

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

December 18, 2024

Present: Jason Newman, Belinda Lum, Michael Henderson, Art Jenkins, Rebecca Goodchild, Veronica Lopez, Leon Smith, Dennis Smith, Kalinda Jones, Bill Miller, Katie Carbary, Jacob Traugott, Linda Sneed, Scott Faulds, Iris Dimond, Teresa Aldredge, LaQuisha Beckum, Josh Fernandez, Kalee Christensen, Rob Griffin, David Reese, Gabriel Torres, Katie Carbary, Teresa Urkofsky

Excused:

Absent: Jackie Vargas-Ornate

Motions passed:

1. MLK Contributions
2. Part-time Pay for Senate MOU
3. Moratorium Task Force Spring 2025 MOU
4. FACCC A&P Contribution Registration
5. March in March 2025 Contribution
6. LRCFT Reassign Time Spring 2025
7. LRCFT Website Accessibility Statement

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

II. Dimond moves to approve December 4, 2024, minutes, Miller seconds the motion. Motion carries. Sneed moves to approve the agenda with changes, Dimond seconds the motion. Motion carries.

Action

III. MLK Jr. Day March: (2nd Read)

Aldredge speaks in favor of the proposal to contribute and participate in both the 365 MLK Day march and the North MLK march, in consultation with the LRCFT Treasurer. Aldredge amends the motion to include a \$500 contribution to each organization. Sneed seconds amendment. Torres moves to amend contribution from \$500 to \$1000 for each organization. Sneed seconds the motion. Fernandez requests each organization provide a budget. Beckum supports the amount in consultation with the treasurer as proposed. Motion carries with 12 in favor and 2 abstain. Motion carries.

IV. Pay for Part-time Faculty serving on the Senate MOU: (1st Read/Suspend/Action)

Lum gives background on part-time faculty pay who serve on the Senate. Service is not considered professional service. Traugott moves to suspend the rules, Sneed seconds the motion. Motion carries. Traugott moves to approve MOU to pay for part-time faculty who serve on the senate, for up to 18 hours, Dimond seconds the motion. Motion carries.

V. Moratorium Task Force: (1st Read/Suspend/Action)

Lum discusses proposed side letter for continuation of the Moratorium Task force through the Spring 2025 semester, with compensation for up to 25 hours for those not receiving release time. Traugott moves to suspend the rules, Beckum seconds the motion. Motion carries. Lum clarifies the monies will come from the district's bucket, not faculty's bucket. Traugott moves to approve the side letter, Sneed seconds the motion. Motion carries.

VI. LRCFT Contribution to FACCC Advocacy & Policy Conference: (2ndRead)

Traugott met with Lidia from FACCC to discuss the possibility of including additional faculty and students to the original agreement. FACCC agreed to a total of 16 faculty with the same number of students (one per campus) for a contribution of \$3000. Aldredge moves to approve the motion to contribute \$3000 for the FACCC A&P Conference registration, Sneed seconds the motion. Motion carries.

VII. LRCFT Contribution to CFT's March in March: (1st Read/Suspend/Action)

Newman announces CFT's annual student march. The March in March: Protecting Students and Education event takes place Tuesday, March 4. The route is from Southside Park to the Capitol. CFT has requested a \$2000 contribution from LRCFT, the same amount as last year. This expense is included in our annual budget. Sneed moves to suspend the rules, Torres seconds the motion. Motion carries. Torres moves to support the 2025 March in March with a \$2000 contribution. Traugott seconds the motion. Traugott speaks to the importance of the march and the need to get Los Rios faculty and students to participate. Motion carries.

VIII. LRCFT Reassigned Time: Spring 2025: (1st Read/Suspend/Action)

The LRCFT Reassigned Time Committee met at 3.30 p.m. on December 11, 2024, to discuss LRCFT reassigned time allocations for the Spring 2025 semester.

Sneed moves to suspend the rules, Traugott seconds the motion. Motion carries. Newman reviews proposed motions by the committee.

The Committee voted on the following motions:

Motion: To continue the College Vice President positions for Spring 2025.

YES: 3

NO: 3

Motion fails.

Motion: To increase reassigned time for College Presidents to 0.6 FTE, and Presidents may elect to allocate any amount of that 0.6 FTE to another elected representative at their college.

YES: 4

NO: 0

Abstain: 2

Motion passes.

Motion: To approve the amended list of LRCFT Reassigned Time for Spring 2025. (The list may be found on the next page of this document.)

YES: 6

NO: 0

Motion passes.

Important Note - All motions passed above constitute recommendations from the Committee to the Executive Board, for the purpose of Board deliberation and possible action. This report and these motions shall constitute an item on the Board agenda at its December 18, 2024 meeting.

LRCFT Reassigned Time: Spring 2025

Comms. Coord.	.20 FTE	(unused in 2024; advertised in November)
Graphic Des.	.20 FTE	Robyn Waxman
Chief Neg.	.40 FTE	Belinda Lum
Sec/Treasurer	.60 FTE	Stephanie Rowe
CRC Pres.	.60 FTE*	Teresa Aldredge

FLC Pres.	.60 FTE*	Kalinda Jones
SCC Pres	.60 FTE*	Bill Miller
ARC Pres.	.60 FTE*	Art Jenkins
LRCFT Pres.	1.0 FTE	Jason Newman

Total FTE: 4.8**

* Presidents may allocate at the start of spring semester 2025 any portion of the .60 FTE for the president position to one or more elected representatives from the college.

** LRCFT negotiated an extra .50 FTE from LRCCD in May 2023, increasing our RT from 3.5 to **4.0** p/semester paid by LRCCD.

[.20 FTE = 7 hours work p/week.]

Beckum requests an explanation for the recommendation to eliminate the VP position. Aldredge clarifies the recommendation was based on the need to clean up the language for the position. Aldredge moves to continue the VP position at .2 during the spring 2025 semester and to clean up the language for input into the constitution and by-laws. Carbary seconds the motion. Discussion is held. Jones reviews the discussion of the committee meeting and clarifies how the committee came to the decision to eliminate the VP position. There is work that needs to be done on the job description. Traugott clarifies that recommendations by the committees need to be voted on by the board. Smith speaks in support of the motion to continue the VP position through the spring while reviewing the position. Carbary speaks in favor of the motion. L. Smith speaks to CRC's discussion regarding the committee's recommendation. L. Smith speaks in favor of the motion to continue the VP position through Spring 2025. Carbary calls for the question. Motion carries with 13 in favor and one abstention. Goodchild moves the VP will receive .2 to be appointed by their campus team, Torres seconds the motion. Motion carries with 2 abstentions.

Sneed discusses the amount of release time provided to the College Presidents and the work they do. Sneed suggests each College President receive .6 release time. Jenkins speaks in support of Sneed's suggestion. Sneed moves the College Presidents receive .6 release time for Spring 2025, Jenkins seconds the motion. Carbary discusses the need to have input from the union's treasurer before deciding to increase release time that is not already budgeted. Faulds speaks against the motion. Faulds does not feel comfortable deciding to the increase without reviewing the union's budget and assessing the cost, especially since the proposal will more than likely continue beyond Spring 2025. Faulds suggests the board table the motion until appropriate financial consideration. Jenkins speaks in favor of the motion; discusses the responsibilities the College Presidents have how the motion is in the best interest of union members. Beckum suggests addressing the increase at the end of the spring semester as the board has done in the past. Carbary calls for the question. Motion fails with 6 opposed, 2 in favor and 3 abstentions.

IX. LRCFT Website Accessibility Statement: (1st Read/Suspend/Action)

Torres moves to suspend the rules, Traugott seconds. Motion carries. Newman reviews Carbary's proposed draft LRCFT Accessibility Statement for the LRCFT website:

The Los Rios College Federation of Teachers strongly supports accessibility for students and believes that *all* students who require accessible materials should be provided with them. The union also recognizes that many faculty, as part of their contractual service hours or through professional development, have taken on the task of educating themselves about accessibility and applying their new knowledge to some or all of the materials that they provide to their students. The importance of accessibility and the concerted efforts made by individual faculty to incorporate accessible materials, however, do not change the fact that *making all materials accessible falls outside the scope of faculty's contractual obligations under the 2023-2026 Collective Bargaining Agreement.*

Accessibility is not the same as DSPS Accommodations. Accessibility is the generalized process of making materials accessible to any person with a disability who might view or use the materials; the District’s definition of making materials accessible is designing the material “to provide a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. A person with a disability must be able to obtain the information as fully, equally, and independently as a person without a disability.” ([Los Rios Community College District Information & Communication Technology Accessibility Program](#)).

Accommodations, by contrast, are part of an individualized process in which specific students inform the institution regarding their disabilities and their needs, and the institution then ensures that the individual’s needs are properly accommodated. The District’s definition of an accommodation is “an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks” ([Los Rios Community College District Information & Communication Technology Accessibility Program](#)). At Los Rios, student accommodations are determined by the campus Disabled Student Programs and Services offices (DSPS). These services are required under ADA.

Faculty have a professional responsibility to collaborate with DSPS staff in order to meet the accommodations for individual students in both on-ground and online courses, as outlined in instructor notification letters provided by each college’s DSPS office. *The general accessibility of all course materials, however, is not currently a classroom faculty responsibility under the terms of our collective bargaining agreement.* Therefore, the general accessibility of course materials (e.g. video captions) *may not* be included as part of the performance review process and final evaluation of faculty.

Some of our members have asked, “If faculty are not contractually responsible for general accessibility compliance, then who will do the work?” LRCFT believes that when accessible materials are required by law, the District should permanently hire staff to do the technical work of making materials accessible. Accessibility work should be done without adding uncompensated workload to classroom faculty or infringing on classroom faculty’s ability to select instructionally appropriate materials.

The LRCFT remains steadfast in upholding our faculty contract and will update faculty on emerging accessibility issues. We hope you will stand with us in insisting that the District provide our students with the full accessibility support that they deserve.

Torres moves to accept the proposed accessibility statement for the LRCFT website, Traugott seconds. Motion carries.

X. American River Parkway Cleanup February 2025: (1st Read)

Traugott proposes LRCFT participate in the American River Cleanup. LRCFT can promote the event and invite members to participate on a day TBD in February to clean up trash along the American River. The CA Mermaid Convention is promoting an event where they encourage members of the public to participate in community service and clean our water ways. The event is usually featured on KCRA and enjoys good turn-out from the community. They want more bodies to clean more trash. The materials to clean, gloves, trash bags, and bottled water will all be provided by the American River Parkway. It is a good opportunity to engage our members in something apolitical and community based. Our schools are all named after great bodies of water, let’s help preserve them.

Reports

XI. Emerging Issues:

Torres reminds board members of MLK march and encourages all to participate. Smith informs board members on status of HR82.

XII. President Report: Newman

Meetings attended by LRCFT President: September 19 –Dec. 18:

- CA Federation of Teachers (Vice President, Exec. Council)
- 9/18: Higher Ed. committee prep (1 hr.)
- 9/21: Standing committees: Los Angeles (12 hrs.)
- 9/23: Higher Ed. committee post (1 hr.)
- 10/1: VP watch at CFT office (2 hrs.)
- 10/3: OPEIU negotiations (2 hrs.)
- 10/3-10/5: Division Council Irvine (20 hrs.)
- 10/4: One Tier (2 hrs.)
- 10/10: March in March planning (1 hr.)
- 10/25: OPEIU negotiations team (1 hr.)
- 10.25-26: Reno, Nevada canvassing (12 hrs.)
- 10/30: OPEIU negotiations (2 hrs.)
- 10/31: Constitution/Dues (1 hr.)
- 10/31: FLC LRCFT Pres. (2.5 hrs.)
- 11/14: March in March planning (1 hr.)
- 11/16: Exec. Council (6 hrs.)
- 12/6: One Faculty Task Force (2 hrs.)
- 12/10: CFT leaders call (1 hr.)
- 12/11: CFT standing committees prep (1 hr.)
- 12/14: CFT standing committees (6 hrs.)
- 12/16: CFT standing committees debrief (1 hr.)
- 12/19: March in March 2025 planning (1 hr.)

Sacramento Central Labor Council (Recording Secretary/Exec. Council member)

- 10/9: Exec. Board (3 hrs.)
- 11/2: GOTV (8 hrs.)
- 11/13: Exec. Board (3 hrs.)
- 11/14: Salute to Labor dinner (3 hr.)
- 12/10: Law and Legislation (1 hr.)
- 12/11: CLC holiday toy drive (1 hr.)

LRCFT meetings/events (President)

- 9/18: EB meeting (3 hrs.)
- 9/20: Accessibility committee (2 hrs.)
- 9/23: SUJIC (1.5 hrs.)
- 9/23: Chancellor's Cabinet (1 hr.)
- 9/23: Mayor Martha Guerrero fundraiser (2 hrs.)
- 9/24: State auditor: 50% law (1 hr.)
- 9/25: PAFC (3 hrs.)

- 9/26: Chief counsel interview process (1 hr.)
- 10/1: DAS (2 hrs.)
- 10/2: PERB prep with Conway (1 hr.)
- 10/2: EB (2 hrs.)
- 10/3: Chancellor's cabinet: consensus task force (1 hr.)
- 10/7: Steering (2 hrs.)
- 10/7: PERB conference (2 hrs.)
- 10/8: Los Rios unions check-in (1 hr.)
- 10/9: Trinational (2 hrs.)
- 10/10: LRCFT Presidents (1 hr.)
- 10/10: LRCCD meet and confer: PREP (2 hrs.)
- 10/15: DAS (2 hrs.)
- 10/16: EB (2 hrs.)
- 10/15: BOT FLC (4 hrs.)
- 10/18: IEPI PRT review of IBA (2 hrs.)
- 10/23: DRT (1 hr.)
- 10/23: PAFC (2 hrs.)
- 10/25: Trinational (2 hrs.)
- 10/28: SUJIC (1 hr.)
- 10/28: Chancellor's cabinet (1 hr.)
- 11/3: Dia de Los Muertos table (5 hrs.)
- 11/3: Cofer Campaign (2 hrs.)
- 11/4: Chief Counsel hire (1 hr.)
- 11/4: Steering Prep
- 11/4: AI with Kalee (1 hr.)
- 11/5: DAS (2 hrs.)
- 11/6: Steering (2 hrs.)
- 11/6: EB (2 hrs.)
- 11/7-9: Trinational conference San Antonio (16 hrs.)
- 11/11: District reserves with FACCC (1 hr.)
- 11/12: Chief Counsel hire (4 hrs.)
- 11/13: Chief Counsel hire (3 hrs.)
- 11/13: LRCFT Presidents (1 hr.)
- 11/13: BOT (3 hrs.)
- 11/14: Chancellor's cabinet: consensus task force (1 hr.)
- 11/15: Accessibility committee (2 hrs.)
- 11/15: CRC student success/final grades (2 hrs.)
- 11/15: ARC LRCFT dinner (3 hrs.)
- 11/16: FDIP: role of union (1 hr.)
- 11/18: SUJIC (1.5 hrs.)
- 11/18: Chancellor's Cabinet (1 hr.)
- 11/19: DAS (2 hrs.)
- 11/20: LRCFT Salary committee (1 hr.)
- 11/20: EB (2 hrs.)
- 11/21: Claudio Cisneros (2 hrs.)
- 11/21: PTFIC (2 hrs.)
- 11/22: Cofer campaign (1 hr.)

- 11/23: Cofer campaign (1 hr.)
- 11/24: Cofer campaign (1 hr.)
- 11/25: Cofer campaign (1 hr.)
- 11/26: Cofer campaign (1 hr.)
- 11/25: LRCFT Salary committee (1 hr.)
- 11/27: PAFC (1 hr.)
- 12/2: Steering (1 hr.)
- 12/2: Chief counsel impressions (2 hrs.)
- 12/3: CRC convocation (1 hr.)
- 12/4: EB (2 hrs.)
- 12/5: March in March planning meeting (1 hr.)
- 12/5: Jacob Velasquez meeting (2 hrs.)
- 12/7: LRCFT holiday party (4 hrs.)
- 12/9: Mai Vang SC council fundraiser (2 hrs.)
- 12/10: Los Rios unions check-in (1 hr.)
- 12/11: LRCFT Presidents meeting (1 hr.)
- 12/11: Reassigned Time committee (1 hr.)
- 12/16: SUJIC (1 hr.)
- 12/16: Chancellor's cabinet (1 hr.)
- 12/17: DAS (2 hrs.)
- 12/18: EB (2 hrs.)
- 12/18: LRCCD BOT (3 hrs.)

XIII. Chief Negotiator Report: Lum

- 1) Moratorium Task Force
 - a. On December 18th, the Taskforce is meeting to complete some final edits on the first draft of the District Policy. The goal coming out of the meeting on Dec 18th is to have the draft ready to go for a first read at District Academic Senate in January.
 - b. After the District Senate does the first read, the draft policy will be released to the local senates and the Tribal councils for questions, suggested edits, and general feedback. Any LRCFT board members with feedback should provide them through their local senate.
 - c. The taskforce will be reconvened to discuss the feedback and suggested edits. They will work to integrate what we can or explain reasons why the feedback is not integrated. The group will redraft and send back to Senate for endorsement. After the Senate endorses the policy it will go to Chancellor's Cabinet and the Board of Trustees.
 - d. The task force has strongly recommended that the District (Chancellor and Board of Trustees) write and deliver a public apology to Native American tribes that will be integrated into the publishing of the policy. It is unclear what District intends to do.
 - e. This semester the group has been able to write a policy that meets the sometimes divergent interests of the group. The policy adheres to the legal expectations in both NAGPRA and CalNAGPRA, but also provides avenues for Departments that want to repatriate human remains that have questionable provenance but fall outside of NAGPRA.
 - f. The taskforce carefully word smithed elements of the policy to ensure faculty academic freedom. In addition, particularly as it relates to any future purchases, we have asked that if admin denies a request for the purchase of human remains or cultural items not covered by NAGPRA or CalNAGPRA that a written explanation be provided. This written explanation will allow us to assess if there are violations of academic freedom. To be clear, it is possible that denials may occur for reasons such as budgetary constraints.
 - g. The Union and District negotiated a side letter that extends the taskforce payment MOU that the LRCFT EB will vote on.

- 2) Part Time Senate Hours
 - a. Negotiated an increase to the number of hours PT Senators are paid. Pending LRCFT EB Approval, the number of hours will increase from a maximum of nine (9) to a maximum of (18). The hours are based on attendance at meetings.
- 3) ARC Library Evacuation
 - a. In the process of negotiating compensation for approximately 25 faculty who were evacuated from the ARC Lower Library in 2023. We structured our initial proposal to match the compensation structure of the Davies Hall compensation. We are awaiting the District's response.
- 4) Updates on items involving David Conway (the Union's attorney)
 - a. The District's outside counsel has created significant delays in scheduling our PERB hearing for Davies Hall. It tentatively looks like we will have a PERB hearing regarding Davies Hall in April 2025.
 - b. The District's outside counsel has also created significant delays in finalizing our mediated resolution of providing the Union with unredacted documents related to the PREP investigation. We are waiting on the final legal agreement that will allow the release of the report. It's been over a month of waiting with a number of communications from Conway to the District's attorney.
 - c. We are working with Conway on a number of issues related to how the District has handled a number of different class and step placements. Issues are related to occupational experience, the counting of additional units from degrees, and what is considered a related degree.
- 5) Other Items:
 - a. Reviewed hundreds of documents that inform potential backpay issues at FLC. Working to write up back pay claims for a number of individuals at FLC. These backpay issues go back a few years and involve uncompensated coordinator work.
 - b. Also have backpay issues at CRC that we are working on.
 - c. Working on negotiating payment for a coach's playoff work at FLC
 - d. Working to obtain the remaining peer reviews that have not been sent to the Union to assess for compliance with contract on Accessibility.

Meetings:

- 1) Steering meetings
- 2) Step and Class placement issue meeting with District
- 3) DRT meeting
- 4) Salary Committee meeting
- 5) Chief Counsel Impressions
- 6) CFT Immigration Meeting
- 7) CFT Civil Human and Women's Rights meeting
- 8) Moratorium Task Force and Subcommittee meetings
- 9) LRCFT Accessibility meeting
- 10) Other college issue related meetings and consultations as needed.

XIV. College Reports

1. ARC College President's Fall Report - Arthur Jenkins III

Meetings and Campus Activities

November 20 – Salary Committee

November 20 - LRCFT Executive Board

November 21- LinkedIn Integration

November 21 - ARC Union Team

November 22- New Faculty Learning Community Union Visit

November 22- Met w/ Nicole Porter. VP, Student Services

November 25 – Salary Committee

November 26 - ART & LaQuisha Pres./VP Meeting

December 4 - LRCFT Executive Board

December 6 – Stewards Meeting

December 11 – Undecided Workgroup and Career Counseling Meeting
December 11 – President’s Meeting
December 11 – Reassign Time Committee
December 12 - ARC Union Team
December 12 – Dual Enrollment Taskforce
December 13 – Social Justice Caucus Meeting
December 13 – Stewards Meeting
December 13- Membership Meeting
December 16- Brian, Academic Senate & Art
December 18 - LRCFT Executive Board

Ongoing Faculty Issues and Concerns

Adjunct professional development form
Campus and Faculty Workstation Safety and APP
Career Center staffing and counseling services
Classroom assignments
Counselor workload issues
Davis Hall
Facilities management work orders
Faculty experiences and representation during the grievances process
Homebases staffing issues
Nursing shortage
Portable Village 3
Retro pay and retirement
Salaries

ARC VP/Part-time Report – Beckum written report

EB Meetings 11/20 3 pm – 5pm

PAC Meeting 11/27 3pm – 5pm

Pres/VP meeting 12/03 1-2:30p

- ARC team changing - need one FT appointment
- Weingarten training
- Concerns: Ai, honorlock, priority hiring
- Events: stewards meeting moved to 12/6 (4p), Members meeting moved to 12/13 (5p)
- Member meetings for spring: 1 formal, others drop-in
- *Newsletter issues not equitable*
- RT/Salary committee
- Visit CFT building (??)
- Student resource center
- Monitoring: what bills to follow, AB 1705, & academic senate

Other meetings:

ARC team meeting 11/21 10a-11a

- Holiday party announcement
- Ideas for union activities
- Area updates
- Library compensation
- Salary committee
- Math 33

- Future activities
- New Faculty meeting 11/22 10a-11:30a**
- RETRO
 - Class & Step placement
 - STRS
 - Questions about overload and how it works
 - Office hours for teaching counselors (not paid for them??)

2. **CRC College President Report – Aldredge**

November - December, 2024

Meetings

- SUJIC – December 16th @ 2 pm
- Chancellor’s Cabinet – December 16th @ 3 pm
- DRT – November 27th @ 2 pm
- PAFC Meeting Nov @ember 27th 3 pm
- Department Chair Meeting – December 12th (Iris Dimond rep)
- LRCFT Executive Board Meetings 11/20 & 12/4 & 12/18
- District Academic Senate meetings – 12/3 & 12/17
- CRC Health & Safety Committee 12/16/24 – campus safety issues
- LRCFT Presidents Meeting (monthly) – 12/11/24
- CRC Academic Senate 11/22 & 12/13
- CRC College Representatives meeting – 3rd Wednesday at 2 pm 11/20/24
- Chief Counsel Impression Meetings – 12/2/24 (12 pm – 4pm)
- CRC Social for Faculty – Friday, December 6th 3-5 pm Dust Bowl – Elk Grove – CANCELLED
- Reassign Time Committee meeting - 12/11/24 3:30-4:430 pm
- Monthly LRCFT office hours 3rd Wednesdays – 1-3 pm via zoom 12/11/24
- Meeting with LRCFT Vice President – biweekly Mondays @ 4 pm as needed
- Meeting with President Bush & VP Leadership Team along with College Reps – Dec 13th
- BIRT Meetings – bi-weekly; Tuesdays & Thursdays – no further meetings scheduled
- 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:

Coffee with the Presidents – January 16th 2025; 8:30 am

Union/Senate Joint Luncheon – January 15th 2025; 12-1 pm

Executive Board – February 5th

Ongoing Meetings:

LRCCD EEOC Committee Meeting (LRCFT Rep): suggested review of Equity Reflection Statements and support PD recommendations

LRCFT College Presidents; Counseling Department Chairs; Chief Negotiator; ED Henderson; 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 14, 2024 – Virtual; February 1, 2025 – Virtual

Ongoing Projects:

LRCFT Salary Committee – November 20th and additional meetings planned

Elections Committee – appointment by LRCFT president; several emails and meetings this Fall semester
Editorial Review Board – TBA
Survey of Vice President positions

3. **SCC President/VP Report** – Miller/Goodchild written report

President Report - Faculty Interaction and Nonrecurring Meeting Summary Since Last Report

1. Helped a faculty member get paid for hours that were missed from previous month's paycheck. This part-time faculty member would not have been able to pay bills without this money. Michael, Dean, department chair, and district HR (Jamie Ruggles) all helped on this. It was really nice to see everyone work together for something that didn't follow the appropriate timeline but needed to get done.
2. Happy to have a complete SCC LRCFT team with Jacob Traugott winning an election and Rob Unzueta joining as a rep uncontested. What a strong group!
3. Twice this semester we've had faculty that just stopped coming to class. In both cases, I worked closely with the dean to make sure that the contract was upheld, students were treated fairly, and faculty got paid for any extra hours. Shows the importance of communication in helping our members (those who left and those who stepped in) get the best contractually allowed outcome.
4. Elections Committee meetings and communication with members
5. Salary committee
6. SCC has seen a lot of growing unrest around the SAC Institute, a new initiative of the administration being headed by Devoun Stewart. It is an interesting set of conditions.
7. Reassigned time committee

Recurring Meetings:

1. Monthly meeting with President Albert Garcia (President)
2. Monthly meeting with Davin Brown (VPSS)
3. Twice monthly meeting with Devoun Stewart (VPI)
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 - Goodchild

1. Held First Friday Happy Hour at Urban Roots on December 6th.
2. Organized and led LRCFT Holiday Party at Track 7 on December 7th.
3. Organized and facilitated SCC LRCFT La Familia donation in conjunction with the LRCFT Holiday Party.
4. Tentatively reserved Track 7 for Fall 2025 Holiday Party (pending executive board approval).
5. Union Committees: PAFC, Salary Committee, LRCFT rep and co-chair of the SCC Professional Standards Committee, and SJC.
6. Meetings with SCC LRCFT President
7. 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"

SCC Part-time Representative Report - Traugott

Executive Board Meetings

Attended November 6th and 20th meetings, voted and contributed to discussion on events. Helped present action items on institutional donations and event coordination. Championed motion to allow part-time faculty participating in an election to request up to \$500 in funding in advance of the election for campaigning instead of being reimbursed after. Motion passed. My opponent used the \$500. I did not. Gave update for the good of the order on Legislative developments in FACCC and the potential for future collaboration.

SCC LRCFT Election Campaign

November 20th emailed all 208 constituents individually as part of a listening campaign asking what issues they currently have and would like support on going forward. Noticed one of the candidates was not currently a union member. November 21st met with Bill Miller and Michael Henderson to determine Ballot order. Continued individual response from constituents throughout the month largely supported by Michael Henderson and Linda Sneed.

LRCFT PTFIC Committee

Attended November 21st PTFIC committee meeting. We discussed pressing part timer issues, the future of the PTFIC, a one tier model, and meeting schedule and agenda items for next year as well as problems with the 27 hours form.

Union Dinners

November 12th Linda Sneed and her partner Fahed, Belinda, and I had dinner with Oranit Limaneeprasert and Phillip Hu, the President-Elect and new Executive Director of FACCC. November 15th the Executive Board had a teambuilding dinner at ARC. Both were delightful and developed future relationships.

LRCFT PAFC

November 27th the LRCFT PAFC met to discuss and review the remaining budget and worthy donation to make. Included specific discussion on how to continue relationships with candidates we supported who won and with candidates we did not support, but will want to develop a rapport with going forward. Voted and asked questions.

LRCFT Salary Committee

November 20th first meeting of the LRCFT Salary Committee. We had a lively discussion led by Stephanie Rowe on what the bucket system is, what reserves are, our placing in the list of faculty compensation among the CCC districts and what our charge as a committee will be going forward. November 25th a second meeting was held for those who could not make the first one. I attended both to learn what I could about our processes. We held a productive meeting and further described the unique financial system of the Bucket which is shared with only one other district in CA. (San Diego).

Miscellaneous

November 11th I arranged for Sarah Thompson, Vice President of FACCC, to meet with Jason, Stephanie, and I. Sarah is initiating an audit of District Reserves and I asked her to look into Los Rios. She found a 40 million dollar discrepancy between what the district reported to the State and what they reported to the Board of Trustees. She found further irregularities in how reserves are listed that could suggest millions more in funds that are reported differently than other districts. Stephanie plans to have a collegial meeting with Mario to ask what his accounting policies are such that it appears this way to outside investigators. November 8th attended a Disability Cultural Center presentation at Sac State on how to foster a more accessible campus for Faculty and Students. November 23rd attended NorCal Resist meeting with Leon Smith and Joshua Fernandez to help the planning of grass roots organizing and a December event.

Members Correspondence

Answered various and sundry questions throughout the month regarding the contract, sick leave, parental leave, PSLF, the adjunct office hours program, the adjunct professional development compensation program, healthcare, grievances, elections and upcoming events. Helped a scheduling issue with someone's preference on their new TCS schedule with their Dean. Sent group messages about forms to all Part-timers on top of individually reaching out to every union part-timer.

6) **Emerging Issues:**

- Dr. Colette Harris-Mathews, Los Rios trustee Area 5, Holiday Fundraiser, Thursday, Dec. 19, Courtyard Marriot, 4422 Y St., Sacramento
- Campus union meetings, Union Hall, February TBD
- CFT's March in March to the Capitol, Tues., March 4
- CFT's biennial Convention, San Diego, March 14-16

Adjourned 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer