

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
November 16, 2022

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Linda Sneed, James Telles, Katie Carbary, Gabriel Torres, Veronica Lopez, Dennis Smith, Leon Smith, Alisa Shubb, Walter Kawamoto, LaQuisha Beckum, Teresa Aldredge, Nicole Griffin, Lingling Zhang, Art Jenkins, Iris Dimond, Alisa Shubb, Jackie Vargas-Ornate

Excused: Kalinda Jones

Absent: Tak Auyueng, Jesus Limon, Matthew Register

I. Newman convenes the LRCFT Executive Board 3:00 PM

II. Sneed moves to approve minutes of November 2, 2022, and changes to the agenda. Lum seconds the motion. Motion passes by consensus.

III. Academic Senate: *DAS Report to LRCFT Executive 11/16/2022*

- DAS approved a charter for a faculty-led task group to explore the possibility of noncredit courses in Los Rios. The charge of this group is to explore potential benefits, drawbacks, and barriers to creating and offering noncredit courses and programs in Los Rios using a student-centered, equity minded framework.

The group will engage in the following tasks:

- Engage with research on the current uses of noncredit within the California Community College system. Research will include (but is not limited to):
 - [Noncredit Instruction: Opportunity & Challenge, ASCCC](#)
 - [Community College Review 2020](#)
 - [Noncredit Primer V1 \(ARC\)](#)
- Communicate - through writing, virtual meetings, or in-person - with other community college districts who have implemented noncredit courses and programs.
- Explore potential opportunities for students to successfully complete their program of study and/or fulfill their educational goals that could be gained by implementing noncredit course/program options.
- Explore potential obstacles or barriers to student success and completion of educational goals that could be created by implementing noncredit options.
- Explore obstacles and barriers that would need to be mitigated or overcome in order to implement student-centered noncredit courses and/or programs that lead to successful completion of program of student and/or educational goals.
- Examine any legal, technological, or other unforeseen issues that would need to be addressed in order to effectively implement noncredit courses and/or programs in Los Rios.
- Identify the types of courses that are eligible for “enhanced funding.” ([link to complete charter](#))
- DAS is reviewing the Los Rios Equivalency process and previously proposed regulations from 2021 to determine next steps in revising the current EQ process.
- DAS continues to explore 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”
- A call went out from DAS to each of the colleges to review LRCCD policy & regulations, and LRCFT Contract Language on Academic Freedom (see document below)
Submitted to LRCFT Executive Board by DAS President 2022-23 Alisa Shubb

IV. President's Report: Newman written report November 2 - 16

Board Voting: Please use green and red buttons in zoom reactions tab to vote

UC graduate student strike began Nov. 14

2023 Election Results

LRCCD Board of Trustees report: Family Leave testimony during public comment

Sacramento Central Labor Council report: Post-Election analysis

CFT Exec. Council report: PT health care negotiations statewide, 37 CFT members ran for office

LRCFT exec. dir. search: screened apps/selected 6-9 candidates for committee interview Nov. 28-Dec. 2

Last EB meeting is Dec. 7. LRCFT Holiday party is Dec. 21, 3-6 or 4-7 pm

LRCFT Retreat planning: please fill out survey! Facilitator office hours on EB agenda.

Facilitator drop in meeting dates/times:

December 12: 11am, 11:30am, 12pm & 12:30pm

December 13: 11:30am, 12pm & 12:30pm

December 14: 3pm, 3:30pm, 4pm

December 16: 4pm

January 9: 11am, 11:30am, 12pm & 12:30pm, 1pm, 3pm, 3:30pm, 4pm

January 10: 11:30am, 12pm & 12:30pm, 1pm

January 11: 11:30am, 12pm & 12:30pm, 3pm, 3:30pm, 4pm

January 12: 12pm & 12:30pm

January 14: 3pm, 3:30pm, 4pm

Meetings attended since Nov. 16:

- Sacramento Central Labor Council
 - o Labor Schools Outreach table ARC 11/15
 - o Exec council and delegates meeting 11/15
- California Federation of Teachers
 - o Exec. Council 11/4
 - o PT faculty health care, 11/14
- LRCFT
 - o New exec. director hire committee 11/4
 - o Dave Jones campaign 11/5 o Steering: 11/7
 - o Tribesy retreat planning 11/8
 - o LRCCD BOT meeting 11/9
 - o PAFC 11/9
 - o LRCFT Presidents meeting 11/9
 - o LRCFT financial auditor 11/9
 - o Los Rios Labor summit 11/10

VII. PAFC Report: *Kawamoto written report Fall 2022 LRCFT PAFC Scorecard*

As far as a report for today, basic thing to share is that we met last week and finally approved the 2022-23 year plan. The key items in the plan to share are that we ARE meeting in Dec (14th), and the basic theme for Spring will be organizing an outreach/teach-in for local K-12 Schoolboard members.

Scorecard time. Keep in mind that this is the state of things as of yesterday afternoon. Yesterday afternoon, 29.86% of the vote was reported, and the next batch will be released on 11/18 at 4pm.

-Let's start with the highest priority. Both Robert Jones and Dustin Johnson have been re-elected to the LRCCD Trustees!! We will be continuing to get strong support from our known friends, and the proud boy was defeated.

-Legislature, not so good news. All of our endorsees are losing. Paula Villescaz, Dave Jones, and Eric Guerra are losing. Dave and Paula have a small chance of flipping, but it looks like we placed our bets on the wrong candidates. This is devastating for our legislative future, our paychecks, and our working conditions overall.

There's a variety of things we should do now to salvage the situation, such as reconnecting with our old friends (like Ken Cooley and Kevin McCarty) and going hat in hand to the winners (especially Ashby)

-As far as our municipal races, very interesting tight races. Jaclyn Moreno is losing by 1k votes. I got an email from her campaign this morning confirming that she is still hoping for a flip and not conceding yet. Bobbie Singh-Allen, has easily won re-election for Elk Grove mayor. We didn't officially endorse her this cycle, but she has visited us and we have endorsed her in the past. Karina Talamantes has a strong lead for her Sac City Council seat. Caity Maple is maintaining a slim lead of about 100 votes. So it looks like our future looks good. In about 10 years, a lot of our friends will be moving to higher office, and (especially with the inclusion of Eric Guerra who will go back to the city council after losing for the assembly) we will have some serious friends/leverage in the Sac city council over the next four years or so.

-Measure O. The PAFC came out against measure O, looks like it is going to pass. We need to advocate that it get enacted in an equitable manner.

That's it as far as the scorecard. Kind of mixed. We will likely talk about this a bit more at the Dec meeting. Main topic in Dec will be planning for MLK day and the FACCC A & P conference. If you want to track the races yourself, go to <https://results.saccounty.gov/>

Action

VIII. Part-time Faculty Issues Committee Formation: (Second Read/Action)

Sneed shares approved committee configuration with board members, clarifies minor changes made to the document. Suggested committee structure is reviewed. Each college president is tasked with appointing one adjunct classroom instructor to the committee. Smith discusses the importance of getting the committee going as soon as possible, notes the structure is a suggestion. Important issues such a healthcare should be the focus at this time. Smith discusses the relationship between the Part-time Caucus and the Committee. Lum suggests College Presidents make their appointments to the committee by December 6 or at least have one nomination by then. College Presidents can advertise at all upcoming campus events. Torres suggests each appointee not serving on the executive board receive a stipend. Limmaneeprasert moves to give a \$500 stipend per semester to each committee member who does not sit on the board, Dimond seconds the motion. Discussion is held. Lum suggests checking in with Zhang regarding budget implications before the second read of the motion. Motion will be voted on at the next board meeting.

IX. MLK Jr. Day: (First Read)

Kawamoto informs board member that he has been in communications with Robert's Family Center, BLM and the North March committee regarding next year's MLK Jr. March. Kawamoto has not received confirmation yet. The request is to contribute \$500 to each organization.

X. Ca Residency Requirement Re-examine: (First/Suspend/Action)

Newman reports on new information received regarding the proposed residency requirement. Newman informs board Conway's opinion regarding the proposal and negotiations. Discussion held. Sneed suggests providing a legacy for those 40 or 50 faculty members living out of state. Lum discusses office hours for full-time. Nothing will change for full-time faculty; they will still be expected to report on ground. Lum discusses potentially procedurally separating full-time from part-time to address the issue. Several options are proposed for the board. Carbary informs board members that Deans are asking chairs not to schedule part-time faculty living outside of California and state that no part-time faculty teaching online should have to live in California. Lum will go back to Steering with LRCFT's conditions for residency requirement for new hires proposed by the board. Lum will research how border cities manage tax and legal implications.

Discussion

XI. Fall Election Update:

Telles announces an election scheduled at SCC. There are four candidates running for campus representative. The candidates have received procedures and prohibitions document. Each candidate will be able to meet with the election committee by zoom, in person or in any forum they choose. The committee continues work on the procedures of the elections process.

Incumbents list:

ARC – Reyna Moore, Art Jenkin and LaQuisha Beckum

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

FLC – Kalinda Jones, Josh Fernandez

SCC – Joseph Farrelly as part-time representative, Rebecca Goodchild, Michelle Poliseno, Jackie Vargas-Ornate and Katie Carbary are running for campus representative.

Stephanie Rowe from SCC will be the new LRCFT Secretary-Treasurer

Terry Armbrust Patten is the CFT Convention delegate

XII. Negotiation Update:

Lum updates board members on logistics of negotiations. The Sunshine document will be sent out by email. The document contains LRCFT interests of opening part of the contract. The document will go to the board in January. Lum appointed Chris Bauer from FLC to the part-time committee. Lum will be sending out dates for the online forums. On November 30 an informal meeting will be held at CRC. A session for part-time faculty will be held on a Saturday or Sunday. There will be a counselor only session for all counselors in the district. Progress is being made on part-time healthcare, .4 is the floor for healthcare for part time faculty. Work on bringing down the hours for equity reflection continues.

XIII. Reassign Time:

Newman shares Release Time document shared at the retreat in January. The document was used as a guide to understand release time. Fall 2022 reassign time document is shared with the board. A deeper discussion regarding each position that receive reassign time need to be held and whether one board member should hold two reassign time positions. Lum suggests creating a subcommittee to clarify and codify reassign time for each position with justification for each position. Job descriptions and duties should be reviewed.

XIV. College Reports:

1. **ARC** – Limmaneeprasert written November 16, 2022

During the period of Oct. 19 - Nov. 15, 2022, the union concerns/questions I addressed on Zoom, by email, and by phone were about these topics: faculty conflicts, Homebases as related to counselors' workload, work environment, and performance reviews, nonteaching faculty remote work, printing support for faculty's office computer, potential student grievance against faculty, HR's non-responsiveness to request for Public Service Loan Forgiveness certification, ADA requests, new spring break dates, OER vs. faculty's academic freedom on choosing a textbook, pay discrepancy and FTE issues for faculty with reassigned time for coordination in Kinesiology and Athletics, office key issues, productivity calculation, faculty privacy in sharing course success data, voluntary transfer process and eligibility, Nursing faculty's workload and late clinical session at the hospital (2 - 11 p.m.), in-person labs for online classes, conflict between faculty and classified employees, safety for Science labs, faculty office issues, mental health leave, bereavement leave, stipend for serving on a PT faculty PRT, LRCFT executive board elections, faculty availability forms, PT faculty's social security withholdings, PT request to cancel medical insurance, PT faculty being "asked" by FT faculty to write a course curriculum, payment to PT faculty for completing the Foundations of Canvas Course Design training, PT

faculty request to replace a PRT member who was not available to conduct a workstation observation, ESA payment and FTE for PT faculty.

- Attended the LRCFT EB meetings, 10/19 and 11/2
- Attended the Sacramento Central Labor Council's (SCLC) planning meeting for its presentation titled Labor Rights Training via the ARC Career Center Webinar, 10/20
- Conducted an ARC union workshop on salary advancement and short-term leaves with pay, 10/21
- Attended the chancellor's cabinet meeting (in person), 10/24 " Met with the ARC academic senate president, 10/24
- Attended the ARC Homebase meeting with the ARC president, VPs, deans, and counselors, 10/25
- Attended the CFT Asian American Workers Rising Webinar, 10/27
- Attended LRCFT executive director hiring committee meetings, 10/28 and 11/4
- Conducted an PT faculty issues meeting with Linda Sneed, 10/28
- Met with the ARC VPI, 11/1 and 11/15
- Met with a faculty member on workplace issue, 11/4
- Conducted an ARC union membership meeting, 11/4
- Represented a member at an ADA meeting, 11/7
- Met with a faculty member on workload and late shift (2 - 11 p.m.), 11/7
- Attended an LRCFT campus president's meeting, 11/9
- Attended an LRCFT PAFC meeting, 11/9
- Greeted students at the SCLC Labor Rights Training via the ARC Career Center, 11/15
- Met with the ARC president, 11/15
- Attended the SCLC meeting, 11/15 Upcoming Events
- Workshop on non-classroom faculty issues, 11/18
- EDD workshop, 12/14
- EDD clinic and real-time help in filing a claim, 12/15

2. **CRC** – Aldredge written report November 2-16, 2022

Meetings

- Elections Committee Meeting – online google sheet
- Executive Director Hiring Committee 10/14/22; 10/28/22; 11/4/22; 11/18/22
- LRCFT Executive Board Meeting 11/2/22; 11/16/22
- Health & Safety Committee 11/14/22
- LRCFT Presidents Meeting 11/9/22
- College Representatives meeting 11/16/22
- PACF 11/9/22
- Meeting VP Instruction, Montanez TBD
- Meeting with President Bush – phone calls; no meetings scheduled
- CRC Senate 11/4/22; 11/18/22
- BIRT Meetings – weekly on Mondays at 10 am
- Case Management Meetings – weekly on Thursdays at 9 am
- Ongoing meetings and emails with faculty compliance issues
- Ongoing emails and text messages between college presidents/ED regarding union issues

Upcoming Meetings:

Department Chairs Council 11/18/22

Central Labor Council –

SUJIC 11/28/22

Chancellor's Cabinet 11/28/22

DRT – 11/30/22

Conferences/Trainings:

CRC Fall Gathering – Chicago Fire – October 27, 2022

Chat with Chief Negotiator – 11/30/22

Ongoing Projects:

- Negotiations Team Appointment for Spring 2023
- LRCFT Retreat Planning Team – Tribesy 11/8/22; 11/28

Dimond/Carbary move to adjourn

Meeting is adjourned 5:10 PM

Jason Newman, President

Lingling Zhang, Secretary-Treasurer