suspend the rules, Limmaneeprasert seconds the motion. Motion passes by consensus. Newman discusses upcoming Salute to Labor Dinner. Dean Murakami will be honored at the dinner. Lum moves LRCFT purchase two tables at the Salute to Labor Dinner, Limmaneeprasert seconds the motion. Motion passes by consensus.

XIV.

Good of the Order

Torres announces upcoming PAFC meeting. Four candidates will be interviewed on April 27, 2022.

Limmaneeprasert discusses AB 1705, requests board members send letters of opposition.

Lum moves to adjourn, Jones seconds the motion. Motion passes 4:45 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer