

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 5, 2023

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Michael Henderson, Linda Sneed, James Telles, Katie Carbary, Gabriel Torres, Dennis Smith, Leon Smith, Walter Kawamoto, LaQuisha Beckum, Teresa Aldredge, Art Jenkins, Iris Dimond, Kalinda Jones, Kay Lo, Kalee Christiansen, Beth Verhage, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Joe Farrelly, Veronica Lopez, Alissa Shubb, David Reese

Absent: Jackie Vargas-Ornate

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Sneed moves to approve minutes of March 1, 2023, Beckum seconds the motion. Motion carries.
Aldredge moves to move Negotiations update to report section, Dimond seconds the motion. Motion carries.
Telles moves to move Emerging Issues up to after public comment for this meeting, Dimond seconds the motion.
Discussion held. Motion carries.
Dimond moves to approve changes to the agenda, Carbary seconds the motion. Motion carries.
- III. Public Comment: Peshkoff speaks to board regarding Horando Celebration. The celebration will be held on May 19.
- IV. Emerging Issues: Telles speaks to the communication issues regarding Accessibility. Telles requests Accessibility be put on the next agenda for the board to discuss. Jones shares concerns regarding LRCFT's communications on accessibility. Jones also shares concerns with administration's discussions during a recent Senate meeting regarding full-time hires, as well as discussions held in steering meetings.

REPORTS

V. President's Report: March 1 – April 5

LRCFT: 3 board meetings so far this semester; negotiations on going; PTFIC; Cesar Chavez Day; FACCC attendance; Greg Roh Wells Fargo = 1.2 million in LRCFT account; Retreat, Union News, Communications RT position. RT revamp. LRCFT Policies revision.

- **BU report:** 2143 faculty in Los Rios. 1200 PT, 943 FT. PT union members = 745. FT members = 838. Total union membership = 1583. 74% membership rate. Membership drive in Fall semester.

CFT: Convention SF; Linda and I reelected as VPs; Linda and Oranit presentations; Belinda won the Dean Murakami award; lobby day April 26; bills of support on website; no more zoom for conferences/large meetings.
SCLC: Recent elections, Crab Feed, baseball games: June 10, Saturday, 6:35 pm; June 11, Sunday, 1 pm; July 16, Sunday, 1 pm; Mike Henderson will become a new delegate; no more zoom for meetings.

LRCCD: new police chief, 4 year contract Chancellor, Senate white paper heating up; faculty tenure reception is May 12.

VI. Academic Senate Report: Shubb written repott

- DAS voted in support of an extension of Proctorio for one fiscal year in hopes of finding an equitable service for online proctoring.
- DAS voted to support the job descriptions for Universal Design for Learning and Accessibility Support (UDL/AS) reassigned positions, with the modification of "under the direction of local dean in collaboration with the AVCI). These positions will be advertised and filled at the college level.
- DAS discussed the California State Auditor's report: [*Increasing Full-Time Faculty and Diversity Remains a Challenge*](#). We will be sending questions to Executive Chancellor Mario Rodriguez with request for written responses.

- DAS reviewed data on student & instructor initiated drops/withdrawals that shows dramatic disproportionate impact on African American/Black students.
- DAS discussed long standing concerns about collegial consultation in the context of resolutions from ARC and FLC:
- [ARC Resolution on District Leadership Concerns](#)Links to an external site.
- [FLC Resolution Recommendation to the Los Rios Board of Trustees to Investigate Collegial Consultation and Participatory Governance Procedures](#)Links to an external site.

VII. PAFC Report:

Kawamoto reports on meeting with Assemblymember Nguyen. PAFC meeting held last week addressed outreach efforts to K-12 School Board members. A CTE presenter is still needed.

VIII. Legislative Report:

Limmaneeprasert reports on CFT sponsored bill AB811 and omnibus bill AB2973. Limmaneeprasert discusses changes to the mission of California Community Colleges and the effect on remedial classes.

IX. Negotiations Update: Lum written report

1. Demand to Negotiate related to the implementation of Homebases was issued.
 - a. Union has a right to negotiate impacts related to changes in structure
 - b. Focused on taking steps that aligned with the legal advice provided by counsel.
 - c. If ARC fails to provide necessary information and takes additional actions that violate rights of members of our bargaining unit, we will be going to the Dispute Resolution Team and ask for a vote on filing an unfair labor practice violation.
2. Currently in discussions about ARC Success Coaches in course shells.
3. UDL Position Feedback
4. Currently reviewing Foundations 1 Course for contractual compliance
5. Membership Survey results were uploaded to the binder
6. Negotiations update
 - a. Leaves: Making progress in multiple leave areas related to parental leave, family leave, language changes to create greater access.
 - b. Part Time: Progress on providing greater opportunity for professional development and service, access to parking passes. Reviewing issues related to review, PT health, payments, and discipline.
 - c. Workload and performance review: Clarifying language related to review of spring hires. Negotiating issues related to performance review, eligibility for 100% remote for classroom, coordinators, librarians; online student reviews.
 - d. Counseling: Negotiations related to College Service, Counselor Programming Committee, Remote Work
 - e. Chairs: Group is working to develop a new appendix G, align the language and responsibilities in the Chairs Evaluation with Article 2
 - f. Large Group / Steering: Salary Schedule Improvements and changes, more FTE given to the union for contract compliance, integration of existing MOUs. Currently looks like the District will not attach trigger language to the use of proposed ongoing dollars.

Meetings Attended

1. Steering meetings
2. Negotiations small and large group meetings
3. Board of Trustees meetings
4. SUJIC
5. Meeting with Senate on Negotiated Items
6. Assisting Sandra Guzman with an ASCCC presentation on Union/Senate work

ACTION

X. **Los Rios 5 Graduations: LRCFT Contributions \$5000: (First Read/Suspend/Action)**

Newman discusses LRCFT's contribution to all 5 Los Rios affinity-based student graduations. Torres moves to suspend the rules, Telles seconds the motion. Discussion held. In the past, LRCFT has contributed to the five affinity-based student graduations. The proposal is for \$1000 to each of the 5 graduations. The contribution is time-sensitive item given the impending end of the semester. Goodchild moves to contribute \$1000 to each affinity-based student graduation, Limmaneeprasert seconds the motion. Motion carries.

XI. **PTFI Committee: appointments/meeting schedule: (First Read/Suspend/Action)**

Sneed reports Leon Smith has agreed to serve on the PIFI committee as CRC rep. Dimond moves to approve Smith as CRC rep, Limmaneeprasert seconds the motion. Motion carries. A second rep from CRC is needed. Sneed reports there are several faculty members interested and expects have the second appointment by the first committee meeting.

XII. **CCLP: LRCFT Contribution \$1000: (First Read)**

Newman discusses a LRCFT contribution to the CCLP. Two reps from the CCLP visited our last EB meeting and made a presentation on their organization. They also met with me two months ago at the union hall. They are seeking financial support from LRCFT and the SCLC. Linda discusses her impression of the group and questions the need for any contribution.

XIII. **Proposal for Revision of the PT Almanac: (First Read)**

In 2017, Linda Sneed and Paul Baltimore created the [LRCFT Part Time Almanac](#) . This almanac provided PT faculty with up-to-date information on contract, part-time faculty rights, and resources available to them. Coming out of contract negotiations, and in-line with the LRCFT's expansion of our PT work, this summer is the perfect time to revise and update the almanac. Updating the almanac will assist with our campus organizing and recruitment efforts. Lum asks the LRCFT to fund up to \$3,000.00 for this project. We propose using our marketing budget to fund this project. Limmaneeprasert reminds board members she submitted a motion for funds to update the Part-time Almanac in the Spring of 2022.

DISCUSSION

XIV. **Membership appreciation: River Cats suite game plan:**

Our board passed a motion at our last meeting to provide suite tickets to three games (20 seats per game) for our members (members only). The games we selected: June 10, Saturday: 6:35 pm. June 11, Sunday, 1 pm. And July 16, Sunday, 1 pm. Reina and I will work on an email to send to campus union presidents for them to send out to members on their campus. Tickets are for members only (not families) and will be allocated on a first come, first served basis. Reina will help with keeping track of the sign ups

XV. **Retreat dialogue and Tribesy plan for next steps:**

Discussion regarding Tribesy 's draft proposal for next state of retreat is held. Newman discuss decisions LRCFT will need to make. Does LRCFT want to 1) continue with retreat work 2) continue with retreat work in a JEDI context, and 3) continue paying Tribesy to facilitate our retreat work. The cost is estimated to be \$15,000 to \$30,000. Aldredge reviews issues discussed at the retreat and expresses the fact that LRCFT needs help to reach the goals expressed at the retreat. A professional is needed to facilitate the board. Fernandez states that he is leery of any organization or business that provides this kind of service that requires being compensated. Fernandez feels the Executive Board can do the work without professionals. Lopez agrees with Aldredge and feels if LRCFT were capable of doing the work, it would have already been done. Jones agrees with Aldredge, feels LRCFT needs to hire professionals to be equitable. Lum does not feel Tribesy is a good fit for LRCFT and would like to for another organization to do the follow up work with the board. Sneed is not sure the board needs to do DEI work and is not sure what the problems are, and what a professional can do to help. Smith would like the interpersonal work done but reminds the board there is union work that needs to be done. Torres suggests sending board members to the

Union Summer classes provided by CFT. Beckum expresses the need for DEI, has experienced board members being dismissed, talked down to in various forums. Telles understands the view that the union should be doing union work but shares that he has witnessed some board members being treated poorly. Carbary would like information as to what Tribesby will specifically do for LRCFT. Would like that information on the next agenda. Alredrege would like folks on the board to bring a proposal forward. Fernandez would like LRCFT to consider alternatives and possibly work with and someone that deals with interpersonal communications.

REPORTS

XVI. Campus Reports:

1. SCC – Lum written report

Sacramento City College President Report

Had a successful first Friday event in March

SCC Hired Albert Garcia as their President

Assisted Counseling with setting up use of the Counselor Programming Committee

SCC Ramping up for a series of April outreach and engagement events for prospective and current students

Lots of questions regarding the current Appendix G

Numerous meeting regarding scheduling Upcoming Events

First Friday Happy Hour on April 7th

Earth Day / Community Outreach event on April 14

Student Engagement Day April 21 Meetings attended Bi-weekly meeting with VPI

Monthly meeting with VPSS

Monthly meeting with President

SCC President Interview Impression Sessions

City-ways

SCC Weekly Senate Meetings

Meeting with Natural Science Deans

Meeting to trigger a Special Review

Goodchild moves to adjourn the meeting, Dimond seconds the motion. Motion carries.

Adjourn 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer