

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
August 27, 2023

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Michael Henderson, Linda Sneed, James Telles, Katie Carbary, Gabriel Torres, LaQuisha Beckum, Teresa Aldredge, Art Jenkins, Rebecca Goodchild, Stephanie Rowe, Joe Farrelly, Veronica Lopez, Walter Kawamoto, Kalee Christensen, Dennis Smith, **Excused:**

Absent:

I. Newman convenes the LRCFT Executive Board 3:00 PM Newman requests for this meeting board members refrain from using the chat for discussion and use the chat to post documents.

II. **COLA**

Lum reports on the 8% COLA. Per the conversation with the District, we can apply up to 8% COLA to the salary schedules.

Lum reviews topic for consideration:

- Last week, we learned that health care costs will increase significantly. The preliminary numbers for our two most popular plans indicate the following:
 - o Kaiser HMO monthly out of pocket costs will go from \$256 to \$506 (\$2,500 for the year)
 - o Sutter HMO monthly out of pocket costs will go from \$53.20 to \$202.20 (\$1,490 for the year)
- The change in costs will go into effect on January 1, 2024.
- It costs approximately \$1,056,000 to decrease the new out of pocket by \$100 (about 0.75% of our COLA)
- As a group we have not discussed our funding priorities for the future(revising Appendix A). The Negotiations Team felt it was important to hold these conversations over the next 3-year cycle.
- Any percentage that we take from the COLA and apply towards benefits (or other items) impacts what is reportable to CalStrs.

Choices:

1. Apply the entire 8% of our COLA to the Salary Schedule. No offset for medical premium increases.
2. Apply 7.5% of our COLA to the Salary Schedule and .5% to offset health care costs. This would cost approximately \$500,000 This would decrease the new out-of-pocket costs by about \$50 per month.
3. Apply 7.25% of our COLA to the Salary Schedule and .75% to offset health care costs. This would decrease the new out of pocket costs by about \$100 per month and cost \$1,056,000.

Retro

Per our conversation with the District, the proposal is for a 10% Retro for the 22-23 Fiscal Year. Notes to utilize alongside the attached Collective Bargaining Report:

- The 'Bucket System' allocates 80% to the bargaining units. 20% to District.
- OTO means *one-time-only* dollars. C means *continuing/on-going* dollars.
- Page 1, Line 1: Provides the breakdown of each unit's proportionate share of the 80%. LRCFT's proportionate share is 61.69% o Page 1, Column 4 provides the cost for 1% increase to the Salary Schedule.
- Page 2 Provides the Sources of Funds o Page 2, Bullet A, Line 3 "Deficit". The District is currently reporting an 11% Deficit according to State accounting procedures.
 - o DO believes the 11% estimate is too high and that after everything is reconciled it will be lower. For budgeting purposes, they use an estimate of 2% o Page 2, Bullet A, section titled "Comprised of", Lines 3 and 5 show an increase of approximately \$32 million to the District.
- Page 3, Bullet C, the State gave additional money to Districts to make up / pay for Deficit in 19-20 Fiscal Year. This is an anomaly.

- Page 4, Table titled “Summary of Distribution of Available Resources” line 1, provides the breakdown of money that is distributed to our unit.
- Page 5 provides a breakdown of growth funds. We have \$9,809,801 in savings from the Decrease in Instructional FTE.
- Also of interest – we have 11.79 less FTE for Counseling resulting in a savings last year of \$1,182,643 of ongoing dollars.
- Page 6 discusses sources of funds for 22-23 for LRCFT specifically:
 - Bullet A “Set Asides” line 3 “Continuing Shortfall from 21-22”
 - ✦ This is how the district accounts for the decrease in FTES (enrollments).
 - ✦ We are currently in ‘hold harmless’ – what this means is that the State makes up for the difference in what our enrollment was in 18-19 and now. That money, however, is one-time only dollars.
 - ✦ The shortfall reported here is made up with the influx of the one-time only dollars.
 - Bullet B – These are the ‘decrements’ – difference in salary costs for retirement/resignations and new hires.
 - Bullet C – shows the increase in State reimbursement for adjunct medical.
 - Bullet D – unused Type A and B leaves.
- Page 7 discusses everything charged to our Bucket in the last fiscal year.
 - Note: During negotiations, we agreed to fund the new catastrophic leave / parental leave with \$750,000 of our bucket’s one-time dollars (shown in the Phase 1 charges), and adding an additional \$250,000 on-going (starting with the 23-24 FY).
- Available funds for distribution
 - \$31,631,394 of OTO
 - \$5,930,000 of continuing dollars
- Proposed Retro of 10% will cost \$16,168,162

Topics to consider:

- Some of the ongoing dollars are already spent because of decisions we made in negotiations:
 - Changes to Chair Compensation
 - Ongoing allocation for Family leave Benefits
 - COLA increase for Stipends
 - Paying for Adjunct Office Hours at B-2, Step and Class
 - Paid Adjunct Service
- Unknowns that influence leaving a higher amount in reserve in our bucket:
 - If we underestimated any of the negotiated items from above, we will need to pull from the reserve to pay for everything. For the next 3 years, we will be assessing the cost of those negotiated changes annually.
 - State concerns on how the 8% Cola will be paid for:
 - ✦ LAO office has indicated that the state only has enough money to pay for 5% of the 8% COLA.
 - ✦ If the LAO is correct, we need to figure out how to make up that 3% difference. It will likely take another year for us to figure out our full refund for Adjunct Health.
- In order for monies to be CalStrs eligible, it must be applied to the entire bargaining unit.
 - For example, last year Board members asked if we could allocate an additional amount of one time only dollars to those at the top of the schedule to help those closer to retirement. After researching with CalStrs we found it would not be reportable because it didn't apply to the entire unit. Therefore, it would not help improve an individual's pension.

III. Insurance Rates:

Lum reviews insurance premiums for 2024. The Kaiser HMO monthly premium will go from \$256 to \$506; the Sutter HMO monthly premium will go from \$53 to \$202 as two of the more popular plans. Lum informs board members the COLA will be 8.2% for faculty. Should LRCFT use a portion of the COLA to offset a portion of the premium rates for faculty? Offsetting a portion of the insurance premium will affect faculty close to retirement. Discussion is held. Limmaneeprasert reminds board members that the number priority faculty have is salary. Suggests faculty should decide where to spend their funds. Carbarry speaks in support of giving the total COLA to

faculty salary. Smith raises the issue of the increase of healthcare premiums to parttime faculty and the tax income affect. Rowe discusses the difference in taxes and the use of a HSA to get around that. Lum discusses options for healthcare providers that have lower premiums. Sneed points out that moving providers is not an option for faculty members that have had a serious illness and have been working with a team of physicians. The rise in healthcare premiums affect part time faculty and full-time faculty who are lower on the salary schedule. Limmaneeprasert points out that providing \$100 to offset healthcare premiums does not benefit many faculty members. Goodchild clarifies that switching within your current healthcare provider will not cause a loss of your healthcare team. Switching to the high deductible and using the HSA can be a benefit. A workshop on HSA will be held for faculty members. Goodchild reviews what switching to a high deductible plan for each provider. Limmaneeprasert moves to close discussion. Jones seconds the motion. Motion passes.

Limmaneeprasert moves to apply the full COLA of 8% to the salary based on step and class, Jones seconds the motion. Motion passes by consensus.

IV. Retro:

Lum reviews data and information regarding the proposed 10% retro, along with consideration of allocation to Family Leave, changes to Chair compensation, COLA increase for stipends, reassign time, paying for Part-time college service and paying for Part-time Office Hours at B-2, Step and Class. Limmaneeprasert discusses the amount of money left in reserves. Lum discusses the difference between the LAO and Governor's reporting which is cause for concern regarding next year's budget. Jones encourages LRCFT to voice the voice of members and not of conservatism. Jones discusses past concerns of possible outcomes regarding the budget which have never happened. Jones addresses the \$5.6 million which is not one time only money. Lum reviews list of unknown variables of costs for board members. Aldredge addresses issue regarding counselors who have retired. The 11.7 FTE has not been fulfilled by the district. Lum discusses the need for LRCFT to push the district to hire counselors and suggests LRCFT work with the academic senate on this issue. Henderson reminds board members that LRCFT cannot force the district to hire counselors, but LRCFT can be activists for rehiring. Limmaneeprasert discusses an audit that was done by the legislature. Los Rios was found not to be using New Faculty hire money appropriately. Limmaneeprasert proposes a higher amount for the retro. All districts throughout the state have heard the same narrative regarding a possible shortfall. If there is a shortfall the district should cover the shortfall, as they have in the past. Carbarry asks if the 10% is reasonably the highest possible retro to do. Carbarry reviews the motion passed at the May 17, 2023, board meeting where the board agreed the steering team would negotiate the retro on behalf of LRCFT at steering. Lum's opinion, based on the numbers provided, is that LRCFT should keep the amount proposed in reserves. Telles requests clarification of the proposed amount for reserves. Lum reviews proposal. Rowe moves LRCFT accept the proposed 10.4% retro, Carbarry seconds the motion. Discussion is held. Aldredge requests clarification regarding the 11.7 FTE and if it is included in the proposed 10.4% retro. Lum clarifies the 11.7 FTE is ongoing money. Lum will work with Henderson to create a memo addressing the data from the last few years to bring to the Academic Senate. Goodchild agrees with Lum and expresses LRCFT should be aggressive regarding rehiring. Goodchild calls for the question, Carbarry seconds. Eight vote in favor and 7 vote opposed. Aldredge clarifies for board members, there needs to be a two-thirds vote to end a debate. Motion fails. Jenkins expresses that he is in alignment with Limmaneeprasert and Jones. Jenkins is appreciative of the work done by colleagues and honors all who have worked on this but feels devalued and feels the district has already made a play. LRCFT should go back to the district with an increase to the retro. The 11.7 FTE unfulfilled is appalling and morale among colleagues is low. Lopez feels LRCFT should support counselors and discusses the disregard the district showed for counselors during negotiations. Carbarry moves to end debate. Goodchild seconds the motion. Motion fails with 7 in favor and 7 opposed. Debate remains open. Jones moves LRCFT go back to the district for a 11.4% retro. Telles seconds the motion. Discussion regarding the affect this will have on counselors. Lum clarifies this will not affect counselors since it is ongoing money. Limmaneeprasert proposes a friendly amendment of 12.4% retro, Jones accepts friendly amendment. The 12.4% retro will leave 48% in reserves. Jones calls for the question. Goodchild requests clarification regarding the additional 2% and if LRCFT will have enough in reserves to cover any shortfalls. Rowe gives new numbers in reserves with a 12.4% retro. Carbarry moves to end

debate. Limmaneeprasert seconds the motion. Motion passes by consensus. Motion for a 12.4% retro passes with 9 in favor and 5 opposed. Motion carries.

Carbary moves to authorize steering to approve a retro above 10.4% with the highest being 12.4% Goodchild seconds the motion. Discussion held. Jenkins speaks in opposition to the motion, feels LRCFT should hold to 12.4%. Discussion regarding a holding special executive board meeting to vote on any proposal that comes back is held. Telles speaks in favor of holding the district to the 12.4% and is willing to wait for a couple of weeks and have another meeting for additional money for members. Jones speaks in support of Jenkins proposal to hold to the 12.4%. Motion to approve a retro above 10.4% with the highest being 12.4% fails with 3 in favor and 8 opposed.

V. Parental Leave:

Aldredge moves to accept the proposal to allow parental leave for those who had a child this year and to allow up to one year. Limmaneeprasert seconds. Discussion regarding notifications and timelines held. Limmaneeprasert moves to close debate. Lum seconds. Motion passes by consensus. Motion to allow parental leave passes with one recused.

VI. Adjunct Medical:

Limmaneeprasert moves to accept the Part time MOU with Sierra to .4, Carbary seconds motion. Motion passes by consensus.

VII. SCLC Labor Day Picnic:

Newman announces the upcoming SCLC picnic. LRCFT has supported the picnic with a \$1000 sponsorship. Limmaneeprasert moves to support \$1000 sponsorship, Aldredge seconds the motion. Motion passes by consensus.

Newman reminds board members the PAFC will hold a meeting on August 2 at 4:00 PM.

Telles moves to adjourn the meeting, Limmaneeprasert seconds. Motion passes by consensus 5:25 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer