

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**September 7, 2022**

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

**Excused:**

**Absent:** Tak Auyueng, Jackie Vargas-Ornate, Jesus Limon, Josh Fernandez

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Sneed moves to approve minutes of May 18, 2022 and agenda, Torres seconds the motion. Motion passes by consensus.
- III.** Public Comment: Tami Cheshire speaks to the board in support of appointing Walter Kawamoto as PAFC Chair for Fall 2022.

**IV. President's Report**

**May 18-September 7, 2022**

*Meetings and task accomplished during summer:*

- Sacramento Central Labor Council
  - Attended five meetings with CLC COPE to interview/endorse political candidates.
  - Attended monthly exec. council and delegate meetings.
  - Salute to Labor dinner 05.26.22: presented the Murakami award to Pat Murakami
- California Federation of Teachers
  - exec. council meetings 5.24.22
  - exec. retreat 6.17-6.18.22
  - COPE 8.2.22
  - Boston AFT conference 7.15-7.19.22
  - Division Council 8.12.22
  - PT faculty health care regional meeting 8.31.22
- Trinational Coalition in Defense of Public Education
  - Attended several six meetings for Oct. 7 conference in Oaxaca, Mexico
- LRCFT
  - steering meetings with district twice monthly
  - LRCCD Board of Trustees meetings monthly (3)
  - Dual enrollment meetings (2) with district, SUSD, and SCTA
  - Karina Talamantes and Katy Maiple campaign fundraisers
  - Dave Jones campaign fundraiser/LRCFT cohost
  - Kaiser mental health worker strike
  - Farmworker AB 2183 march to capitol
  - Cuban Deputy Ambassador: Discussed LRCFT trip to Cuba next May
  - State senate education committee testified AB 1856
  - Dustin Johnson and Robert Jones trustee meetings: elections
  - Chancellor King's labor summit meetings weekly
  - State Chancellor's office budget webinar
  - Former CRC LRCFT Pres. Van Patten discussion: the bucket
  - New LRCEA president Jacob Huggins lunch
  - New DAS president Alisa Shubb discussion
  - LRCFT salary retro meeting

- PAFC chair advertisement sent to faculty
- BFSA Pres. Deborah Crumpton meeting
- Planning meeting for January 2023 retreat
- Convocation activities: four orientations, new faculty reception
- SUJIC meeting prior to Chancellor's cabinet
- Chancellor's Cabinet
- UCD labor center meeting with Kent Wong and SCLC
- Labor Day picnic

**V. Academic Senate:** (Shubb)

Shubb reports the AS met on September 6. The AS discussed the review of virtual meetings. A work group will investigate noncredit classes and what it might look like. Shubb discusses Academic Senate's resolution on "Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners, Cultivating an Inclusion, Diversity, Equity, Anti-Racism, Accessibility (IDEAA) lens in DAS work. A task force will make recommendations to optimize class size. District Strategic Planning Process and Student-centered schedule language was discussed.

**VI. Chief Negotiator Report:** Lum Written Report

1. Signed MOU for 10% Retro with one-time dollars and 4% distributed in equivalent step increments across the 164 schedule and pro-rated for the 174 and B1 & 2 Schedules.
2. Signed an MOU that lifts the 3 year part-time limit on step placement for new FT faculty.
  - a. District will retro-actively apply placement to those hired in Fall 2021 and Spring 2022. However there will be no retroactive payment for the past year.
3. Mandatory Equity Training
  - a. For background purposes –union had agendized the training from November through April with no response from district.
  - b. District handed us an MOU with no discussion at beginning of May expecting the union to sign on to mandatory equity training with no discussion and without regard to Senate feedback..
    - i. Wanted 18 hours
    - ii. No discussion of infrastructure, budget, part time faculty inclusion
  - c. We did not sign because they did not follow IBA and did not have time to agendize with the Board.
  - d. This summer we countered by proposing
    - i. Year 1 piloted at 10 hours mandatory training, with a scale up in years 2 and 3 to 14 hours mandatory training with assessments between each year
      1. Senate asked for time to build out the infrastructure
    - ii. District would provide a budget line for equity coordinators / pd coordinators to bring in equity trainers, speakers, etc.
    - iii. Mandatory equity training charged to the District budget
    - iv. Decrease in service hours of 21 hours (to account for completing rubric).
    - v. Money for PT faculty to participate in equity training. Initial proposal was equivalent of 6 hours per academic year (two 3 hour trainings)
  - e. Major concerns:
    - i. District fixated on hours and not infrastructure
    - ii. Have not thought about how college PD committees will scale up work
    - iii. Have not committed to where the money will come from.
  - f. Currently we've received no response.
4. Beginning stages of discussing new money related to PT Healthcare
5. Many new faculty do not have current contracts (again).
6. September 30<sup>th</sup> is the current expiration date for use of COVID Sick time
7. Brief discussion on whether the vaccination mandate will be lifted. Trustees are split on the issue.

## Meetings from Summer 2022

1. Steering committee
2. Chancellor's Cabinet
3. Meeting with Dr. Debra Crumpton, BSFA Chair

### **VII. PAFC Report:**

LRCFT EB PAFC REPORT: WED. 7, 2022, Torres

1. LRCCD trustee races: three trustee elections this semester for the Nov. 8, 2022 general election (Deborah Ortiz Area 6, Robert Jones Area 2, Dustin Johnson Area 1); two have challengers (Robert Jones Area 2 and Dustin Johnson Area 1). We are in touch with the candidates in anticipation for interviews at the October 12 PAFC meeting.

-Dustin Johnson, criminal defense attorney, trustee since 2009

-Robert Jones, vice president emeritus CSUS, past staff to California Assembly Committee on Education

-Deborah Ortiz, trustee since 2010, health care consultant on primary care and community clinics, past city council member, past state Assembly Member, past state Sente Member

2. At our last meeting in May, the PAFC endorsed a list of candidates for the primary election that took place in June. We will briefly discuss at our next meeting Oct. 12 the winners and losers in the primary. And we will discuss another round of monetary contributions to our endorsed candidates, this time for the November general election.

3. Current funds in the PAFC \$32,220.04 (as of August 30). \$8K more to be deposited by Nov. 8, 2022.

4. Next PAFC meeting is Sept. 14, from 3-5 pm, in person/virtual at the union hall.

5. Many opportunities this semester for taking part in individual candidate campaigns: phone banking, texting precinct walking. Please let us know if you are interested. We will also send out updates regarding the candidates.

6. Regarding PAFC chair, we received one application for the position, Walter Kawamoto. His appointment is scheduled to be confirmed today at our EB meeting. We will also appoint some new PAFC members today as well.

Kawamoto announces Guerra and Jones need people power for their campaigns. LRCFT should consider supporting Paula Velasquez for senate. Kawamoto informs board members that two of the LRCCD Board of Trustees have opponents. The PAFC should schedule time to meet with Dustin Johnson, Robert Jones and their opponents. Dustin Johnson and his opponent should be scheduled first.

### **VIII. Financial:**

Zhang reviews 2021 – 2022 budget for board members. Balance sheet of June 30, 2022 is reviewed and discussed.

### **IX. LRCFT Election Committee Appointments: (First Read/Suspend/Action)**

Newman announces appointment of the election committee with recommendations from LRCFT attorneys.

Recommendations are reviewed. Limmaneeprasert moves to suspend the rules, Torres seconds the motion.

Motion passes by consensus. Elections will be for President, Secretary-Treasurer and Campus Representatives.

Candidates running cannot serve on the Election Committee. Newman reviews timeline for board members. The committee will need five board members to participate. Limmaneeprasert suggests holding digital elections. Rank and file members are able serve on the election committee. Telles volunteers to serve on the committee. Newman requests college presidents recruit members to participate by September 14.

### **X. Executive Director Hire Committee Appointments: (First Read/Suspend/Action)**

Newman announces the appointment of a hiring committee for the LRCFT Executive Director position. The President, Secretary-Treasurer and the four College Presidents will be on the committee. Limmaneeprasert moves to suspend the rules, Aldredge seconds the motion. Motion passes by consensus. Newman would like three

volunteers from the executive board to serve. Aldredge requests the entire board be a part of the committee. Newman reviews the timeline for the hiring committee which includes board approval throughout the process.

Limmaneeprasert supports Newman's proposal for a hiring committee with board approval as outlined. Jones requests the board receive documents in a timely manner, possibly seven days in advance, with underlying

rationale. Lopez, Sneed and Beckum volunteer to participate. Motion to appoint Executive Director Hiring Committee with appointed members passes by consensus.

**XI. Delay Official Negotiations to 2024: (2<sup>nd</sup> Read)**

Newman reviews document listing Pros and Cons for Delaying Negotiations. Discussion is held. Jones expresses concerns regarding the presented document. The document appears to be a push towards delaying negotiations. Jones also voice concerns regarding the appearance of the Steering Committee bargaining on behalf of LRCFT. Jones requests an unbiased list of Pros and Cons to review. Newman addresses Jones concerns while explaining the role of the Steering Committee. Jones clarifies contract language regarding the role of the Steering Committee. Register expresses his concerns regarding the provided list and LRCFT's need for more time to prepare. Newman informs board members that last year's focus on the changes to the salary schedule took up time from LRCFT. Telles feels the membership of LRCFT should have had the opportunity to vote on this matter. Telles does not feel the views of the Steering Committee and the views of the Executive Board are the same when it comes to delaying negotiations. Telles sees the LRCFT as the lead for all units in negotiations and the needs of LRCFT are not the same as the needs of the other units. LRCFT should not agree to delay negotiations because the other units in Los Rios have decided to delay their negotiations. Lum clarifies that preparation for negotiations happens in the fall before the start of negotiations or Fall 2022 and does not agree LRCFT is not prepared. Lum's concerns are with the constant delays from the district for requested information, the need to open counselor's issues and negotiation of funds for part-time healthcare. Lum reminds board members that Steering has negotiated on behalf of members in between cycles in the past. Torres asks if there are other locals in the state that are in the same situation. Newman informs Torres that there are other unions that have delayed negotiations. Register discusses concerns regarding the cycle of negotiations and the election for a new LRCFT President. LRCFT should consider changing the President's election cycle to every three years so the new president will have one year of experience before going into negotiations. Lopez expresses concern regarding the impact of a big decision to membership. As LRCFT gave membership the ability to vote on changes to the salary schedule, an important decision such as negotiations should be put to the membership. Telles agrees with Lopez. Jones moves to call for the question. Three votes in favor of delaying negotiation, ten votes opposed, two abstain. Motion fails. Smith discusses alternatives to negotiations, such as negotiating for one year while addressing important issues. LRCFT can have a short and specific sunshine contract that will keep LRCFT out of sync with the other units. Smith feels LRCFT issues are not the same as the other unit's issues. Telles expresses his view that this decision is important for all members and would have preferred this was decided by all members.

**XII. PAFC Chair and PAFC Appointments: (First Read/Suspend/Action)**

Newman announces appointments to the PAFC. Limmnaeprasert moves to suspend the rules, Torres seconds the motion. Newman announces Beth Verhage appointment to the LRCFT PAFC. Limmanneprasert gives board members background on Verhage. Motion to appoint Verhage to the PAFC passes by consensus. Newman appoints Angelo Williams, past SCC part-time representative, to the PAFC. Motion to appoint Williams passes by consensus.

Newman reports Walter Kawamoto was the only applicant for the PAFC Chair. Motion to appoint Kawamoto as PAFC Chair passes by consensus.

Telles reminds board members Julie Collier from FLC was appointed to the PAFC last spring.

**Good of the Order**

Telles announces the Paul Baltimore Scholarship Fund done and available. The link is available on the FLC homepage. Telles will email a direct link to the scholarship with instructions.

Beckum announces the group traveling to Ghana will be collecting items to donate to several schools. Donations need to be dropped off by Friday, September 9<sup>th</sup> at drop off points on each campus. ARC: Student Services

Resource Center, FLC: Library, CRC: Winn 109 & Winn 215H and SCC: SG226, Tanya Anderson's office. Financial donations can be sent to Traci by Venmo at Traci-Sc0tt-32. The group would like to take 1000 pounds of supplies such as ▪ Pens ▪ Pencils ▪ Rulers (plastic) ▪ Erasers ▪ Highlighters ▪ Post-it notes ▪ Small scissors ▪ 3x5 cards ▪ Markers ▪ Scotch-like tape ▪ Small staplers and staples ▪ Paperclips (of varying sizes)

Limmaneeprasert reports on contributions made on behalf of the Faculty Relief Fund.

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Jason Newman, Interim President

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Lingling Zhang, Secretary-Treasurer