

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816 May
17, 2023

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

Excused: Dennis Smith, Alisa Shubb

Absent: Jackie Vargas-Ornate

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

II. Telles moves to approve minutes of May 3, 2023, and agenda of May 17. Sneed seconds the motion. Motion carries.

III. Public Comment:

IV. President's Report: May 17 Newman written report President report Meetings Attended March 2-May 20

- LRCFT o Tribes check in 3/2, 3/20 o Labor summit with Chancellor 3/2, 3/9, 3/23, 4/6, 4/13, 4/20, 5/3, 5/11, 5/18 o Exec. Board, 3/21, 4/5, 4/19, 5/3, 5/17 o Steering 3/6, 3/20, 4/3, 4/17, 5/15 o Los Rios Counselor association 3/7 o DAS 3/7, 3/21, 4/4, 4/18, 5/2 o PAFC 3/8, 4/12, 5/10 o BOT 3/8, 4/12, 5/10 o Greg Roh Wells Fargo 3/21 o Cesar Chavez March 3/25 o SUJIC 3/27 o Chancellor's Cabinet 3/27, 4/24 o ARC Counseling 3/28, 4/6, 5/2 o CRC leadership 3/29 o CRC IGETC 4/3
 - o FDIP candidate 4/4 o Assemblymember Stephanie Nguyen 4/5 o DAS Pres and Chancellor 4/10 o Non credit: Phil Smith 4/13 o AVC HR hire 4/17, 4/25 o PTFIC 4/18 o LRCFT Treasurer 4/24
 - o District Counsel 4/25 o Inside CA Education 4/25, 5/2, 5/10 o DRT 4/26
 - o PAFC Treasurer assistant 5/10 o LRCFT picnic 5/12 • SCLC o UC Davis Labor Center 3/6 o Homelessness and Labor 3/22 o Crab Feed 4/1 o River Cats planning 4/3 o Law and Legislation committee 4/11 o Truman Club 4/13 o Exec. Council 3/21, 4/18
 - o Job Fair planning for June 9, 4/27, 5/11
 - o Labor Fed Lobby Day 5/8-9
 - o Homelessness labor policy in Sacramento 5/17
- CFT o Ex. Council 3/3, 4/28, 5/19 o CFT Unity Slate 3/10 o Native grad funding 3/10 o CFT Conference 3/16-18 o Tristan Brown 4/13 o Training for VPs 4/14 o CFT Lobby Day 4/26 o DFR legal panel 5/5
 - o California Labor Fed conference 5/8
 - o CCC 5/20

*Off contract summer meetings/projects: May 22-Aug. 10

- CFT Political Organizer Hiring panel Los Angeles 5/23
- LRCFT Labor Summit with Chancellor 5/25
- Wellston picnic 5/25
- LRCFT Labor Summit with Chancellor 6/1, 6/8, 6/15, 6/22, 6/29, 7/6, 7/13, 7/20, 7/27, 8/3, 8/10 • CFT three day conference: 6/2-6/4
- Steering 6/5, 6/19, 7/17, 8/17
- SCLC job fair 6/9
- LRCFT River Cats membership games: 6/10, 6/11, 7/16
- Labor Law and Arbitration Conference 6/12-14
- Board of Trustees 6/14 • SCLC exec. and delegates 6/20, 7/18
- Board of Trustees 7/12 • CFT division council 8/10 Summer Projects:
- Los Rios AVA HR hiring committee • Website clean up
- Steering meetings
- New contract clean up
- Union News planning
- Membership drive campaign
- dues increase pass-through plan
- electronic election transition
- new LRCFT code of conduct • retro negotiations and EB meeting
- hire new comm coordinator
- Inside California Education new episode: Los Rios Prison Prep Program (PREP)

V. Academic Senate Report: May 17 Shubb written report

- DAS voted to support a tenure-track PREP Counselor/Coordinator critical hire, to be employed at FLC. Intention is for the position to be “taken off the top” of the district’s Fall 2023 allocations.
- DAS initiated a Work Experience/Internship Developers work group to begin immediately. The purpose of this group will be attempt to ensure faculty are consulted in the District’s Sector Internship Developer project:

Sector Internship Developer Project Launch

Starting in 2021, the Career Education Council (CEC) approved Strong Workforce Program funding for the Sector Internship Developer (SID) project. Internships provide students an opportunity to gain experience in their field of study, expands their professional connections and gives them an advantage in the hiring process upon completion of their program. The goals of the project are to:

- 1. Increase the number of Career Education students who participate in paid internships (both general and for-credit), particularly for Disproportionately Impacted populations (Native American, African American, Latinx, AAPI).*
- 2. Increase the number of vetted CTE work experience opportunities posted in Handshake.*

Note that prior to the formation of this work group, neither Work Experience faculty, nor Academic Senate had been made aware of the existence of this program. 4 adjunct faculty were hired in Fall 2022 and appear to be working with a District supervisor, without ARC, FLC, & SCC Academic Senates knowledge. We are currently working on making sure each of these faculty are assigned a PRT.

- DAS passed a resolution from our Ethnic Studies Council that:

- **Resolved** that the Los Rios District Ethnic Studies Faculty Council urges our local college Academic Senates to recommend Ethnic Studies tenure-track professor positions receive the highest support possible during the Fall 2023 faculty hiring prioritization process. and
 - **Resolved**, and the Los Rios District Academic Senate urge our local college Academic Senates to give all due consideration to the whereas statements in this resolution during the Fall 2023 faculty hiring prioritization process.
- DAS voted to support proposed revisions to R-3412 (Governance – Academic Senate) to update processes for District Curriculum Coordinating Committee (DCCC), and strengthen collegial consultation with District Education Technology (DETC), which is currently a Non-Senate led committee.
 - DAS discussed long standing concerns about collegial consultation, the individual email response from BOT President Knight to DAS President Shubb, inclusion of specific criteria in our semesterly Collegial Consultation Report, and plans for a BOT presentation about collegial consultation in June.

VI. Chief Negotiator Report:

Lum thanks all board members that attended the forums. The recorded forums were posted to the LRCFT YouTube Channel.

Lum has started work addressing Home Base at ARC and scheduling meetings for next couple of weeks. Lum discusses issues with embedded success coaches, received requested information on embedded success coaches at ARC.

VII. PAFC Report:

Kawamoto reports the PAFC did not have a quorum at the last meeting. Races for Fall 2023 are reviewed. The PAFC will focus on the mayor’s race next spring. Kawamoto announces upcoming Wellstone event. PAFC’s interests in politics and moving further to left of middle. Aldredge discusses concerns regarding political leanings of the PAFC. It is important to include all political parties.

VIII. Legislative Report: Limmaneeprasert written report

Attended FACCC Legislation & Advocacy Committee’s monthly meetings, 5/1

Met with Andre Avila, staffer for Assemblymember Angelique Ashby, to advocate for a CFT sponsored bill, AB 811 (Fong), 4/26

Participated in the CFT Lobby Day activities, including making a public comment in support of AB 938 (Muratuschi), a CFT sponsored bill, 4/26

Attended the CA Labor Federation Joint Labor Legislative Conference, 5/8

Participated in the SCLC’s Lobby Day, 5/9

Bill Sponsor/Co-Sponsor	Bill #	Author	Bill Title	Bill Status
CCCI/FACCC Co-Sponsored SSCCC Supported	AB 1190	Irwin D	Community colleges: part-time faculty: office hours.	Set for Asm Appropriations Cmte hearing on 5/18
CTA/FACCC Co-Sponsored SSCCC Supported	AB 260	Santiago D	Community colleges: part-time employees.	Set for Asm Appropriations Cmte hearing on 5/18

CFT/FACCC Co-Sponsored SSCCC Supported	AB 811	Fong, Mike D	Seymour-Campbell Student Success Act of 2012: repeating credit courses.	Set for Asm Appropriations Cmte hearing on 5/18
FACCC Supported SSCCC Supported	AB 1540	Fong, Mike D	Public postsecondary education: nonresident tuition: exemption.	Set for Asm Appropriations Cmte hearing on 5/18
SSCCC Sponsored FACCC Supported	AB 1541	Fong, Mike D	Community colleges: governing board membership: student members. (BOT)	Passed out of the Asm Appropriations Cmte hearing (yes: 16; Noes: 0) on 5/3
FACCC Supported	AB 1542	Fong, Mike D	Board of Governors of the California Community Colleges: student members: Student Success Completion Grant program awards.	Passed out of the Asm Appropriations Cmte hearing (yes: 16; Noes: 0) on 5/3
SSCCC Sponsored FACCC Supported	AB 1543	Fong, Mike D	Community colleges: student representation fees.	Set for Asm Appropriations Cmte hearing on 5/18

ACTION

IX. Part time Issues Committee: (Second Read)

Sneed announces appointment of Sarma Karsiere to the Part Time Issues committee. Karsiere will represent CRC. Telles moves to accept appointment, Aldredge seconds the motion. Motion carries.

X. LRCFT Release Time Recommendations: (First Read/Suspend/Action)

Newman reviews recommendations for board members. Aldredge requests point of clarification. Is the board voting on two separate issues, the President's reassign time and other listed positions? Jones speaks in opposition to the additional reassign time for the LRCFT President and voices concern for the additional release time that has been proposed for the Chief Negotiator as well. Lum clarifies the amount of release time the CN receives. During negotiations, the CN receives .6 and during non-negotiation semesters it is .4. Sneed voices opposition to any changes for Fall 2023. Faculty have submitted for their schedules for the fall. Sneed is opposed to merging the Graphic Design and Communications positions. Lum suggests proposes approving release time for the fall and reviewing each position to determine if the position is needed and/or receiving the appropriate amount of release time for the work. Lum suggests all release time positions be available to all faculty. Jenkins agrees that all release time should be available to all faculty, not just board members. Reese discusses the need to address the organizational structure of LRCFT positions. Rowe reminds board members that the current appointed positions were created and appointed by the past LRCFT President and was approved by the executive board. Aldredge

speaks in favor of allocating 1.0 to the LRCFT President. Fernandez addresses the President and CN positions. Both positions are the busiest positions of LRCFT. Neither position should receive less release time that is currently allocated. Jones gives historical perspective regarding the LRCFT President’s position and does not recall a proposal to increase LRCFT President’s release time from .6 to the current.8 the President is receiving. Jones discusses issues with no proposed release time for the college presidents who have requested additional assistance on their campuses. Newman gives background to current release time for the LRCFT President and findings that the position requires more work than the .8 currently given. Lum suggests going with the status quo with a commitment to address proposed changes for Spring 2024. Aldredge moves to vote on the LRCFT President’s release time for Fall 2023, Dimond seconds the motion. Motion carries with 17 in favor and 2 opposed.

Beckum requests clarification for new release time positions. Newman clarifies the positions will be open to all. An application will need to be submitted for positions. Jenkins suggests all appointed position have term limits. Torres supports the suggestion for term limits.

XII. Equity Minded Professional Development: (First Read/Suspend/Action)

Lum reviews and discusses the proposed LRCCFT and LRCCD agreement on Equity Minded Professional Development. Lum thanks Shubb for her assistance and participation regarding the proposed MOU. Lum reviews changes to the original proposed MOU and discusses concerns and suggestions made by board members. Carbary moves to suspend the rules, Goodchild seconds the motion. Motion carries. Discussion regarding the proposed MOU is held. Goodchild moves to approve motion to approve EMPD MOU, Carbary seconds the motion. Motion fails with 8 in favor and 10 opposed. Roll call:

Yes	No
Lum	Limmaneeprasert
Beckum	Lo
Reese	Verhage
Jones	Smith
Farrelly	L. Smith
Carbary	Rowe
Goodchild	Dimond
Telles	Jenkins
	Sneed
	Aldredge

XIII. Authorize Steering to Negotiate Retro over the Summer: (Second Read)

Lum discusses proposal to authorize the steering team to negotiate the retro over the summer during off contract month. The steering team will schedule an executive board meeting over the summer, most likely in early August, to discern board interests in negotiating the Retro. Lum discusses the current proposed COLA and recommends 8% apply to the salary schedules. If the COLA comes in lower than expected, Lum suggests lowering the amount to the salary schedule to 5%. Discussion held. Smith requests the CB report for last year and this year. Carbary moves to authorize Steering to apply the COLA to the salary schedule at the highest possible percentage increase and to apply the highest possible retro by percentage. Limmaneeprasert seconds the motion. Motion carries. Discussion regarding a possible special executive board meeting to be held in the summer. The meeting will be held to discuss and approve of the proposed COLA distribution. Rowe moves to hold a special summer executive board meeting, Telles seconds the motion. Discussion is held. Motion carries with two opposed.

IX. Full-time Faculty Dollars: (Second Read)

Jones discusses proposal to have decisions made about full-time faculty dollars to come to the Executive Board before LRCCD makes decisions about full-time faculty hires. Aldredge moves to approve motion for full-time faculty dollars discussions, Jones seconds the motion. Perrone discusses issues with the proposal because of

LRCFT's inability to authorize to the district to hire faculty. Newman suggests changing the proposal language to indicate that steering should ask the district *each* semester what their plans and decision-making surrounding are regarding FT hires. Steering will bring that information back to the board. Aldredge accepts changes to the proposed motion. Motion carries with proposed changes.

X. LRCFT Accessibility Taskforce: (Second Read)

Cabary proposes Lauren Wagner from CRC be appointed to represent CRC on the task force. Aldredge moves to appoint Wagner, Limmaneeprasert seconds the motion. Motion carries.

XI. College Reports:

1. ARC – Limmaneeprasert written report

During the period of April 18 to May 17, 2023, the union concerns/questions I addressed on Zoom, by email, and by phone were about these topics:

Part-time faculty courses not credited for appropriate class in initial salary placement

Management's attempt to change a part-time faculty's class schedule despite the class being fully enrolled.

Questions about assignments for preferenced faculty living out-of-state who repeatedly declined on-ground assignment offers

Question about health benefits for part-time faculty with an assignment below .4 FTE

Change to the scheduling practice for part-time counselors

Concern about summer assignments not counted towards earning preference (section 4.10.6.2 of the contract) □

Concerns about the in-person requirement for full-time counselors and Homebase assignments

Issues with the ARC VPSS's memo stating that all the current and past Counseling Program Committee (CPC) agreements sunset effective May 18, 2023

Questions about faculty residency

Erroneous flex requirement for non-classroom faculty

Department chair not receiving doubled flex credit despite his preparation for a department meeting on Flex Friday.

Management's early cancellation of summer classes

Management pressuring faculty to serve as department chair

Salary steps and improvement for faculty at steps 16 to 25

Faculty involuntary reassignment issues

Full-time faculty not having a full load for fall 2023

In-person office hour requirement for faculty in the Workload Reduction Program

Management's long response time

Salary advancement process and eligible courses

Faculty conflicts regarding departmental issues

ADA accommodation request

Implementation of Homebases in Instruction and its impacts on various departments

ESA pay for serving on summer hiring committees

Additional workload due to large class sizes

Scheduling for full-time faculty when the department FTE is reduced

Labor theft: Faculty not paid for FTE below .067 due to section 4.6.2 of the LRCFT contract

Concern about salary schedules and longevity Oranit Limmaneeprasert May 17, 2023 (for the period of April 18 - May 17, 2023)

Question about the ARC SLO Authentic Assessment Review Record (AARR) Request

Investigation relating to the NAGPRA/CalNAGPRA process and the ancestral remains at ARC (I will represent four full-time faculty members and one or two part-time faculty members at their interviews in the summer, and they will be paid via ESA.) Activities

Attended all negotiations meetings during this period

Conducted a workshop on part-time faculty issues--preference, 60%/67% rule, paid college service opportunities, and ESA, 4/20

Attended the chancellor's cabinet meeting, 4/24

Attended an LRCFT DRT meeting, 4/26

Represented a member in an investigative interview, 4/27

Attended a districtwide non-credit workgroup meetings, 5/1

Met with the ARC VPI, 5/2

Met with part-time counseling (group meeting), 5/2 and 5/3

Met with a part-time classroom faculty member, 5/4

Conducted a workshop on non-classroom faculty issues, 5/4 Attended contract ratification forums, 5/8, 5/9, 5/10, and 5/12

Upcoming activity

Meeting with the ARC president, 5/19 (rescheduled from 5/16)

Emerging Issues

Newman discusses bringing a proposal to hire out production of the UnionNews with the assistance of the LRCFT Editorial Committee. A discussion will be held in the fall.

Reese moves to adjourn the meeting Rowe seconds the motion. Motion carries. 5:50 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer