

**Los Rios College Federation of Teachers**  
**2126 K Street**  
**Sacramento, CA 95816**  
**November 5, 2025**

**Present:** Jason Newman, Belinda Lum, Michael Henderson, Dennis Smith, Art Jenkins, LaQuisha Beckum, Bill Miller, Rebecca Goodchild, Jacob Traugott, Scott Faulds, Teresa Aldredge, Linda Sneed, Iris Dimond, Gabriel Torres, Ivan Zaigralin, Stephanie Rowe, Kalinda Jones, Kalee Christensen, Rob Unzueta, Bill Zageneh-Lester, Rob Griffin, Duane Leonard

**Excused:**

**Absent:** Alex Peshkoff, Michael Angelone

**Motions Passed:**

Approval of Union made t-shirts

Approval of SCC Appointment Duane Leonard

Approval of donation to campus food pantries

- I. Newman convenes the LRCFT Executive Board 3:00 PM
- II. Beckum moves to approve of October 15, 2025, minutes and November 5, 2025, agenda Zaigralin seconds the motion. Motion passes.
- III. Public Comment: Jessica Nelson, Susan Andre, Jordan Ruybal, Niki J present. Jessica Nelson speaks to the board about negotiations and the contract's 900 to 1 ratio for counselors. Nelson also shares an ARC document "Counseling Faculty FTE" with the board.

**Discussion**

**IV. One Faculty Party Follow up:**

Sneed reports on outcome of Part-time party, thanks the board for support and approval of funds. The party was well attended. Sneed will share the data with campus presidents. Frietas, CFT President, also attended the event.

**V. Membership Drive Report:**

Faulds reports on FLC membership drive. Several board members, Michael Henderson and Jason Newman participated. Faulds is waiting to hear from the other campuses regarding dates that will work for their campus.

**VI. Negotiations Reports:**

Lum reports on the negotiations survey. The survey will be available until Monday, November 17 at 5:00 PM. Lum will send a survey template to the college presidents to share with their faculty. On campus negotiations forums dates and times are reviewed. Lum will need help with mini surveys and research. Researcher budget has been approved. The negotiation team will be proposed and voted on in December.

**Action**

**VII. SCC Campus Rep Appointment: (1<sup>st</sup> Read/Suspend/Action)**

Beckum moves to suspend the rules, Zaigralin second the motion. Motion passes. Miller proposes appointing SCC faculty member, Duane Leonard to replace Katie Carbary as SCC campus representative. Leonard is an ESL faculty member and equity champion. Leonard introduces himself to the board. Miller expresses his appreciation for Katie Carbary's commitment and work on the executive board. Beckum moves to approve appointment of Duane Leonard, Zaigralin seconds the motion. Motion passes.

### **VIII. LRCFT Contribution to LRCCD College Food Pantries: (1<sup>st</sup> Read/Suspend/Action)**

Dimond moves to suspend the rules, Rowe seconds the motion. Motion carries. Griffin discusses Trump's decreased funding for SNAP benefits which impacts California families, including Los Rios students. Griffin proposes LRCFT contribute financially to the LRCCD college food pantries with the Treasurer's approval. Rowe proposes contributing \$750 per campus for a total of \$3000. Jones speaks in favor of the motion, suggests distributing by campus needs. Lum informs board members that SCC sent out an email requesting pantry donations. Rowe suggests the contribution go through the Los Rios Foundation. Sneed moves LRCFT contribute \$750 to each campus food pantry, unless the need is higher at one campus. Dimond seconds the motion. Motion carries.

### **IX. LRCFT Endorsement: Reinvest in Sacramento Campaign: (1<sup>st</sup> Read)**

Sneed introduces Niki J from Reinvest in Sacramento Campaign. Niki J provides a short presentation from Reinvest Campaign. Reinvest in Sacramento is a group of concerned Sacramentans calling upon the City of Sacramento to divest from companies and other entities that profit from genocide and human rights abuses, including that 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 (and successful) campaigns to urge Sacramento to divest from companies that engage in unsavory and unethical practices. Reinvest is seeking LRCFT's endorsement.

### **X. LRCFT Participation in Salute to Labor Dinner: (1<sup>st</sup> Read)**

Newman discusses the cost of purchasing one table at the upcoming Salute to Labor Dinner. Newman suggests purchasing individual tickets for interested board members and forgo purchasing a table this year. Each ticket costs \$350. Faulds suggests purchasing a table which will also provide the LRCFT with advertising and promotion. Torres questions if LRCFT has the funds to purchase a table. Rowe suggests the union purchase individual tickets this year because it was difficult to fill a table last year and tickets had to be given away. There were also last-minute cancellations and no shows last year. Smith speaks against purchasing individual tickets. Smith discusses the relational component to purchasing a table and reminds board members that the dinner is a fundraiser. If the table cannot be filled with board members, the money is contributing to the fundraiser.

### **XI. LRCFT T-shirts and Jacket Production: (2<sup>nd</sup> Read)**

Miller moves LRCFT purchase 100 union made t-shirts to split amongst the four campuses, Goodchild seconds the motion. Torres supports the purchase of union made t-shirts. Goodchild informs board members that she has created a pre-order google form to send out. Motion to purchase 100 union made t-shirts passes. Discussion regarding jackets will be held at the next meeting after gathering additional cost information.

### **XII. Closed Session – Hatmaker**

Discussion and suggestions regarding improvements for interpersonal relationships is held.

## **Reports**

### **XIII. President's Report:**

- *Submit agenda item requests using the **agenda item request form** if you want an item placed on the agenda.*
- *I will send out **draft agenda** one week ahead of EB meeting.*
- *Reina will send out **final agenda** Tuesday morning at 11 am prior to board meeting Wednesday. This is the deadline for submitting agenda item requests to me.*
- *Read docs in **livebinder** prior to meeting.*
- ***Public comments** section at the start of meeting is for non-board members to comment. 5 minutes or longer at discretion of the LRCFT President.*
- *Please adhere to **time limits** for each agenda item during our meetings. If more time is needed, we can vote to request more time for the item.*
- *Use **green and red buttons** for board voting if possible.*
- *I may **jump the queue** during meetings and call on others who have not spoken yet.*

- *I will try to minimize **first read/action/suspension** of the rules but sometimes it is needed.*
- *Attend **PAFC meetings** if available. PAFC meetings are fourth Wednesdays, 3-5 pm. See the board agenda for future dates. All board members are also PAFC members. Other LRCFT members need to be appointed to the PAFC. Please ask member colleagues to join the PAFC.*
- *Please turn in **written reports** for the **second board meeting of the month** (campus presidents, chief negotiator, treasurer, graphic designer, DRT chair, legislative liaison, PAFC chair, and part time faculty board members receiving compensation at the second and third tier).*
- *Please use the **chat function sparingly** to ask questions or post a document. Try to **avoid engaging in lengthy debates** in the chat.*

### **CFT (California Federation of Teachers)**

**CFT Community College Council division** met in person Oct. 3-4 in Costa Mesa. 7 board members attended. We interviewed 6 candidates for state superintendent of public instruction. Committee resolutions were debated and adopted.

**CFT standing committees:** New 2-year cycle began with meeting Sept. 20 at LAX Gateway Sheraton. Three LRCFT board members chair committees and 8 board and non-board members serve on committees. Committees met and submitted resolutions.

**CFT March in March planning committee** on-going. Kickoff event was Sept. 26, 10 am -12 pm. Oranit Limmaneeprasert, ARC ESL, was a keynote speaker.

**CFT GOTV:** Proposition 50 campaign on going until Nov. 7. CFT and SCLC are heavily involved. Phone banking and present walking. More information to the board will be provided.

**CFT One Faculty Task Force:** meetings on-going and a new resolution for state council was approved and submitted.

### **SCLC (Sacramento Central Labor Council)**

**SCLC Prop. 50 campaigns** in local region on-going until Nov. 7.

**SCLC Salute to Labor dinner** is Dec. 4 at 5:30 pm at Sac Memorial Auditorium.

### **LRCFT**

**LRCFT held a successful One Faculty Party** with 80 full and part time faculty attending. Follow up ideas will be discussed by the board at next meeting.

**LRCFT continues to prepare for negotiations 2026:** survey work and a few preliminary meetings so far. We will also visit the campuses and meet with faculty in prearranged meetings this semester TBA.

**LRCCD Chief Counsel hire** completed: The District hired Ally Bivins. LRCFT President served on two failed searches and this successful hire. See LRCCD BoT meeting Sept. 10 for biography of Bivins.

**LRCCD Chancellor hire** is ongoing: interview committee formed and applications received. Position closed Oct. 15. Screening Oct. 17-27. Interviews Nov. 10 and Nov. 12.

**LRCFT membership drive:** LRCFT Strategic Issues committee continues to organize new members. Focus on FLC.

**LRCFT insurance workshop:** Thanks to SCC union team for organizing the workshop. It was well attended. Treasurer Rowe continues to be point person on IRC with District.

**LRCFT continues to partner with SEIU 2015 and LRCEA** in a bucket study group and union check in meetings.

**LRCFT will field a team for the Sacramento Run to Feed the Hungry Race** in November.

**LRCFT Holiday Party:** Dec. 13, 4-9 pm. Bike Dog East Sac location.

**LRCFT PAFC:** endorsement process for local candidates. First meeting was Sept. 26, 3-5 pm. Prop. 50 endorsement submitted to LRCFT website. Next meeting is Nov. 12.

**LRCFT college president and campus representative elections.** Nominating committee formed and LRCFT President will send out election announcement on Oct. 20.

**LRCFT Strategic Issues committee and the LRCFT Part Time Faculty Issues Committee** continue to meet this semester.

**LRCFT union dues committee** meets Oct. 31.

**LRCFT Union News** will submit an issue to faculty by mid-December.

**LRCFT membership meeting districtwide** via zoom: December TBA

**LRCFT Membership report: (latest) From Spring 2025 and updates to 9/16.**

**Current BU (all faculty): 2367**

**LRCFT Members: 1592**

**Full time total- 956**

**members – 842**

**nonmembers – 114**

**Adjunct total – 1411**

**members – 750**

**nonmembers – 661**

**Fall 2024: BU = 2259 (Fall 2023: 2325)**

**Full-time Members:**

- 798 of 922 total full-time faculty are members (87%).
- Fall 2023 = 855 of 944 = 90.5%

**Part-time Members:**

- 734 of 1337 total part-time are members. (55%)
- Fall 2023 = 942 of 1381 = 67%

**LRCFT President Meetings/Events: Sept. 17-Oct. 31**

**California Federation of Teachers (Vice President, Exec. Council)**

- 9/19-20: CFT standing committee meetings LAX: (16 hrs.)
- 9/22: CFT standing committee meetings debrief (1 hr.)
- 9/30: OPEIU negotiations (8 hrs.)
- 5/30: CFT Exec. Council (8 hrs.)
- 5/31: CFT Exec. Council (8 hrs.)
- 10/3-4: CFT Division Council Costa Mesa (16 hrs.)
- 10/29: OPEIU negotiations in Burbank (12 hrs.)

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

- 10/8: CLC Exec. (2 hrs.)
- 10/26: Prop. 50 campaigning (4 hrs.)

**LRCFT (President)**

- 9/17: LRCFT Exec. board (2 hrs.)
- 9/18: CRC: Course success data discussion (2 hrs.)
- 9/18: PTFIC meeting (1 hr.)
- 9/22: LRCCD Equity training (1 hr.)
- 9/22: SUJIC meeting (1 hr.)
- 9/22: Chancellor's Cabinet (1 hr.)
- 9/24: DRT meeting (1 hr.)
- 9/25: Dennis Smith (1 hr.)
- 9/25: Bike Dog east Sac visit for party (1 hr.)

- 9/25: Chancellor search committee meeting (2 hrs.)
- 9/26: March in March kick off (1 hr.)
- 9/26: CRC Senate (2 hrs.)
- 10/1: Caity Maple LRCFT hall (1 hr.)
- 10/1: LRCFT Exec. board (2 hrs.)
- 10/6: Steering (1 hr.)
- 10/8: Chancellor search committee (2 hrs.)
- 10/8: Trinationa (1 hr.)
- 10/8: LRCFT Presidents meeting (1 hr.)
- 10/14: Los Rios unions check-in (1 hr.)
- 10/15: CRC Native American Heritage celebration (1 hr.)
- 10/15: EB meeting (2 hrs.)
- 10/15: LRCCD BoT: (1 hr.)
- 10/16: PTFIC (1 hr.)
- 10/19: FLC visit: membership drive (4 hrs.)
- 10/22: DRT (1 hr.)
- 10/22: LRCFT PAFC (2 hrs.)
- 10/24: One Faculty Party (8 hrs.)
- 10/26: Chancellor search (1 hr.)
- 10/26: SUJIC (1 hr.)
- 10/26: Chancellor's Cabinet (1 hr.)
- 10/30: LRCCD Academic Calendar committee (1 hr.)
- 10/31: LRCFT dues committee (1 hr.)
- 10/31: meeting with union president of Peralta CCD (2 hrs.)

#### **XIV. College Reports:**

##### 1. FLC Vice President Report – Christensen

###### Meetings & Committees

- Academic Senate: Attending regularly on the 2nd and 4th Tuesdays of each month to represent union interests and stay informed on faculty governance issues.
- PTFIC (Part-Time Faculty Issues Committee): Participating in monthly meetings on the 3rd Thursday
- Sabbatical Committee: Serving during the October review cycle.
- District Noncredit Task Force: Serving as an appointed representative to ensure FLC faculty perspectives are included in district-level discussions.
  - Events & Initiatives
- Membership Drive & Faculty Appreciation Week: Coordinating both efforts, including a collaborative campaign with student government to involve students in supporting and recruiting new union members.
- PTFIC Party attendance and chatting with members at other campuses
- New Hire Workshop/Lunch: Helping coordinate *step and class* placement and other new-faculty union topics.
  - Ongoing Work
- Addressing occasional union issues and faculty concerns as they arise, providing support and communication between faculty and LRCFT leadership.
  - Physics
  - Embedded Tutoring
  - Dual Enrollment

**XV. Good of the Order:**

Sneed reminds board members that LRCFT endorsed CalSTRS Divest which brought the divestment from human rights abuses resolution to the CFT State Council in October of 2024. The CFT passed that resolution, and the LRCFT voted to endorse the campaign the following Spring. Jason spoke as LRCFT President at the launch of the campaign last May at a STRS Board meeting in West Sac. Jason would speak again this coming Wednesday, but he has to be in Los Rios Chancellor candidate interviews all morning and early afternoon. So, anyone can speak on behalf of LRCFT between 9:30 and 10am in West Sac next Wednesday, November 12, please let Sneed know.

**Adjourned 5:15 PM**

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Jason Newman, President

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Stephanie Rowe, Secretary-Treasurer