

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 6, 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 Auyung, Leon Smith, Art Jenkins, Josh Fernandez, Dana DeMecurio, Kalinda Jones, Lingling Zhang, Jackie Ornate-Vargas

Excused:

Absent: Jesus Limon, Angelo Williams, LaQuisha Beckum

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Approval of March 16, 2022 minutes. Dimond moves to approve minutes, Jones seconds. Motion passes by consensus.
- III. Approval of Agenda. Torres moves to approve agenda with changes, Diamond seconds the motion. Motion passes by consensus.

IV. 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

V. Academic Senate Report: Wednesday, April 6, 2022

Resolution: Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners

- Met on March 30th, and there will be a small task group formed (two admin, 1 LRCFT, 4 academic senate) to work through the resolution actions. Alisa Shubb will be leading this group.

DAPIC Report

- Kandace Knudson presented a final DAPIC report with recommendations for future accessibility work. The DAS will be considering these recommendations.

ASCCC Resolutions

- The resolution packet to be discussed at Plenary will be reviewed and discussed in preparation for Plenary on April 7-9.

BFSA Demands and Recommendations

- DAS discussed the two documents from BFSA and how the demands and recommendations intersect academic senate purview.

Future Events

- Future DAS meetings-Apr 20, May 3
- [LRCCD Board of Trustees](#)
 - Regular Meeting, Wednesday, April 20, 2022, 5:30pm
- [ASCCC events](#)-many other events and institutes are listed on the website
 - Plenary April 7-9, 2022

VI. Treasurer Report:

Zhang reviews July 2021 – June 2022 budget for board members. LRCFT’s tax returns are complete and posted to the LRCFT Livebinder.

VII. PAFC Report:

Torres reports the PAFC interviewed 8 candidates and endorsed the following Sacramento City Council candidates with a \$1000 contribution.

Nate Pelczar – District 1

Karina Talamantes - District 3

Caity Maple - District 5

The PAFC endorsed Walter Kawamoto for Sacramento County of Education with a \$3000 contribution.

VIII. Chief Negotiator: Lum April 6

Lum reviews proposal to insurance changes, options and increases. The healthcare rates for the five options are reviewed with possible changes. Carbury clarifies, the options are based on no change to the healthcare coverage. LRCFT will need to decide how much will be taken out of the LRCFT bucket to cover the increases. The rates will be locked for 18 months, not the usual locked for 12 months.

Updates

- 1) Foundations of Canvas
 - a. District indicated that it has money to extend the ‘payment option’ for taking the Foundations of Canvas Course for the 22-23 Academic year.
 - b. Money will come out of HERF dollars / District Bucket
 - c. Total hours: 15
 - d. Total payment is approximately \$600
- 2) Foundations of Canvas: Part 2
 - a. District has funds to pay for FT and PT faculty to make Foundations of Canvas: Part 2 Course for the 22-23 Academic year.
 - b. Money will come out of HERF dollars / District Bucket
 - c. Total hours: 30
 - d. Total payment is approximately \$1200
 - e. Might have a pre-req that faculty take the Part 1 course (still under discussion)
- 3) LRCFT must decide the amount of on-going dollars we will apply to offset increase to health insurance cost. (See live binder documents)
- 4) Focused on counselor scheduling and adherence to the ‘mutual agreement’ to 100% online. Counseling Deans were unilaterally deciding the amount worked on ground without consideration of each individual faculty member’s preference.
- 5) Discussions of change to enrollment procedures with regard to vaccination status. All students will be allowed to enroll regardless of clearance of vaccine status. Similar to non-payment of tuition –students will receive notification that if they are not in clearance of the vaccine mandate they are dropped from the class.
- 6) Looking into the possibility of using banked overload if a faculty member goes under-load assignment.
- 7) Math class cap discussion – after much discussion and deliberation the District backed off of forcing alignment and class caps for the next academic year. It is now back at local control for the 22-23 school year
- 8) COLA is the 22-23 academic year budget is projected at 5.3%, the Leg Analyst Office is projecting closer to 6%. The district has agreed to forward the COLA to us.
 - a. Will organize some EB ‘study sessions’ to figure out a framework we can use to make our decisions re: ongoing dollars
- 9) Preliminary discussions show that one time dollars for retro will be a minimum of 6% for all units. However, faculty will probably have more than 6% available.
 - a. Will discuss options for a framework in next EB meeting.

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
- Chancellor's Cabinet
- SUJIC

Action and Discussion Items

IX. **New Insurance Rates:** (1st Reading/Suspension/Action)

Lum reviews insurance rates increases and options up for a vote to decide new insurance rates. Options are reviewed and discussed. Carbery moves to suspend the rules, Register seconds the motion. Motion passes by consensus. Carbery moves LRCFT contribute up to \$100 from the LRCFT faculty bucket per for each member. Any additional increase will be out of pocket. Register seconds the motion. Discussion held. Jones voices concern regarding additional costs to members which will a result in a salary decrease. Smith agrees with Jones, any additional out of pocket will be taken out of member's paychecks. Register is in support of increasing the contribution but has concerns how the increased contribution will affect the COLA. Call for the question. Motion passes.

X. **Los Rios Student Graduations:** (1st Reading/Suspension/Action)

Newman discusses proposal for LRCFT's support of the five (5) Los Rios student in person graduations for this semester. LRCFT did not contribute in 2020 or 2021 because the graduations were held in a different format. District is providing funds but faculty organizers often say that it is not enough to cover costs. Proposal is to give \$1000 to each of the 5 graduation events. Faculty organizers need to submit proposal for funding. Three of the five graduation events have submitted a request with a budget. The last two proposals will be in soon. Limmaneeprasert moves to suspend the rules, Aldredge seconds the motion. Jones voices concerns regarding the use of suspending the rules. Lopez clarifies, the proposal was on the last agenda but was not addressed. Lum moves to support all five Los Rios student in person graduations for this semester with a contribution of \$1000 to each. Limmaneeprasert seconds the motion. Motion passes by consensus.

Closed Session

XI. **NorCal Resist Contribution:** (1st Reading/Suspension/Action)

Fernandez proposes the Executive Board consider a \$1,000 donation for NorCal Resist's May Day event that will pull together different segments of the community through music, art, and celebration to bring awareness to some of the local issues NorCal Resist has been helping solve, including: housing for Afghan refugees, asylum for refugees, providing food for community members, brake light repair, etc. The event will be modeled after last year's successful Community Art Day that was held in front of the ICE building in downtown Sacramento for which LRCFT provided a banner that was prominently displayed on the stage as the bands played. This donation would go toward art supplies, bands, promotional materials, and payment for some speakers/artists. Any leftover funds will be donated to NorCal Resist's bail fund, which is used to support asylum seekers. Torres moves to suspend the rules, Telles seconds the motion. Torres moves LRCFT contribute \$1000 to NorCal Resist's May Day event to help deter the costs. Lum seconds the motion. No discussion. Motion passes by consensus.

XII. For the Good of the Order:

Limmaneeprasert announces two FACCC bills passed the Assembly hearing yesterday. Limmaneeprasert reports on legislators reactions to Calbright during the Assembly Budget hearing.

Telles moves to add 10 minutes to the executive board meeting, Lum seconds the motion. Motion passes by consensus.

XIII. Committee Formation: Elected Stewards: (2nd Reading)

Sara Smith reviews written proposal for a LRCFT Stewards Network. The proposal is regarding the structure of the union, and its membership. The point of the proposal is to increase member participation and empowerment in the union, which would in turn make our union stronger and more capable of winning improvements. Telles moves create a LRCFT Stewards Network, Lum seconds the motion. Dennis Smith speaks in favor of the motion. Motion passes by consensus.

XIV. Committee Formation: Membership Meeting: (1st Reading)

Smith reviews proposal for a Campus Membership Meetings structure. A committee of at least three volunteers from two different campuses meet to develop a proposal for regular, inclusive membership meetings, with the following minimum requirements:

- Minimum of 15 minutes of New Business, during which members can bring topics for discussion not already on the agenda.
- Membership meetings must be announced via email to the membership at least a week ahead of time.
- There should be a minimum of 3 membership meetings open to all members each semester during the Fall and Spring semesters.

Reports

XI.V. Campus updates:

1. ARC – Limmaneeprasert for the period of February 16 - April 5, 2022

During this period, the union concerns/questions I addressed on Zoom, by email, and by phone were about these topics: PT Faculty compensation for last-minute cancellation of “impossible to convert” classes due to COVID-19 , FTE for PT Math faculty due to the elimination of pre-college Math classes, preference and pre-preference, how PT faculty earn a step on the salary schedule, paternity leave for PT faculty, payroll taxes for the disaster relief pay, accessibility, class size/cap, initial salary placements for full-time and part-time faculty, flex obligation for full-time faculty, ARC Type A/B leave application not in compliance with the contract, performance review and equity reflection, course modality, ADA accommodations, counselors’ concerns about 174 and legal liability in performing financial aid overrides, contractual language on the FTE for non-classroom faculty to work remotely in non-pandemic times, managers’ requiring classroom and non-classroom faculty to work a certain percentage on ground in fall 2022 vs. the MOU on 100% remote assignments by mutual agreement, overload pay for FTE below .067, pre-retirement program and application, vaccination compliance, concerns about residency requirement. Additionally, I performed the following tasks: “ Conducted the following union workshops/events: ” Performance review (including self-studies and equity reflections), 2/25 “ Workload Committee meeting, 3/8 “ Salary advancement and short-term leaves with pay, 3/11 “ Assignments, workload, and office hours, 3/25 “ Met with ARC college president, 2/17 and 3/23 “ Met with the ARC VPI on 3/1, 3/15, and 4/5. Issues discussed included FTE for fall, deans’ compliance with the 100% remote work MOU for fall 2022, fall 2022 FTE allocation, accessibility issues and performance reviews, dean’s tight timelines for department chairs, Nursing faculty’s workload issues, overloads, and replacement of retired Nursing faculty members. “ Met with the Counseling Department (including categorical counselors), 3/8 “ Made a public comment at the Assembly Budget Subcommittee No 2 on Education Finance

hearing in support of the \$200 million ongoing funding for part-time faculty health care, 2/16 and 4/5 " Attended EB meetings, 2/16, 2/3, and 3/16 " Attended LRCFT president's meetings " Participated in DRT meetings, 2/23 and 3/30 " Attended meetings on the DAS class size resolution, 2/24 and 3/30 " Attended the SUJIC meetings, 2/28 and 3/28 " Attended the chancellor's cabinet meetings, 2/28 and 3/28 " Attended ARC College Exchange, 3/4 " Attended Jackie Moreno's campaign kickoff, 3/7 " Participated in the PAFC meetings, 3/7 and 3/23 (special meeting) " Participated in this semester's Type A/B Leave Committee voting meeting, 3/11 " Participated in Dave Jones' campaign kickoff text banking, 3/12 " Attended the Sacramento Central Labor Council meeting, 3/15 " Attended the CFT Leadership and division council conferences, 3/17 - 3/19 " Attended part of the Part-Time Faculty Caucus meeting, 3/25 " Met with part-time counselors, 4/5 " Met with multiple members on various dates Upcoming Events " Meet with another group of part-time counselors, 4/6 " AR union workshop on non-classroom faculty issues, 4/8

Lum moves to adjourn, Jones seconds the motion. Motion passes 5:20

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer