

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
November 2, 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, La Quisha Beckum, Teresa Aldredge, Nicole Griffin, Lingling Zhang, Art Jenkins, Iris Dimond, Alisa Shubb

Excused: Josh Fernandez

Absent: Tak Auyueng, Jackie Vargas-Ornate, Jesus Limon

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Dimond moves to approve minutes of October 5, 2022, and changes to the agenda. Lum seconds the motion. Motion passes by consensus.
- III.** Public Comment: Tracy Rauschkolb and Sara Smith speak to the board members about the Family Workplace Justice campaign. Rauschkolb shares her story not only about childcare but care for her parents. The campaign will educate faculty about the issues and conduct surveys. Smith discusses the campaign's action plan and meeting dates.
- IV.** **Academic Senate:** 11/2/2022 written report
 - DAS is reviewing proposed dual enrollment regulation changes: Special Admit Student and Dual Enrollment Regulation: (draft R-2212). Requests were forwarded to Sonia Ortiz Mercado & Jake Knapp to return previous language addressing FERPA issues, enrollment restrictions & priority, and academic freedom (not teaching courses differently than what is in the COR) to the draft version.
 - DAS is reviewing the Los Rios Equivalency process and previously proposed regulations to determine next steps in revising the current EQ process.
 - DAS is exploring use of the Equity Workgroup rubric to serve as a guide to defining and operationalizing mandatory "equity training", which we would prefer be described as "Equity-minded Professional Learning"
 - DAS heard a presentation on new processes for noting ZTCs (Zero Cost Textbooks) on schedule of classes
 - ASCCC plenary begins tomorrow 11/3-11/5.Shubb discusses the new process for zero cost textbooks. Torres addresses OER textbooks and ask where the senate stands. The DAS stands with faculty on textbook choices.
- V.** **President's Report:**
 - LRCFT President Report Oct. 19 - Nov.2, 2022
 - Vaccine Mandate: faculty responses; BOT meeting. Negotiations with district
 - Chancellor's cabinet report
 - Ghana trip: lunch meeting
 - Endorsed Candidate campaigning
 - LRCFT exec. director search update: screening applications for min quals/discussing interview process
 - LRCFT Retreat planning: Tribesy: planning committee
 - LRCFT Reassigned Time: Spring 2023
 - Negotiations planning
 - Meetings attended since Oct. 19:
 - Sacramento Central Labor Council
 - o Labor Schools Outreach table ARC 10/19
 - o Exec council and delegates meeting 10/18
 - California Federation of Teachers o Exec. Council 11/4
 - LRCFT

- o New exec. director hire committee 10/28, 11/4
- o Los Rios Labor summit 10/20, 10/27, 11/3
- o Biology dept. 10/21
- o Tribes retreat planning 10/25
- o Ghana post trip lunch meeting 10/21
- o Chancellor's Cabinet 10/24 o Steering: vax mandate 10/25, 10/27, 10/31
- o LRCEA pres. 10/26 o DRT 10/27
- o CRC dept. chairs 10/28 o Butte CCD 10/28
- o LRCCD BOT meeting 10/19
- o PT health care 10/31
- o DAS 11/1

VII. PAFC Report: Kawamoto written report 11/2/2022

Kawamoto discusses Jones and Johnson races for BOT. Both incumbents have opponents but have chosen not to spend anymore funds on their campaigns.

The PAFC will have a meeting next Wednesday to discuss the proposed 2022 – 2023 plan submitted.

Kawamoto reviews proposed 2022 – 2023 plan for the PAFC.

Sept 12: Regular Meeting. 3pm Zoom –

Interviews/Decision on LRCCD Trustee Area 2 -Donations for new cycle –

Plan for the year

Sept 24th Dave Jones volunteer phone day

AT LEAST TWO MORE VOLUNTEER DAYS:

Recommend we start with one more for Dave Jones and one for Eric Guerra

October 10/12: Regular Meeting. 3pm Zoom

-Interviews/Decision on LRCCD Trustee Area 1

-In-Depth PAFC Introductions

November 11/9. Regular Meeting. 3pm Zoom

-Post Mortem of election

-In-Depth discussion of local politics and how PAFC members can participate.

December meeting 12/14?? Regular Meeting 3pm Zoom

-Plan for Spring (Reach out to school boards/)

-FACCC P&A Conf vote

-MLK plans

-Special city council race?

February 8. Regular Meeting. 3pm Zoom

-MLK Review

-Planning Reach out activity

March 8. Regular Meeting 3pm Zoom

-Planning for Chavez March

April 12 Regular Meeting 3pm Zoom -Outreach event??

May 10. Regular Meeting. 3pm Zoom

-Planning for Fall

-Election of officers

Action

VIII. Retreat Dates: (Second Read/Action)

Newman discusses the new dates for the LRCFT retreat. The retreat will be held on Friday, January 27 from 2:00 PM to 5:00PM at the union hall and Saturday, January 28 from 9:00 AM to 4:00 PM at Sierra 2 Center. Jones

speaks in favor of the date change and moves to endorse the new dates, Carbary seconds the motion. Motion passes by consensus.

IX. Campus Activities Fund: (Second Read/Action)

Newman discusses the motion to augment the campus funds to \$1500 per semester. Limmaneeprasert moves to augment the funds, Jones seconds the motion. Discussion is held. Sneed asks if any amount is not used in a semester, can it be rolled over into the next semester? Newman informs the board that the funds do not rollover. Lum calls for the question. Motion passes by consensus.

X. Run to Feed the Hungry: (First/Suspend/Action)

Telles moves to suspend the rules, Lum seconds the motion. Newman announces the LRCFT will sponsor a team of 25 runners in this year's Run to Feed the Hungry, Michael Angelone will be the team captain. The total cost is \$1250. Telles moves to approve the LRCFT sponsor a team, Lum second the motion. Motion passes by consensus. The college presidents will email information about the LRCFT team to their members.

XI. Executive Board Policies: (Second Read/Action)

Newman reviews the equity auditor's recommended changes to the DRT policies. Lum suggests changing "the college grievance officer must be informed immediately" to "the college grievance officer must be informed as soon as practicable." Jones discusses concern regarding workload for the college presidents who serve on the DRT and the hierarchy of power amongst so few board members. Newman gives history regarding the formation of the DRT. Lum agrees with concerns and suggests the board look at the job description of the DRT chair. The board might want to consider creating a grievance team. Sneed agrees with suggested changes to the structure of the DRT and who handles grievances. Sneed discusses an article in Labor Notes newsletter that addresses the issue of hierarchy and shared responsibility. Sneed will share the article with board members. Alredege moves to approve the language changes to the policy, Dimond seconds the motion. Motion passes by consensus.

Discussion

XII. Executive Director Update:

Newman updates board members on the next steps in the hiring process. The committee will meet this coming Friday to discuss interview questions.

XIII. Elections:

Telles updates board members on returning incumbents. Incumbents do not need to submit nomination forms.

ARC – LaQuisha Beckum and Art Jenkins

SCC – Katie Carbary and Jackie Ornate-Vargas

CRC – Iris Dimond, Linda Sneed, Leon Smith and Gabriel Torres

FLC – Josh Fernandez and Kalinda Jones

Nomination forms need to be submitted by this Friday at 3:00 PM.

XIV. Part-time Faculty Issues Committee:

Sneed discusses the status and purpose of the committee. At this time the board has two part-time reps. Beckum discusses the difficulty to get the committee running with only two reps. Smith discusses the importance of the committee, especially negotiations and part-time healthcare. The committee can consider moving forward with the two reps at this time and give voice to part-time faculty issues. Limmaneeprasert requests clarification between the part time committee the part time caucus. Sneed clarifies for Limmaneeprasert. The caucus was created to give space to all part time faculty to have a place to weigh in on their issues and to connect.

XV. Negotiation Update:

Lum updates board members regarding the proposed lifting of the vaccine mandate which was sent by Perrone to all board members for review. Lum discusses typos that will be corrected and the extension of sick leave through June 2023. The three online office hours suggested by Carbary have been added. Lum informs board members of the availability of free home COVID tests for faculty which are covered by Los Rios health insurance. Los Rios will provide free N95 masks, as long as they are available, to faculty and students. Faculty cannot be mandated to wear masks. Lum asks board members if they approve of the proposed changes. Discussion regarding concerns for counselors is held. Jones discusses the option for counselors to install plexiglass in their offices. Moving counselors to an open space without privacy is not a solution for all. Lum informs board members that has been an ask for the past two years. Telles was informed by the chair at FLC that any counselor that requests plexiglass can have them. The library at FLC is removing all plexiglass so they are available to reallocate. Newman informs board members that the district 's response has been that the science shows campuses are a lot safer now and they have a concern regarding the cost of plexiglass for all counselors. Smith discusses what the union is looking for which is an acknowledgment and respect for counselors and coordinators who work closely with students. Asking for empathy and respect in writing and that the district will do what they can to provide this for counselors is suggested. Jones proposes language to address the request for plexiglass for in person counseling appointments. Lum will add the proposed language and get clarification regarding office hours. With clarification and added language, Lum asks if the board can approve of the MOU. The board voice support with the added language and clarifications.

Lum reports on the first preliminary meeting regarding Part-time Healthcare. The district and union have a shared sentiment to negotiate whatever possible in the spring and during open enrollment.

Lum discusses proposed hours for Equity Minded Professional Learning. The goal is to create a structure that can be improved upon over time with the support of the senate. The senate has suggested start with fewer hours than proposed, with a 3-year pilot program. Request regarding funding is discussed. Funding should be certain and there should be funds dedicated to doing the work.

XVI. Reassign Time:

Newman reviews proposed reassign time for board members. Discussion regarding the LRCFT President's reassign time is held. Jones understanding is that the president was given .6 from LRCFT and .2 from CFT for serving as CFT Northern California Vice President. Smith states the LRCFT President receives .8 but should receive 1.0. Lum suggests gathering information and records on reassign time to discuss at the next meeting. Telles would like each college to receive an additional .2 to do more membership work on each campus. Newman discusses board members holding more than one position with reassign time, looking to change that practice. Torres discusses the need for a college president to focus on their position by not having more than one position.

Jones/Telles move to adjourn
Meeting is adjourned 5:02 PM

Jason Newman, President

Lingling Zhang, Secretary-Treasurer