

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

September 18, 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, Linda Sneed, Scott Faulds, Iris Dimond, David Reese

Excused:

Absent: Jackie Vargas-Ornate, Teresa Urkofsky, Michael Angelone

Motions passed:

- Appointments to Salary Committee for CRC and ARC
- LRCFT Issues Party September 27, 2024

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Public Comment: Jacob Velasquez speaks to the board about grievances, specifically how the DRT decides to move grievances forward. Velasquez discusses the moratorium and why he believes the district might be in violation of laws pertaining to students regarding the moratorium.
- III.** Dimond moves to approve September 4, 2024 minutes, Aldredge seconds the motion. Motion carries. Traugott moves to approve agenda with changes, Sneed seconds the motion. Motion carries.

Reports

IV. Chief Negotiator Report:

Lum updates the board on the following issues:

- Step and class placement of new faculty. Issues have been regarding placement and what counts as occupational experience.
- Coordinator time and job description in-load time ongoing issue at FLC. Progress has made on the EMT & Nursing programs.
- SUJIC needs to meet to go over job descriptions
- Issues at CRC & SCC regarding part-time senate pay at 9 hours. Currently gathering information.
- Play off pay for coaches and back pay
- A meeting on the moratorium will be held at the end of October. Lum discusses the 3 perspectives regarding how to move forward with the moratorium. The perspectives come from the NAGPRA group, the recommending language group (addresses colonization) and the tribe and cultural perspectives.

V. Academic Senate Report:

Cadwell reports on PREP and Chief Counsel issues addressed over the summer. Caldwell worked with Newman and Lum on the issues.

At the last DAS meeting, language on the moratorium was clarified. There has been a lot of confusion. Different faculty members interpret the phrases differently. Dealing with replicas was addressed. Math validation regarding AB1705 was approved, and the new GE requirements are ready. DAS will participate in the IEPI process. The senate is looking at noncredit feasibility. The DAS is also working on hosting an AI summit.

Action

VI. Salary Committee:

Aldredge proposes appointing Dr. Eddie Fagan and Amber Gage from CRC to the salary committee. Dimond moves to suspend the rules, Jenkins seconds the motion. Motion carries. Sneed moves to appoint Fagan and Gage to the salary committee; Torres seconds the motion. Motion carries. Jenkins proposes appointing Matt Register and Jordan Rayubul from ARC to the salary committee. Sneed moves to appoint Register and Rayubul to the salary committee, Dimond seconds the motion. Motion carries.

VII. LRCFT Part-time Faculty Issues Party and Membership Drive: (2nd Read)

Sneed reviews request of up to \$400 for food and drink. The party will be for faculty throughout the district and their family. Discussion regarding rsvp's and the cost for food is held. Fernandez moves to provide up to \$700 for food and drinks, Torres seconds the motion. Motion carries.

VIII. AI Workload Increase: (1st Read)

Christiansen reviews suggestion to appoint a faculty member or a task force to keep an eye on how AI is impacting faculty across different colleges. This person or task force could track these developments, share insights, and bring concerns back to the union. To make sure this role is effective; it should come with release time or a stipend. The faculty member or members of the task force will also attend the upcoming AI Summit. Faulds suggests the union work with the DAS and coordinate the proposed work. Aldredge requests the college presidents be involved and agrees with Faulds regarding coordination with the senate. Aldredge suggests a draft of responsibilities be created to review and discuss along with clear goals and a stipend. Suggestion to possibly have one faculty per campus is made.

IX. Elections Committee Appointments: (1st Read/Suspension)

Newman will contact College Presidents for appointments to the Elections Committee. The LRCF President, Treasurer and Campus Reps are up for election this fall.

CLOSED SESSION

Discussion

X. LRCFT Fall Calendar of Events: coordinate and announce:

Sneed discusses proposal to create a Fall Calendar of Events. The union has been talking about ways we can unify our union, including inviting faculty to participate in LRCFT events wherever and whenever they can – including those hosted by LRCFT teams. A single document with all predicted/scheduled LRCFT events on one digital document (that could be printed for a few on-campus spaces, as desired) to be created and posted to the LRCFT website.

Sneed proposes submitting a link to a calendar for consideration with questions:

- Are there events you'd like to add?
- Should any be modified?
 - If you're responsible for any of the online events, could you provide actual registration and/or participation live links for inclusion?
 - Should we provide live links to fuller descriptions, to be posted on the LRCFT website?

Discussion is held. Members of the board agree and suggest moving forward with calendar as proposed and sending it to Robyn to post. Discussion regarding the Communication Position is held. The position will be posted and distributed again next week.

XI. PAFC Report:

Newman reminds board members the next PAFC meeting is Wednesday, September 25, 2024. The PAFC has endorsed BOT Tami Nelson and Kelly Wilkerson. CFT has contributed to Nelson and Harris campaigns.

Newman reviews Coffey, Middleton and Dickerson campaigns. Their campaigns will possibly need more contributions. SCLC endorsed Martha Guerrero for Mayor of West Sacramento and Norma Acala for West Sacramento City Council. SCLC will send volunteers to Reno to GOTV on October 5 and 19.

XII. LRCFT President Report: September 4 – 17, 2024

General recommendations to board:

- **Read agenda and board docs prior to the meeting;** see LRCFT live binder.
- Consider **submitting agenda items:**
 - 1st draft of agenda sent one week before meeting.
 - Final agenda sent Tuesday morning prior to Wednesday board meeting.
- If you want an item on the **consent calendar** to be further discussed prior to a vote to pass all items on the calendar, please announce that you want to pull the item from the calendar when able to do so during our meeting.
- Keep **motions clear** on the floor during the meetings. Restate the motion for board members prior to voting.
- Please use the **red and green check buttons** in zoom for voting.
- **Adhere to time limits of agenda items** during meetings. Time limits will be monitored. A vote will take place to authorize more time if needed.
- **Chat:** please use the zoom chat function sparingly. Refrain from engaging in debate on chat.
- There is a **new parking lot** across the street from union hall! \$5 a day.
- If you receive **Reassigned Time or stipends from the LRCFT:** Please **submit a written report** to Reina/me for **second** board meeting of month (*campus presidents, chief negotiator, treasurer, graphic designer, PAFC chair, and part time faculty board members receiving compensation at the second and third tier*).

Important events and dates: Fall semester

LRCFT Exec: 3-5 pm (first/third Wed.): Sept. 18; Oct. 2, 16; Nov. 6, 20; Dec. 4

LRCFT PAFC: 3-5 pm (fourth Wed.): Sept. 25; Oct. 23; Nov. 27

SUJIC: 2-3 pm (fourth Mon.): Sept. 23, Oct. 28, Nov. 25

Chancellor's Cabinet: 3-4 pm (fourth Mon.): Sept. 23, Oct. 28, Nov. 25

BOT: 5:30-7:30 pm (2nd Wed.): Oct. 9, Nov. 13, Dec. 11

LRCFT Presidents: 2-3 pm (second Wed.): Oct. 9, Nov. 13, Dec. 11

Dispute Resolution Team: 2-3 pm (fourth Wed.): Sept. 25; Oct. 23; Nov. 27

Sac Central Labor Council Delegates meeting: 6-7 pm (second Wed.): Oct. 9, Nov. 13, Dec. 11

LRCFT workshop: "representing faculty when meeting with management": Fall 2024 TBA

LRCFT Labor film series: 4 pm (fourth Sunday)

CFT Exec. Council: Nov. 16 (virtual)

CFT standing committees: Sept. 21 (Los Angeles), Dec. 14 (virtual)

Part Time Faculty Issues Party and Membership Drive: September 27 (Friday), 5 pm, union hall

CFT CCC Division and State Council: Oct. 4-5 (Irvine)

SCLC Salute to Labor Dinner: Nov. 14 (Thursday)

Run to Feed the Hungry Race: November 28 (Thursday)

LRCFT Holiday Party: Dec. 7 (Saturday), Track 7 Brewery near SCC

General Issues for Fall:

Fall:

- SCC held a **happy hour** at Oak Park Brewery.
- LRCFT will hold **insurance/benefits workshops** for CALPERS/STRS on September 27.

- **Trustee Tami Nelson** will attend our EB meeting in September/October.
- A new **Chief Counsel** hire takes place this semester. I am on the committee.
- The District hired a new **Police Chief**, Harvey Woo. I am meeting with him for coffee.
- LRCFT **representing faculty workshops** will be scheduled for several meetings this semester.
- The LRCFT **Constitution** and By Laws work will continue in the fall semester with the membership providing a final vote in November.

LRCFT PAFC

- **Upcoming meeting on Sept. 25:** West Sac city council and mayoral races: Mayor Martha Guerro vs. councilmember Dawnte Early for mayor; Norma Alcala vs. Emiliano Rosas for West Sac city council; Chris Clark, Folsom Cordova USD
- **4 LRCCD Board of Trustee races** are open this fall
 - LRCFT PAFC has endorsed Kelly Wilkerson, Tami Nelson, and Colette Harris-Mathews (to replace Pam Haynes retiring). Tami Nelson and Kelly Wilkerson have no challengers. Harris-Mathews has a challenger who has historically received less than 25% of the vote.
- May 22 and Aug. 27 PAFC meetings:
 - endorsed Maggie Krell for AD6.
 - provided more funding to Porsche Middleton (AD7), Roger Dickinson (Sac City Council D2), and Flo Cofer (Mayor). These are the local focus races.
 - reduced PAFC chair pay to .10 and cut some outreach duties.
 - endorsed Leroy Tripette (Rancho Cordova city council D4), Barbary Leary (Folsom City Council D4), Tami Nelson LRCCD Trustee, Kelly Wilkerson LRCCD Trustee.
 - Colette Harris Mathews was endorsed for trustee in April.

XIII. College Reports:

1. *ARC President Report – Jenkins*

Meetings and Campus Activities

- August 8 - Nicole Porter, Interim ARC VP of Student Services
- August 9 – LRCFT Prep MOU
- August 13 - Angela Milano, Interim ARC VP of Administration
- August 15 - ARC President Lisa Cardoza
- August 23 – Fall Convocation
- August 27 – Angela Milano, Interim ARC VP of Administration
- August 27 – Recruiting: Faculty member interested in being a college representative and steward
- September 4 - LRCFT Executive Board
- September 10 - Angela Milano, Interim ARC VP of Administration
- September 10 – ART & LaQuisha Pres./VP Meeting
- September 11 – LRCFT College President’s Meeting
- September 12 – Faculty work order concerns
- September 13 – Social Justice Caucus
- September 16 – ARC President Lisa Cardoza
- September 17 - September 10 – ART & LaQuisha Pres./VP Meeting

Actions Resolved

- ARC Union Team meeting confirmed
- ARC Happy Hour dates confirmed
- Two new ARC Stewards selected
- Advocated for VPs to be added to SUJIC

Actions Pending

- Select adjunct faculty member for Salary Committee
- Hiring VPSS
- Hiring VPA

Ongoing Faculty Issues and Concerns

- Campus and Faculty Workstation Safety
- Dual enrollment and success coaches
- Homebases staffing issues
- Nursing shortage
- Department chair workload
- Counselor workload issues
- Faculty experiences and representation during the grievances process
- Mental Health clinicians not unionized/private contract
- Salaries
- Classroom assignments
- Career Center staffing and counseling services

ARC VP Report – Beckum

Carrie Bray et. al (PT PD form & activities)

Met at the district on 7/31, 1p-3p to discuss the submission form, the extra forms (important or not), etc.

Other things:

- B2/B3 rate will be included in employee portal
- PTers can include task force work, conference workshops
- senate hours and B2/B3 rate being fixed
- Michael's creating a guide for the program
- still need more info on open labs counting for the program

End the U.S. blockade on Cuba (Chicago Cuba Coalition) 8/21, 4:30-7p Summary: The meeting was hosted by SEIU73, which is an important step forward for labor collaboration on Cuba solidarity. In person, there were approximately 60 people in attendance. And the speakers list was diverse and a representation of the outreach work carried out over the years. The voices included labor, elected officials, religious community, social justice organizations, Cuban Americans and black and brown communities.

EB meetings:

Attended all meetings, including the summer special meeting

PAC:

Attended special PAC meeting on 8/27, where we interviewed more locals running for office

Campus VPs meeting 9/11, 12:30p-2:15p

Discussion of calendar creation for: performance review overview, stewards, EB overview, CFT trainings, PT gathering, college service & pd, LRCFT elections, insurance workshop, member meetings, and preference/rehire rights

SJC:

Attended meeting on 9/13, and discussed:

- faculty of excellence series (focus on PREP)
- re-share of faculty publications for the library -engaging/recruiting new members

Pres/VP meeting 9/10, 9/17 1p-2p

- discussed calendar of events
- possible CFT trainings
- team meetings
- membership engagement
- member concerns
- salary committee
- classroom assignment issues

Other Meetings:

Academic Senate participation 8/29, 9/12 (3p-5p): not much was discussed, however BJ Snowden discussed cluster hiring, which piqued a lot of interest from faculty. He noted it as a way to diversify faculty ranks (not just based on 'race'), what the data shows, draft supplemental questions, etc.

Other things:

- issues with classroom scheduling
- timeline for new hire prioritization
- portal village 3 (to replace Davies Hall) has stalled, but district approved the request for RFP (need committee involvement)
 - change to policy P-7241 (graduation requirements)
 - SLO committee, curriculum committee, and student success council update

-DAS 9/17 3p-5p

- committee updates
- AB1705 validation study
- NAGPRA moratorium (clarifying what it all means)
- Board policy P-7412

-ARC Black Parliament/Collective 9/10, 4p-5:15p Discussed:

- where are the equity \$\$ being spent
- need to update charter, staff/faculty associated w/group
- Welcome B(l)ack event
- student involvement
- new progress reports for learning communities
- political/culture nights/events
- current budget

2. **CRC President Report:** Aldredge June – September 2024

Meetings

- Retro Meetings: July
- Sac Labor Council Candidate Interviews: August
- New Faculty Welcome Reception: August
- Colette Harris-Mathews Endorsement Reception: August
- PAFC Meeting (8/27/24 (special meeting) &
- LRCFT Executive Board Meetings 9/4/24 & 9/18/24
- District Academic Senate meetings – 9/17/24
- CRC Health & Safety Committee 9/9/24 – campus safety issues
- LRCFT Presidents Meeting (monthly) – 9/11/24
- CRC New Faculty Academic Presentation – Performance Review – Sept 13th
- CRC Academic Senate 9/13/24
- CRC College Representatives meeting – 3rd Wednesday at 2 pm
- Monthly LRCFT office hours 3rd Thursdays – 1-3 pm via zoom
- Meeting with LRCFT Vice President - as needed
- Meeting with President Bush & VP Leadership Team along with College Reps – TBD
- CRC Membership meetings: joint with SCC - off campus; 1st Fridays – see calendar
- BIRT Meetings – bi-weekly; Tuesdays & Thursdays – hasn't met this semester
- Vice President Student Services Meetings – Thursdays at 11 am; every other week
- Ongoing meetings and emails with faculty compliance issues & grievance issues
- Ongoing emails and text messages between college presidents/ED regarding union issues
- Multiple email messages among LRCFT Presidents and LRCFT Leadership

Upcoming Meetings:

SUJIC – Sept 23rd @ 2 pm

Chancellor's Cabinet – Sept 23 @ 3 pm

CRC College Workload Committee – Sept 20th @ 8 am

Department Chair Meeting - Sept 29th (Michael and Linda will attend on my behalf) DRT – Sept 25th

Ongoing Meetings:

LRCCD EEOC Committee Meeting (LRCFT Rep): suggested review of Equity Reflection Statements and support PD recommendations; next meeting October 2024

LRCFT College Presidents; Counseling Department Chairs; Chief Negotiator; ED Henderson – 4/12/24:

Summary of ongoing counseling faculty issues across campuses – Counseling Interns

Conferences/Trainings:

Appointment to the CFT Retirement Committee 2-year term (23-25) meetings: Virtual; September 21, 2024 – Los Angeles (in person); December 7, 2024 – Virtual; February 1, 2025 – Virtual

AFT Conference – Registered (July 21-25 – Houston, TX)

Ongoing Projects:

Elections Committee – appointment by LRCFT president; meeting as needed

Editorial Review Board – TBA

3. *SCC President/Vice President Report*: Miller/Goodchild

Things learned that might be useful in the future:

1. Adjunct faculty would benefit if the Adjunct Faculty College Service program- if it was clear what would be compensated by each person's dean. What gets approved seems to be a moving target.

SCC President's Report since 5/15/24 (including summer work)

1. ≈50 faculty interactions total – catalogued on new Google sheet to help me keep track of them. Also, trying to flag emails for responses so I don't miss things.
2. Biggest issue: Adjunct Faculty College Service Form
3. At least one dean is telling faculty that they are required to be on PRTs. And that deans can visit classrooms any time they want. Of course, they can visit, but not typically done for classroom observations. Thinking of writing a Union News piece about these and other PRT items.
4. Michael has been sensational at helping me and taking on faculty issues (and resolving them) for me.
5. The flex deadline is June 30th/July 1st for flex items. One department held a flex event in the beginning of August and was questioned about whether it counted or not. It does as an individual professional development activity of flex form.
6. Talked to Michael, Linda, and Robyn about designing a new LRCFT t-shirt. Maybe something with the phrase "Four Colleges, One Union"
7. Will be attending Dental Hygiene dept mtg- to be scheduled
8. Learned about threat assessment as it pertains to faculty/student interactions

Recurring Meetings (president):

1. Monthly meeting with President Albert Garcia (President) – need to set-up
2. Monthly meeting with Davin Brown (VPSS) 2nd Monday 11am
3. Twice monthly meeting with Devoun Stewart (VPI) 2nd and 4th Tuesday 11am-12pm
4. Academic Senate weekly meetings weekly Tuesday 12-1pm
5. Meetings with SCC LRCFT VP
6. Monthly meeting Team SCC LRCFT
7. Dispute Resolution Team Meeting 2-3pm 4th Wednesday
8. LRCFT Presidents Meeting 2-3pm 2nd Wednesday

SCC Vice President's Report (since May 2024):

1. Visited New Faculty Academy and Teachers 4 Equity during Flex week.
2. Tabled at Convocation – passed out LRCFT swag.
3. Held First Friday Happy Hour at Oak Park Brewing on September 6th. Invited NFA and T4E along with other colleges. We had high turnout, maybe 35-ish people.
4. Set up two CalPERS workshops for 9/17/24 and 9/18/24. Promoted events to all faculty in Los Rios.
5. Set up an Insurance Workshop for September 27th. Robyn Waxman created a flyer to send to all faculty in Los Rios. Stephanie Rowe – LRCFT member of the Insurance Review Committee – and Katie Carbery – SCC LRCFT Rep. – will co-facilitate the workshop.
6. Union Committees: PAFC, Salary Committee, LRCFT rep and co-chair of the SCC Professional Standards Committee, and SJC.
7. Meetings with SCC LRCFT President
8. Monthly meeting Team SCC LRCFT

¹ This document was checked with the Microsoft Word accessibility checker: "No accessibility issues found. People with disabilities should not have difficulty reading this document."

XIV. Emerging Issues:

Jenkins requests board members that attend AFT/CFT events reports back to the Executive Board. Information for board members unable to attend is helpful.

Sneed announces the passing of CRC English Professor, Danielle Heard-Mollet. Her remembrance will be held on November 30. Sneed will follow up with ways LRCFT can support her family and honor her.

Adjourn 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer