

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**March 1, 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

**Excused:**

**Absent:** Jackie Vargas-Ornate, David Reese

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Rowe moves to approve minutes of February 15, 2023, Dimond seconds the motion. Motion passes by consensus. Rowe moves to approve agenda, Dimond seconds the motion. Motion passes by consensus.
- III.** Public Comment: Ingrid Devore and Paul Phillips from Sacramento Coalition of Concerned Legal Professionals the organization and who they serve in the community. The CCLP has been a 100% volunteer organization since 1976. They are looking for volunteers and direction for resources for the current building they are renovating in Oak Park.  
Sara Smith announces a march to the next LRCCD BOT on March 8 to deliver the signed Family Workplace Justice petition. Faculty are encouraged to join.  
Jones suggests including "Emerging Issues" as part of the agenda.

**REPORTS**

**IV. President's Report: February 16 – March 1  
LRCFT**

• ***New board members:***

- ARC: Kay Lo, Beth Verhage (PT) ○ FLC: David Reese, Kalee Christensen (PT)
- SCC: Rebecca Goodchild, Joseph Farrelly (PT), Stephanie Rowe (Treasurer)

• ***Membership: (based on Fall semester #s):***

- 90.5% FT faculty are members; 67% PT faculty are members. ○ FT = 855 members of 944 total FT faculty. ○ PT = 942 of 1381 total PT faculty.
- Total bargaining unit = 2325 faculty.

**President announcements and recommendations**

- *Submit agenda item requests using the **agenda item request form** if you want an item placed on the agenda.*
- *I will send out **draft agenda** one week ahead of EB meeting.*
- *Reina will send out **final agenda** Tuesday morning at 11 am prior to board meeting Wednesday. This is the deadline to submit agenda item requests to me.*
- *Read docs in **livebinder** prior to meeting.*
- ***Public comments** section at start of meeting is for non-board members to comment. 5 minutes or longer at discretion of the LRCFT President.*
- *Please adhere to **time limits** for each agenda item during our meetings. If more time is needed, we can vote to request more time for the item.*
- *Use **green and red buttons** for board voting if possible.*
- *I may **jump the queue** during meetings and call on others who have not spoken yet.*
- *I will try to minimize **first read/action/suspension** of the rules but sometimes it is needed.*

- Attend **PAFC meetings** if available. First PAFC meeting is Feb. 22, 3-5 pm. See board agenda for future dates. All board members are also PAFC members. Other LRCFT members need to be appointed to the PAFC. Please ask member colleagues to join the PAFC.
- Attend **CFT Convention** if available March 17-19 in San Francisco. More information soon on registration.
- Please turn in **written reports** for the **second board meeting of the month** (campus presidents, chief negotiator, treasurer, graphic designer, DRT chair, legislative liaison, PAFC chair, and part time faculty board members receiving compensation at the second and third tier).

#### **Reports Examined:**

- Chancellor's Office State Budget report (1/23)
- CFT State Budget report (1/23)
- Multiyear Roadmap between the Newsome administration and CCC's (5/22)
- LAO report on higher education in state budget
- LRCFT retreat survey report
- LRCFT faculty negotiations survey results
- LRCCD Board of Trustees retreat report

#### **Meetings attended since Feb. 15:**

- Sacramento Central Labor Council o Exec. Council 2/21
- California Federation of Teachers o Equality Awards 2/22
  - o Exec. Council convention 2/23
- LRCFT o Board orientation 2/27 o Treasurer 2/27 o DAS negotiations 2/27 o Steering 2/24 o BOT retreat 2/25
  - o Truman Club 2/23
  - o Katie Valenzuela city council fundraiser 2/23
  - o DAS 2/21
  - o PAFC 2/22
  - o Homebase discussion LRCFT steering 2/24
  - o Negotiations small team chairs 2/22, 2/27
  - o Negotiations small team counseling 2/16
  - o Negotiations DO Joint 2/24

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

- The District Educational Technology Committee (DETC) requested a DAS recommendation on when to reset Proctorio. This reset will disable Proctorio features that have DETC has determined are inequitable and invasive to student privacy. Input is being requested from each College Academic Senate before a recommendation is voted on.
- DAS is discussing the possibility of college-level approaches to the Equivalency to Minimum Qualifications that are aligned with ASCCC recommendations.
- DAS continues to discuss the possibility of requesting a priority registration for Learning Communities students. We are working from a definition of "Learning Communities" being a cohort model such as Umoja, Puente, PRISE, Pride, Rising Scholars, etc. Type of priority (.75, 1.0, etc) that might be requests has not yet been determined.
- DAS is reviewing R-3412 (Participatory Governance/Academic Senate). We are providing recommended updates to sections related to District Curriculum Coordinating Committee (DCCC) processes including Competency Committees, and suggesting language clarifying issues on which the District Educational Technology Committee (DETC) must consult DAS. Currently, the DETC is a "Non-Senate-Led" Committee, allowing it to

make recommendations directly to the Chancellor or designee. DAS has an interest in requesting DETC be moved to a Senate-led Committee to align with DCCC, and the District Student Equity & Success Committee (DESSC).

- DAS continues to discuss future operationalization of Equity-Minded Professional Learning (pending approval of MOU). A second draft document is being sent to College Academic Senates and faculty professional development leads for input and discussion.

#### **DAS task force reports**

- Optimal class size task group has been meeting regularly (Alisa Shubb chair & Tammy Montgomery co-chair)
- Exploring Noncredit in Los Rios task group, co-chairs Pamela Posz & Phil Smith are working to establish a meeting patten

#### **VI. Treasurer Report:**

Rowe shares LRCFT's last quarterly report and last year budget with board members. Rowe reviews the budget process for the coming year. Recurring yearly contributions are listed and discussed.

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

Kawamoto reports the PAFC met with McCarty's staffer at the last PAFC meeting. Outreach planning for April 2023 has been tabled until the next PAFC meeting. Kawamoto has reached out to Nguyen and Ashby, left messages but has not received a response.

#### **VIII. Steward's Network/Membership meeting proposal: (Second Read)**

Jones reviews suggested language changes and adjustments to the proposal. S. Smith clarifies "the right to communicate with faculty" for the board. Telles requests all board members can be trained in handling grievances. A grievance training workshop will be held in June for board members with Perrone, a second workshop will be held in the fall with Henderson. Lum moves to accept Steward Network proposal including the Membership meeting proposal, Telles seconds the motion. Motion carries.

### **CLOSED SESSION**

Motion to approve addendum for overtime to Perrone's contract carries. Motion to contribute to a charity of Perrone's choice in lieu of a retirement celebration carries.

#### **IX. LRCFT Membership Appreciation River Cats Games: (Second Read/Action)**

Goodchild moves to approve motion to purchase the Triple Play plan at \$3000 to participate in SCLC's Membership Appreciation, Torres seconds the motion. Motion carries.

#### **X. SCLC Crab Feed: (Second Read/Action)**

Lum moves to approve LRCFT Snow Crab sponsorship at \$1500 for the Sacramento Central Labor Council Annual Crab Feed, Limmaneeprasert seconds the motion. Motion carries.

#### **XI. PTFI Committee: appointments/compensation: (Second Read/Action)**

Discussion regarding language changes to the committee structure is held. Language clarifies that all part time faculty or two part time faculty per campus and both can be instructional or non-instructional. Goodchild announces two appointments from SCC: Jennifer Shouse and Jacob Traugott. Jones moves to appoint Shouse and Traugott to the PTFI Committee, Dimond seconds the motion. Motion carries. Smith discusses committee structure. Proposed compensation is reviewed. Each member will be compensation at \$500 per semester. Limmaeprasert moves to approved \$500 per semester compensation, Goodchild seconds the motion. Motion carries.

#### **XII. LRCFT Social Justice Caucus: (Second Read/Action)**

Beckum reviews the Social Caucus proposal to purchase 20 books, "The Cost of Completion" to give away to LRCFT members. Rowe confirms the cost is within the budget of the line item. Newman announces LRCFT has

purchased eight books to give to LRCCD BOT members. Lum moves to approve proposal to purchase 20 books, Torres seconds the motion. Motion carries.

### **XIII. Retreat Debrief:**

Beckum shares debrief of retreat. Topics addressed that were helpful were dialogue vs discussion and intent vs impact. Defining JEDI from each small group was helpful and the discussion on equity. Newman met with Tribesy yesterday. Tribesy asked LRCFT to put a small team together to assist in compiling a final report. Kawamoto, Beckum, and Dimond volunteer.

Jenkins was not pleased with Tribesy and suggests LRCFT to look at other organizations to move forward. Jenkins was dismissed and felt several microaggressions from one of the presenters. Jenkins was also disappointed in their push to respond to certain topics. Fernandez is uncomfortable compensating any group for work that can be done within the Executive Board. Any business profiting from JEDI work is suspicious and acknowledges that LRCFT is already focused on JEDI. Carbary shares her experience of being directed to focus on certain words when defining JEDI and equity, instead of allowing participants to share what their definitions are to them. Smith expresses what he processed and took from the retreat. Apologizes if he caused hurt or was patriarchal towards anyone on the board. L. Smith expresses his suspicion he had at first with Tribesy but found after talking with them one on one that they were receptive to his conversation with them, were not defensive and realized it would be difficult to be all to everyone.

### **XIV. Negotiations Update/Mandatory Equity Training Proposal:**

Lum updates board members regarding LRCFT's demand to negotiate Home Base issues at ARC. LRCFT will negotiate the impacts of Home Base. Lum met with ARC Counselors informed them of the issues and the possibility of LRCFT filing an Unfair Practice Charge. The executive board will need to vote whether LRCFT should file an unfair charge. Lum thanks all who assisted with the membership survey. Lum reports LRCFT received 61% full time responses and 31% part time responses. Results of the survey will be shared in April. Lum updates board on the five teams and the parts of the contract each team is focusing on. The list of small groups is reviewed. The entire team will work on money issues.

Lum discusses the Equity Training MOU, reviews how LRCFT came to the current MOU. Lum reviews major concerns that came up in the process of creating the MOU. The language was intended to help with flexibility. Lum requests language or bullets specific to help with approval of the MOU. The current MOU is a 3-year pilot, it is an unfunded mandate. At the end of the pilot either side can pull the MOU.

Jones discusses issues and concerns regarding the process and the MOU. The proposed MOU language is far from what the appointed committee proposed. Jones is concerned that the spirit of what the committee proposed is not in the proposed MOU. Jones expresses that LRCFT needs to take seriously that what is being discussed is changing job responsibilities of full-time faculty and LRCFT must provide this opportunity to part-time faculty, which would require Admin to pay part-time faculty for this work. By carving out part of service, especially when many faculty report being overworked with service responsibilities, LRCFT needs to seriously consider the implications of this change. Limmaneeprasert addresses concerns regarding compensation and workload. Carbary does feel the MOU is not realistic and cannot be approved as it is. Every range of training cannot be approved, it is impossible and the approval process needs to be removed. Lopez shares that she was the senate appointee to the committee. The committee worked hard not to make the training punitive and did not want to add more work to faculty. Lopez would like a new iteration that honors faculty professionalism and work. Lum proposes meeting with the key committee members to discuss how to get back to the spirit of the original proposal.

Meeting adjourns 5:25 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer