

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
May 7, 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, Michael Angelone, Robert Unzueta, Erica Tyler

Excused:

Absent: Bill Zangeneh-Lester

Motions Passed:

Approval of hiring investigator

Approval of 2025 – 2026 Budget

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

II. Traugott moves to approve May 7, 2025, minutes and agenda. Miller seconds the motion. Motion carries.

III. Closed Session:

The board approves the motion to hire an outside investigator.

IV. Public Comment:

Vivian Dillon discusses the issue of compensation when serving on a hiring committee, suggests the issue be brought to the negotiations team.

Discussion

V. LRCFT Negotiations Training:

Traugott discusses the upcoming negotiations training for LRCFT members. The training will be held on four Thursdays in May. The first training will be May 8, 2025 via zoom from 5 – 7 PM, with one additional day for homework. Traugott will coordinate the training and homework day. LRCFT has 20 members registered.

VI. LRCFT Standing Committee:

Newman reminds board members of the deadline to submit nomination form is to serve on a CFT Standing Committee is May 12, 2025. Committees meet 5 times a year.

Action

VII. LRCFT 2025 – 2026 Budget: (1st Read/Suspend/Action)

Dimond moves to suspend the rules, Traugott seconds the motion. Motion carries. Rowe reviews proposed 2025 – 2026 LRCFT budget. Rowe highlights proposed changes. Traugott moves to approve the budget, Jones seconds the motion. Motion carries.

VIII. Retirement and Benefits Conference: (1st Read)

Traugott announces a proposal to host the LRCFT/FACCC Retirement and Benefits conference at Sacramento City College. FACCC will cover all costs except for meals which LRCFT will pay for. Meals include breakfast and lunch for all participants. The proposed date is Tuesday, August 19, 2025.

IX. Update Public Comment Guidelines/Policies for Executive Board Meetings: (1st Read)

Carbary and Goodchild propose updating the current guidelines/policies for visitors to the Executive Board meeting. The proposed updates are reviewed. Discussion regarding proposed changes held. Carbary suggests approving the proposed changes with the understanding the document can be changed in the future. Beckum suggests allowing members that attend the board meeting to speak on topics addressed during the meeting, instead of going through their campus representatives. Newman discusses the reasoning for limiting members to address any topic on the agenda. Encouraging members to be prepared to address items when attending meetings is the purpose of having guidelines. Jenkins supports Beckum’s proposal to allow members to speak to issues on the agenda.

X. LRCFT Strategic Issues Committee Report: (1st Read)

Faulds reviews Strategic Issues Committee recommendations:

1. **Increase membership initiatives:** Adopt a broadly supported, organized, and consistent effort at increasing membership. This effort should include a specific SMART goal (Specific, measurable, achievable, and relevant) with an added time-bound element. (Increase FT membership by X% by (Date.) (Increase PT membership by X% by (Date.) Membership initiatives should start at the beginning of the Fall Semester.
2. In keeping with the recommendation regarding measuring activity for membership drives, we recommend that the board approve a search for **a system that collects and tracks contact and activity data in a structured way**. Some form of incident and contact tracking would support many initiatives in our union. Various options should be explored and a recommendation presented to the Board.
3. **Increase Union focus on campus safety.** Collect and report on Campus Safety. Set expectations for a positive and welcoming workplace environment. Make this a standard element of discussions with the district.
4. **Track the multiple examples of workload creep** and make these issues a regular issue/element of discussion with the district.

Strategic Issues as an element of planning and execution.

A comprehensive **vision, mission and goals statement** usually precedes strategic planning.

Vision, mission, and goals are fundamental building blocks of strategic planning. They provide direction, focus, and motivation for an organization’s efforts. A clear vision outlines the desired future state, the mission explains the organization’s purpose and how it will achieve its vision, and goals translate the vision and mission into specific, measurable objectives.

This committee recommends **a review of the LRCFT existing “The Faculty Union Vision For Student, Community College, and Community Success” (2017 document created by the LRCFT Exec. Board)** and refine the declarations into a comprehensive Vision, Mission, and Goals statement that enhances and refines our reason for existence and provides us with a roadmap for success by outlining our current purpose, concrete objectives, and future aspirations. A well-crafted Statement helps ensure that everyone in the organization is working towards the same goals. It provides focus, motivation, and supports sound decision-making.

Proposed MVG

Vision, Mission, and Goals Statement – Draft for Board Review

Vision Statement

We envision a community college district where faculty are empowered, respected, and supported through fair workloads, just compensation, and continuous professional growth. Our work fosters a culture of dignity, transparency, and shared purpose in service of both faculty and student success.

Mission Statement

To advance the professional and economic interests of faculty by advocating for equity, academic freedom, and fair working conditions. Through organizing, bargaining, education, and coalition-building, we promote inclusion, diversity, anti-racism, and accessibility—knowing that strong faculty means thriving and engaged students and robust institutions.

Goals Statement

1. **Advance Equity and Justice**
 - Advocate for parity in compensation, job security, and benefits across all faculty ranks.
 - Promote inclusive, anti-racist policies in hiring, evaluation, and promotion.
2. **Strengthen Organizational Capacity and Accountability**
 - Implement a *Continuous Improvement Model* to track faculty issues, union responses, and outcomes.
 - Maintain transparent systems for member feedback, data analysis, and course correction.
3. **Empower Faculty Voice and Leadership**
 - Expand participation and leadership opportunities within the union.
 - Support representative training and professional development for advocates.
4. **Foster a Culture of Respect and Solidarity**
 - Encourage respectful, inclusive communication across all faculty and constituencies.
 - Advocate for student-centered, faculty-informed decisions through shared governance.
5. **Collaborate with Sister Unions**
 - Partner with other unions in the district on issues of mutual concern such as workload, equity, student access, membership, and institutional policy.
 - Build inter-union solidarity to strengthen advocacy and amplify our collective voice.
6. **Support Student Learning through Faculty Advocacy**
 - Promote the principle that faculty working conditions are student learning conditions.
 - Advocate for institutional policies that support both quality education and educational equity.

XI. VP Assessment Committee Report: (1st Read)

Henderson reports on the recommendation to continue the VP position. The committee recommends the board decide how VPs will be elected. Two models are proposed:

1. Campus reps elect the VP
- or
2. Faculty at each campus elect the VP.

The committee also recommends the duties of the VP not be overly prescriptive.

XII. Reassign Time Proposal 2025 - 2026:

Newman reviews proposed reassign time for 2025 – 2026. Jones suggests the report cover positions only without names. Discussion whether reassign time should be approved by academic year or semester is held.

LRCFT Reassigned Time: Fall 2025

Comms. Coord.	.20 FTE	LaQuisha Beckum
Contract researcher	.20 FTE	TBD
Graphic Des.	.20 FTE	Robyn Waxman
Chief Neg.	.60 FTE	Belinda Lum*
Sec/Treasurer	.60 FTE	Stephanie Rowe
College VPs	.80 FTE	(4 VPs x .20; campus teams appt.)
CRC Pres.	.40 FTE	Teresa Aldredge
FLC Pres.	.40 FTE	Kalinda Jones
SCC Pres	.40 FTE	Bill Miller
ARC Pres.	.40 FTE	Art Jenkins
PAFC Chair	.10 FTE	Jacob Traugott**
LRCFT Pres.	1.0 FTE	Jason Newman

Total FTE: 5.3***

* Chief Negotiator RT increases to .60 in Fall ‘25 for negotiations.

** Best legal practice is for LRCFT to pay PAFC chair stipend.

***LRCFT negotiated an extra .50 FTE from LRCCD in May 2023, increasing our RT from 4.0 to **4.5** p/semester.

[.20 FTE RT = avg. of 7 hrs. work p/week depending on FTE load.]

XIII. LRCFT Negotiation 2026 Proposal:

Henderson reviews Lum’s proposal for additional reassign time for upcoming negotiations. The Chief Negotiator will receive an additional .2, the union researcher will receive .2, each College President will receive an additional .2 and each At-large appointment will receive .2. There will be a total of six At-large appointments at .2 for a total of 1.2 and four part-time faculty appointments at .2 for a total of .8. The additional reassign time for the Chief Negotiator includes holding forums at each campus.

XIV. Good of the Order:

Newman reports he and Sneed attended the CALSTRS meeting to support the proposal to divest from companies that manufacture weapons of war. Newman gave public comment.

Adjourned 5:21 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer