

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 2, 2025

Present: Jason Newman, Belinda Lum, Michael Henderson, Stephanie Rowe, Veronica Lopez, Dennis Smith, Art Jenkins, LaQuisha Beckum, Rob Griffin, Bill Miller, Rebecca Goodchild, Katie Carbary, Jacob Traugott, Kalinda Jones, Kalee Christensen, Scott Faulds, Josh Fernandez, Teresa Aldredge, Linda Sneed, Iris Dimond, Gabriel Torres, Ivan Zaigralin, Erica Tyler, Michael Angelone

Excused: Robert Unzueta

Absent: Bill Zangeneh-Lester

Motions Passed:

Approval of ARC Lower Library Evacuation MOU

Approval of Sjolund to Salary Committee

Approval of contribution to ARC Math Bee

Approval of Executive Board Negotiations Training

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Traugott moves to approve March 5, 2025, minutes. Rowe seconds the motion. Motion carries. Traugott moves to approve the agenda with changes, Rowe seconds the motion. Motion carries.
- III. Public comment:** Jordan Ruybal, Mikhail Drobot, Vivian Dillon, Loretta Robicheau, Christina Harb

Closed Session

Board approves ARC Lower Library Evacuation MOU agreement

Lum reports PERB charge has been settled, discusses Chancellor's response.

Discussion

IV. CFT Convention:

Newman reports on workshops held at the CFT convention. Newman announces CFT organizing grants available for CFT locals. Traugott reviews his CFT Convention report sent out to the executive board. The report includes review of workshops attended and documents sent to all board members. Sneed reports on One Faculty workshop. Lum reports on ask made by Community College Council.

Action

V. LRCFT Endorsement of CALSTRS Divestment Campaign:

Sneed discusses the prospect of endorsing a statewide campaign mounted by our union siblings in the Berkeley Federation of Teachers to call upon CalSTRS to divest from companies and other entities that profit from genocide and human rights abuses, including those currently waging genocide and a campaign of ethnic cleansing against Palestinians in Gaza and the West Bank. This campaign is in the footsteps of other, similar campaigns to urge CalSTRS to divest from companies that engage in unsavory and unethical practices.

Sneed gives background:

- At the CFT State Council meeting in October, 2024, the body voted to approve a resolution calling on CFT to work to achieve CalSTRS’ divestment from companies and other entities that profit from genocide and other human rights abuses (link forthcoming; text currently unavailable via the CFT website).
- At a December, 2023 regular Executive Board meeting, the LRCFT Executive Board passed a [resolution](#) calling on “our members, workers throughout the state of California and the nation, and our elected representatives” to, among other actions, “[w]ork towards the end of the Israeli Occupation of Palestinian Territories, equal rights for Palestinians and Israelis, and the right of return of Palestinian refugees and their descendants”
- At the CFT Convention in March, 2023, the body voted to approve a resolution calling on CFT to [“Support CalSTRS and CalPERS Using Environmental, Social, and Governance \(ESG\) Criteria in Making Investment Decisions”](#)
- At a March, 2018 regular Executive Board meeting, the LRCFT passed a resolution urging the Los Rios Board of Trustees to ask the state’s two public pension funds, Public Employees Retirement System (PERS) and the State Teacher Retirement System (STRS), to divest from corporations that aid in the Israeli occupation of Palestine and illegal settlements in Palestinian territories, violating both international humanitarian law and international human rights (text unavailable via the LRCFT website)

Christina Harb, Berkeley Unified, presents campaign goals and strategies to the board members and requests LRCFT endorsement of the campaign.

VI. LRCFT Salary Committee Appointment: (1st Read/Suspend/Action)

Newman discusses an additional appointment to the LRCFT Salary Committee. Traugott moves to suspend the rules, Sneed seconds the motion. Motion carries. ARC DSPS Counselor Joe Sjolund contacted Jenkins to express interest to serve on the LRCFT Salary committee. His interest includes not being compensated to serve on the committee. Dimond moves to appoint Joe Sjolund to the Salary Committee with no compensation, Angelone seconds the motion. Motion carries.

VII. LRCFT Contribution to ARC Math Bee: (1st Read/Suspend/Action)

Angelone proposes contribution to ARC’s Integration Bee. Zaigralin moves to suspend the rules, Jenkins seconds the motion. Motion carries. Angelone discusses ARC Math Department’s proposal. The Mathematics Department seeks approval to reboot the annual ARC Integration Bee, scheduled for April 25th, and requests reboot start-up funding to support event logistics, prizes, and promotional activities. They aim to enhance student engagement in mathematics and provide a platform for academic competition. The proposed budget is \$1000 to help cover reboot expenses, including prizes, promotional materials and event logistics. Cash awards for the top five performers. The budget will cover flyers, posters, and online advertising to maximize student participation, refreshments, food, t-shirts for the finalists and the volunteers. This budget is consistent with previous allocations for similar events offered at our sister campuses: LRCFT has contributed \$500 in recent years to both the CRC and SCC Math Integration Bees. This contribution is part of LRCFT’s efforts to support faculty activities on campus that directly impact students. They would happily accept a \$500 sponsorship but would like to ask for \$1000 to help restore the IB to its former glory, and to use the startup reboot funds to grow the Integration Bee — as it aligns with ARC's commitment to academic excellence and student engagement. Sneed moves to contribute up to \$1000 to the ARC Integration Bee, Dimond seconds the motion. Motion carries.

VIII. LRCFT Executive Board Negotiations Training: (1st Read/Suspend/Action)

Traugott offers a training opportunity for board members. Dimond moves to suspend the rules, Rowe seconds the motion. Motion carries. In response to board members’ request for local training opportunities, Traugott proposes LRCFT cover the cost of registration and books for Power and Participation training. The training will provide professional development training for the LRCFT Executive Board, or interested leaders in Los Rios, by enrolling a cohort in the Power and Participation in Negotiations May training with the Berkeley Labor Center. The training would take place in May 18, 15, 22 and 29 from 5 – 7 PM via zoom. It is likely LRCFT will need to purchase books

for members of the cohort, have someone willing to facilitate that cohort and willing to read material in advance. Coordination of optional meetings for any out-of-class HW is suggested to be provided by the training in the month of May. Traugott is willing to be the group lead if needed. Registration for a group of 10+ is \$200. Books are roughly \$20/30 depending on E-book, or Physical copy. If we train 10 board members, the cost would likely be \$500 with registration and books. If we train 15-20 it would be more. Costs can be mitigated with the support of book sharing and library copies. This training is not the required training for LRCFT board members who participate in LRCFT/LRCCD negotiations. Lum informs the board that the suggested training courses is generally good for any board member and supports the participation of LRCFT members. Several board members voice support and interest in the training. Sneed moves to create a cohort to attend the training. Jenkins seconds the motion. Motion carries.

IX. LRCFT Faculty Coordinators: (2nd Read)

Jones reviews requests for written report of all full-time faculty coordinator positions. The proposal is:

- A. An accounting of all Full-Time Faculty Coordinator positions, by year for the last 20 years, including split load positions.
- B. Recommendations for actionable steps, with timelines, to return lost jobs.
- C. Recommendations for integration of FT faculty coordinators inclusion in the next negotiation cycle.
- D. Recommendations for actionable steps, with timelines, for LRCFT to work with Academic Senate on areas of job descriptions for full-time faculty coordinators, split load faculty coordinators, reassign time positions, and “liaisons” that are within Los Rios’ purview.
- E. Involved current full-time faculty coordinators, including those in split load positions, in A-D above.

Faulds speaks about concerns coordinators have shared and the union’s interest in this issue. Lum suggests the board consider a work group to take a deep dive into the issue over the summer. Discussion regarding clarification of the goal of the proposal and who will be involved in writing the report is held. Carbary suggests investigating how 50% law relates to this issue and if Los Rios may not be reaching the 50% laws. Jones clarifies the ask is not for a deep dive. Lopez discusses the reason she brought the issue to the board, the district is assigning faculty coordinators to other positions that they did not apply for. Smith suggests gathering information and data from actual coordinators to address the issue. Dillon discusses the topic of interest which is ESA vs. Overload for coordinators. Jones will meet with Henderson with feedback to create more parameters for a more defined request.

X. SCC Part-time Representative Report - Traugott

Executive Board Meetings

Attended March 5th meeting, voted and contributed to discussion on events. Helped present action items on institutional donations and event coordination. Had a very spicy and spirited debate on LRCFT values and donations to institutional partners. Voted to update our bylaws to reflect that conversation and then voted to support the Cesar Chavez March and NorCal Resist.

LRCFT PTFIC Committee

Attended March 27th PTFIC committee meeting. We discussed pressing part timer issues, a one tier model, plans to survey part-time faculty and publish the long anticipated Part-time Almanac.

LRCFT PAFC, Chair

March 26th the LRCFT PAFC met to discuss and review the budget for the year and worthy donations to make/ if it was appropriate for the PAFC to donate to certain politicians campaign debt. I facilitated the meeting as chair.

Included discussion of our long-term goals for the year, some events to sponsor, and candidates to look out for in the fall.

LRCFT Salary Committee

March 10th and 28th we met to discuss how the salary is divided among constituent groups, what the committees aims are as an advisory group that does not make decisions but definitely steers and informs them, discussed particulars about the reserves and long terms aims to reduce Retro payments and increase the amount of that money that is simply paid during the year as part of our salary.

LRCFT VP Assessment Committee

March 12th watched helplessly as peers descended into ad hominem attacks and ripped each limb from limb. Discussed a general desire to keep the VP positions, but an uncertainty of how they should be chosen in the future, or how delineated the job duties should be trying to be mindful of the balance between guidance and flexibility.

CFT Convention

March 13th flew to San Diego for CFT Convention. Attended LGBTQ Know Your Rights workshop with Iris Dimond by Equality California followed by State Budget Analysis by Aimee Shreck. March 14th Attended the Socio-political Committee, a CFT Rally in front of the justice building, and the Community College Council Division Meeting and subsequent Dinner. Food was bad. March 15th attended Retirement 101 workshop by Doug Orr with Iris Dimond and then attended a CalSTRS workshop with Stephanie Rowe by Sharon Hendricks, Jessica Saint Paul, and a CalSTRS representative. Following which we voted in general assembly as delegates on resolutions and then attended an awards dinner. Strongly encouraged Ambyr Gage to run for the LRCFT Part Time Rep position at CRC next year. I was able to network with some CFT and AFT staff about resources and grant opportunities for LRCFT to consider next year. March 16th we attended general session. I testified on behalf of retiree chapters needing more respect and consideration and then voted on resolutions, networked with the LA Faculty Guild and then flew back to Sacramento.

Miscellaneous

March 3rd represented LRCFT at the Equality Awards with the vibrant and incomparable Iris Dimond. Also brought former city councilmember Katie Valenzuela to SCC earlier in that day to speak about Environmental Advocacy. March 4th marched in the March for March and met Representative Al Muratsuchi. March 5th met with Jay Cull to discuss ongoing Data project to better assess the diversity of our students and faculty. March 6th met with SCC's Executive Council to seek support of surveying our students to better assess their diversity and program for them accordingly. March 7th Bill Miller and I attended a retirement party for Terri Hamiliton. She retired early due to a change at SCC requiring classified to work four days a week in person. I am livid about her treatment. March 19th had lunch with Linda Sneed, Purwa Garg, and Oranit Limmaneeprasert and discussed institutional events, policies, and elections to watch. March 22nd attended a show by Iris Dimond's theatre company with Nyenbeku George. Inquired about him getting more involved in the union again. March 26th attended FACCC PAC Organizing tactics to support endorsed candidates training.

Members Correspondence

Answered various and sundry questions throughout the month regarding the contract, PSLF, the adjunct office hours program, the adjunct professional development compensation program, healthcare, grievances, and upcoming events. Sent group messages to the district listservs about upcoming deadline for healthcare and service forms. March 4th met with Kara Hunter to discuss union questions, she was interested in us after the River Cleanup event and decided to join the union. Woo! Go Kara!

Non-Union Committees/Workgroups

Non-Union Elected positions-

FACCC Board of Governor, Governor-at-Large
Academic Senator, SCC (March 4th, 11th, 25th 12:00-12:50)

Standing Committees (SCC)-

Staff Equity and Diversity, Tri-Chair
Student Equity and Success (March 7th 11:00-12:00)
Staff Development (March 7th 10:00-11:00)

Advisory Groups

Learning Resources
PRIE
Digital Inclusion

Social Justice Groups

NorCal Resist (March 2nd, 28th)
Los Rios Faculty for Justice in Palestine (Mostly email planning and actions)
Flying Over Walls Prison Solidarity Project (March 1st)

Academic Senate Committees

Distance Education (March 3rd 9:00-10:30)

District Committees

District Education & Technology (March 27th 3:00-5:00)
LRCCD Online Coordinating

FACCC Association Committees

Part-time Faculty Committee (March 7th, 28th 3:30-4:30)
Legislative and Budget 5-year Strategic Thinktank (March 17th 3:00-4:00)

Professional Development Cohorts

Linguistic Justice (March 3rd 4:00-5:30)
Organizing for Power (March 6th, 13th, 20th 9:00-11:00), (HW Cohort March 5th 10:00-11:00, March 10th 3:00-4:00)

Adjourned 5:15 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer