

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 21, 2022

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Linda Sneed, James Telles, Katie Carbary, Matthew Register, Gabriel Torres, Veronica Lopez, Kalinda Jones, Dennis Smith, Leon Smith, Alisa Shubb, Walter Kawamoto

Excused: LaQuisha Beckum, Teresa Aldredge, Iris Dimond, Nicole Griffin

Absent: Tak Auyeueng, Jackie Vargas-Ornate, Jesus Limon, Josh Fernandez, Art Jenkins, Lingling Zhang

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Register moves to approve minutes of September 7, 2022 and agenda, Sneed seconds the motion. Motion passes by consensus.
- III.** Public Comment: Jasjit Singh, candidate for Sacramento Unified School District School Board. Singh is running for area 2 of Sacramento Unified, gives background and current work with California Change Lawyers. Bill Camp speaks to board members about elections in Reno, Nevada.

IV. President's Report

September 8-September 20, 2022

Exec. Board meetings format update: I will send out to group as a separate document CFT conference: LA, Oct. 7/8

Endorsed Candidate campaigning in October

LRCCD Trustee interviews by Central Labor Council: Sept. 19, last night endorsed by CLC!

LRCCD BOT: budget information, see board docs

Fall LRCFT elections update

PT health care campaign

LRCFT exec. director search update:

- *need to offer competitive salary, so we examined more job ads: 120k is recommended for five years' experience for this position. We are also competing vs. San Diego and LA to hire for this position. Reina and I discussed the application process: cover letter, letters rec 3, resume = standard.*

LRCFT Membership:

- *90.5% FTers; 67% PTers. FT=855 members of 943 total; PT=931 of 1380 total New*

LRCFT Building search:

- *Current building: LRCFT paid \$645,000 in 2007, now worth \$1.1 million; 2,500 sq. ft.*
- *Building at 1903 21st St: \$1.3 million, 4,000 sq. feet, and has three tenants, total rent per month from 3 tenants is \$1,200. 8 parking spots and easy street parking.*

Meetings attended since September 7:

- *Sacramento Central Labor Council* ○ Election Campaign Kickoff Saturday 9/17 ○ monthly exec. council and delegate meetings 9/20
- *California Federation of Teachers* ○ exec. council meeting Saturday, 9/10/22 ○ COPE interviews 9/19/22
- *LRCFT*
 - *Truman Club luncheon 9/8*

- Campus Presidents meeting 9/14 ○ Caity
Maple City Council D5 fundraiser 9/15 ○
LRCEA President lunch 9/16
- LRCFT exec. director hiring committee 9/16
○ Eric Guerra breakfast CLC 9/21
- LRCCD
 - LRCCD Board of Trustees 9/14
 - steering meeting 9/19 ○ Academic Senate
9/20 ○ Robert Jones, trustee 9/20
 - Academic Calendar 9/21

V. **Academic Senate:** Shubb written report

- A [draft charter](#) is has gone to first reading for a task force addressing the DAS resolution “Impact of Class Size on Instructor Ability to Engage as Equitable Practioners”. The project scope will be limited to developing criteria and setting guidelines for determining optimum class sizes on a course-by-course, discipline-by-discipline, and college-by-college basis.
The scope of the work will be focused on effectiveness of instruction while taking into consideration efficiency of operation.
- Dual Enrollment Proposed Regulation changes were reviewed. Project led by Sonia Ortiz-Mercado, Sean O'Neil, Jason Ralphs, and Jake Knapp.
- Sabbatical leave application language alignment with LRCFT contract was discussed – Academic Senate Presidents agree to bring proposed language changes to their respective Professional Standards Type A/B Leaves:
Current Language: Have you completed a sequence of seven full years of service with the District? Yes No
Proposed Language:
 1. Are you a tenured faculty member (yes/no)
 2. Have you been granted a prior Type A Leave (yes/no)
 - a. If yes, have you completed seven (7) years of satisfactory service since your prior Type A Leave? (yes/no)
- Discussions on student-centered schedule language continue (focusing on the “mode”) – we are looking to partner with ASB and other student groups to survey different language options
- Discussions on the Draft District Strategic Planning Process feedback – feedback back to clarify and improve understanding of what the process and timeline might look like is being collected on a google doc and will be sent to Jamey prior to Chancellor’s Cabinet

VI. **PAFC Report:** Kawamoto written report

We are in the last days of the November election, and so much is going on. Let me summarize the basics from the perspective of our PAFC:

- Last meeting we met with and endorsed Robert Jones for LRCCD Trustee Area 2
- Last meeting we approved spending a bunch of money. Mostly to re-donate to our already endorsed candidates, and to donate to our endorsees for Trustee.
- Last meeting we approved a special meeting to endorse in Area 1. A doodle poll happened, and we will be interviewing Dustin Johnson on Friday 9/23 at 3pm via zoom. His opponent, Justin Bailey, has declined to pursue our endorsement.
- We made plan for waves of LRCFT campaigning:
 - Walter will set up a virtual phonebank for Dave Jones on 9/24
 - Jason will set up an in-person event for Dave Jones, details TBA
 - Oranit will set up an event for Eric Guerra, details TBA

--Dustin Johnson and Robert Jones are saying they would like us to organize volunteer days for them as well.

I think that's about all we can handle. Our goal is to get 10-15 union members at these events, starting from the PAFC, out to shop stewards, on to any union members, and out to anyone who supports our union. Perhaps have prizes at the end of the season. This is where you show your commitment to your constituents.

We welcomed in the three new PAFC non exec board members as well at the last meeting. We tabled approving the year plan to the next regular meeting Oct.

Action

VII. Executive Director Hire Job Descriptions: (First Read/Suspend/Action)

Newman shares draft of Executive Director job description. Lum moves to suspend the rules, Carbary seconds the motion. Motion passes by consensus. Newman reviews job description with updated salary range. Discussion is held. Shubb shares equity language in Los Rios job announcements to incorporate into Executive Director job description. Newman reviews suggestions and edits. Lum moves to accept job description with edits, Carbary seconds motion. Motion passes by consensus.

Discussion

VIII. Faculty Relief Fund Update:

Sneed reports on awards given to part-time faculty. Limmaneeprasert reports eight faculty members applied, two of the eight were not union members. The fund awarded funds to four applicants. The fund was able to award \$450 to each eligible applicant with the contribution from fund committee members. Three committee members contributed \$500 each. Limmaneeprasert discusses the need for fundraising and possibly allowing for automatic deduction from Los Rios payroll. Reminders to faculty about the Relief Fund would be helpful. Newman suggests the campus presidents remind faculty members of the Relief Fund and encourage contributions.

IX. LRCFT Fall Elections:

Telles reports the first meeting of the Election Committee will be held on September 30. Recommendations from LRCFT attorneys, LRCFT Constitution and the pilot program from 2019 will be reviewed and considered for the fall elections.

X. Part-time Healthcare Campaign Update:

Sneed reports on the trailer bill for Part-time Healthcare. The Governor is expected to sign the bill which will provide \$100 million ongoing to districts and a total of \$200 million for districts that satisfy the four new criteria. Under the old program, up to 50% reimbursement is allowed. The new plan will allow for 100% reimbursement. The bill is expected to be signed this week. The Chancellor's office will be responsible for disbursement of the program funds. Sneed reports part-time faculty attended the LRCCD BOT meeting and spoke to the trustees about prioritizing part-time healthcare as soon as Spring 2023. Lum reports that on paper LRCCD hits all four criteria for 100% reimbursement. Lum reports Mario Rodriguez publicly affirmed to build healthcare for parttime faculty.

XI. New LRCFT Building Search Update:

Newman reports on an available building for purchase. LRCFT will receive appraisal of current building for consideration of selling in the future. Discussion is held. Jones discusses need to focus on more pertinent issues affecting members at this time. Carbary suggests looking into holding board meetings in other locations that provide enough space for all board members, along with parking. Register proposes looking into to renting out the current space for income and renting less space for staff and the union president. Limmaneeprasert supports looking into moving into a building that includes parking for board members. Lum suggests reagendaizing the issue for the next meeting.

XII. Retreat Update: Tribesy Consulting:

Newman reports on meeting with Tribesy Consulting. Tribesy’s work focuses on equity. A proposal for facilitation of the January 2023 has been submitted. Tribesy is available to assist in the search for the new Executive Director as well as continued work to implement the outcomes of the retreat. The proposal to facilitate the retreat is between \$7000 and \$8000.

XIII. Negotiations Update and Planning:

Newman announces the salary committee/campaign will be folded into negotiations. Lum announces Chanelle Whittaker’s leave of absence. Whittaker will be replaced by Carrie Bray.

Lum discusses the following:

- New faculty without contracts from the last year and a half will be a priority
- LRCFT Campus President sent out an email to faculty addressing online performance reviews and adaptations for faculty.
- The district’s request to separate out release time from pre-retirement reduced program
- Type C leaves as applies to non-instruction
- District’s rescinding of 100% online MOU
- Dual enrollment concerns regarding academic freedom
- Reassign time, Lum reminds board members release time is not modality specific

Lum will provide a budget, plan and timeline for negotiations at the next executive board meeting. Lum will be meeting with faculty on each campus through zoom and in person regarding negotiations. Lum reviews list of required negotiations team members according to the LRCFT By-laws and amounts of release time for team members. Discussion regarding scheduling for Spring 2023 is held. Lack of communication has been an issue/. Jones discusses the sense from faculty is that they will not be back on ground in the spring. Jones expresses concern that the spring schedule is not in alignment with teaching on ground and the lack of communication from district. Lopez agrees and feels the LRCFT should be in front of communicating such an important issue with faculty. LRCFT needs to address the structure of communication. Lum discussed assignment, how faculty can meet on ground assignments. The district’s proposed residency requirements is discussed. Lum will put together a summary from legal, district and other states on the issue.

Good of the Order

Telles will be hosting Writing Equity Reflections workshop on Thursday, September 22. A Self-Study workshop will be held on Friday, September 23.

Lum moves to adjourn, Carbary seconds the motion. Motion passes by consensus.

Meeting is adjourned 5:00 PM

Jason Newman, Interim President

Lingling Zhang, Secretary-Treasurer