

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 3, 2024

Present: Jason Newman, Belinda Lum, Teresa Aldredge, Michael Henderson, Gabriel Torres, LaQuisha Beckum, Art Jenkins, Josh Fernandez, Rebecca Goodchild, Stephanie Rowe, Veronica Lopez, Leon Smith, Dennis Smith, Kalinda Jones, Bill Miller, Kalee Christensen, Katie Carbary, Jacob Traugott, Matt Register, Michael Angelone, Iris Dimond, David Reese

Excused:

Absent: Jackie Vargas-Ornate, Teresa Urkofsky, Matt Register

Action Items passed:

LRCFT Support of National Day of Action on Higher Education

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Reese moves to approve agenda. Sneed seconds the motion. Motion carries.
- III. Public Comment: Collette Harris-Matthews, candidate for LRCCD BOT, speaks to the board.

Action

IV. Dean Murakami Faculty Excellence Awards: (1st Read)

Miller proposes LRCFT create an endowed LRCFT Faculty Excellence Award for one full-time faculty member and one part-time faculty member at each Los Rios College. The award would set aside current LRCFT investment funds of approximately \$160,000 to \$200,000 in perpetuity from which the earnings would be used to fund the awards. These awards would only go to current LRCFT members in good standing for the past 12 months. The proposed name of the awards would be the "Dean Murakami LRCFT Faculty Excellence Awards." Current LRCFT EB members would not be eligible for the awards. A committee of 2-4 LRCFT members from each campus would serve to determine awardees. Details such as the application process, timeline, location of plaque denoting awardees, and award criteria would be determined by the committee. This committee would be a separate committee or part of a new or current committee. Rowe suggests that \$160,000 is not needed. The amount would be about \$75,000. Reese would like to award faculty members who are deeply invested in the union. Aldredge suggests the name of the award should be LRCFT center. Aldredge voices concerns with awards because they are subjective and shares concerns regarding the amount of funds requested. In the past the board has been told investments were for potential strikes and lawsuits. Sneed suggests criteria should be rigorous. Smith speaks to the funds available to LRCFT. Investments have had 20 years to build up and so there should be sufficient amount of funds. The idea has great potential, but the board must consider the potential cost. Goodchild speaks in favor, there are very few opportunities to highlight colleagues. Torres speaks against the proposal, a better way to honor Dean is to achieve a better contract for faculty. Lum suggests part-time award be in honor of Paul Baltimore. Angelone asks what would do? The board can have a garden at the union hall in honor of Dean. Jenkins suggests honoring Dean by fulfilling the Communication Coordinator position and pay for more release time for work being done by board members.

V. LRCFT Resolution Supporting DAS: (1st Read)

Jones clarifies timeline for DAS resolution and would like LRCFT to keep in line with DAS timeline. DAS will go to the Board of Trustees meeting on May 8. The LRCFT Resolutions Affirming Academic Senates' Resolutions and Votes of No Confidence has been shared with board members to review and consider for a vote at the next meeting.

Reese suggests board members read the DAS resolution before voting on LRCFT's resolution. The DAS resolution is still in draft form so it cannot be shared with board members yet. The DAS resolution will be shared when it is approved. Henderson suggests the board consider the consequences to the union if the board votes in support of the resolution. Smith states LRCFT needs to do something. Faculty have had enough, and the four senates cannot function under the conditions created by the Chancellor. The union and senate need to bring all grievances forward together as a unit. Jones speaks in support of Smith's statement and speaks to the impact the working conditions have had on the four senates.

VI. National Day of Action on Higher Education: (1st Read/Suspend/Action)

Torres moves to suspend the rules, Goodchild seconds the motion. Motion passes. Sneed informs board of the National Day of Action on Higher Education to be held on April 17. Sneed proposes LRCFT be a signatory and supporter of the day of action. Reese move LRCFT support and be a signatory of the National Day of Action on Higher Education, Jones seconds the motion. Motion passes. Newman will send information out to faculty on Monday.

Reports

VII. President's Report:

Newman reviews upcoming events for board members. May executive board meetings will be held on May 8 and May 15. There will be an additional PAFC meeting held on May 22 to interview Maggy Krell. Reminders for additional meetings will be sent out to board members.

VIII. Treasurer's Report:

Rowe reviews February 2024 management report. Rowe reports on status of CFT payments. CFT is paid up to October 2023. Balance sheet and Budget vs Actuals are reviewed for board members.

Discussions

IX. Board Member Fiduciary Responsibilities:

Henderson discusses email sent out to board members addressing responsibilities of board members. Henderson discusses onboarding of board members and their obligations. Rowe discusses the situation and suggests asking for an explanation. Discussion regarding reasoning behind actions by the board members are held. Sneed suggests codifying reasonable expectations and responsibilities in a document for board members. Smith suggests putting expectations into the by-laws. Goodchild agrees with documenting expectations into the by-laws but if behavior continues will support removal of a board member. Torres suggests all board member take CFT's Union 101 class to learn what unions are about. Jones expresses concern about why an email went out now, considering past behaviors of board members. Henderson clarifies that this is not a one-time action, it is a pattern which can undermine the stability of the union. The intent of the email is to educate board members on the expectations and responsibilities, not to punish board members. Reese expresses the expectations of board members in other organizations. Actions of board members should be common sense, but it is an opportunity to provide documentation or a Code of Conduct for board members.

X. Workload Balancing for English Composition Courses:

Angelone discusses the feasibility and potential benefits of implementing workload balancing measures in the next contract for English Composition courses, inspired by successful practices observed in institutions such as LACCD, Shasta College, College of the Canyons, among others. This initiative aims to acknowledge the intensive grading and personalized feedback required in these courses and explore ways to adjust Full-Time Equivalent (FTE) allocations to ensure a fair and manageable workload for faculty while enhancing student learning outcomes. Increasingly, colleges and universities are adopting workload balancing as a strategy to address the unique demands of teaching English Composition. These adjustments recognize the significant time and effort required to provide students with the high-quality feedback essential for their development as writers. By considering similar adjustments, LRCFT can support our faculty's well-being and uphold our commitment to providing an exceptional

educational experience for our students. Angelone gives background on workload balancing. Increasingly, colleges and universities are adopting workload balancing as a strategy to address the unique demands of teaching English Composition. These adjustments recognize the significant time and effort required to provide students with the high-quality feedback essential for their development as writers. By considering similar adjustments, we can support our faculty's well-being and uphold our commitment to providing an exceptional educational experience for our students. A list of budget implications is reviewed. Angelone discusses disparities between the awards of Ph.D.'s to people of color and white men and women which also contributes to income inequalities. Carbary discusses the issue regarding the pay differences between MA's and Ph.D.'s in Los Rios. Lum suggests part of the next negotiations to be addressing Appendix A.

XI. Emerging Issues:

Traugott reports on the outcome of FACCC's Debt Clinic workshop. The workshop was successful and helped many address their student loans. Kathleen Addison and Jessica St. Paul, the speakers for the FACCC Debt Clinic, will be speaking at Los Rios Debt Clinic by zoom on April 12 from 4:00 PM to 5:00 PM. The workshop will not be recorded, and resource material will not be sent out. Policies regarding loan forgiveness changes frequently. Traugott will be sending information out regarding the upcoming workshop.

Adjourn 5:08 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer