

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
December 17, 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, Gabriel Torres, Ivan Zaigralin, Kalinda Jones, Kalee Christensen, Rob Unzueta, Rob Griffin, Duane Leonard, Iris Dimond, Stephanie Rowe, Michael Angelone, Caleb Fowler, Andrea Vazquez, Bill Zangeneh-Lester

Excused:

Absent: Alex Peshkoff

Motions Passed:

Approval of contribution to Operation Xmas Basket

Approval of contribution to MLK march

Approval of contribution to MLK breakfast

Approval of Resolution Honoring Reona James

Approval of Andrea Vazquez to SCC Rep and VP

Approval of Code of Conduct

Approval of One Faculty week

Approval of Committee to work on One Faculty week

Approval of contribution to March in March 2026

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Beckum moves to approve minutes of December 3, 2025, minutes. Rowe seconds the motion. Motion passes. Rowe moves to approve December 17, 2025, agenda with changes. Rowe seconds the motion. Motion passes.
- III.** Public Comment: Announcements regarding Martha Guerro, Lauren Babb and Michael Vargas.

Discussion

IV. LRCFT Holiday Party 2025 Assessment:

LRCFT Holiday party held at Bike Dog Brewery is reviewed. The cost was \$3000.

V. LRCFT Jacket Order update:

Beckum updates board members on cost of jackets. Examples of design mockups are shared. The cost to add patchwork for all options is an additional \$115. The board agrees to ask Waxman to do a more complete jacket mockup for an electronic vote on the design.

VI. LRCFT Financial Report:

Rowe updates board members on LRCFT finances.

VII. LRCFT Dues Committee Report:

Henderson discusses Faulds Dues Committee report.

Summary: Dues Impact of Faculty Retirements Under 1.5% + Cap Model

Purpose

To estimate the effect of projected faculty retirements over the next five years on LRCFT dues revenue under a 1.5% salary-based model with a cap at **\$1,570.89**.

Key Assumptions

- Retiring faculty are assumed to be paying at the **full capped amount**.
- All retirees are replaced **1:1** with new hires paying the **average under-cap dues** amount (**\$1,327.58**).
- Projected retirements (expected values): **21, 23, 26, 30, and 33** over Years 1–5.
- Two scenarios modeled:
 - **No COLA** (dues amounts remain constant)
 - **3% COLA** (dues scale proportionally with salary growth)

Findings

1. No COLA Scenario

Annual net revenue impact due to the shift from capped retirees to under-cap replacements:

- **Year 1:** –\$5,109
- **Year 2:** –\$5,596
- **Year 3:** –\$6,326
- **Year 4:** –\$7,299
- **Year 5:** –\$8,029

Five-year cumulative impact: –\$32,360

2. 3% COLA Scenario

Here, both capped and under-cap dues grow with COLA, but the *difference* between them also grows slightly each year.

- **Year 1:** –\$5,110
- **Year 2:** –\$5,764
- **Year 3:** –\$6,711
- **Year 4:** –\$7,976
- **Year 5:** –\$9,037

Five-year cumulative impact: –\$34,598

Overall Conclusion

Even under conservative assumptions, the dues revenue effects of retirements under the 1.5% + cap model are **modest and manageable** — approximately **\$30–35K over five years**, or about **\$6–7K per year**. This level of change does *not* pose a threat to LRCFT’s fiscal stability.

The findings reinforce that addressing the inequity in the current flat dues structure is financially sustainable and consistent with our stated values. Acting now strengthens the union’s internal integrity and enhances our external credibility when advocating for equity across the district.

VIII. LRCFT Negotiations 2026: Survey results and process update:

Lum informs board members the LRCFT’s researcher will share the results of the negotiation survey and will provide general updates for LRCFT negotiations with District. The Executive board passed the sunshine list, and it now goes to the District for a first and second read on December 17 and January 14. Chevraux-Fitzhugh provides overview of executive summary of the results.

Action

IX. **LRCFT Adopt Resolution honoring Reona James: (1st Read/Suspend/Action)**

Aldredge presents resolution honoring CRC Faculty member, Reona James. Rowe moves to suspend the rules, Miller seconds the motion. Dimond moves to support the resolution and contribute \$500 to Friends of Rwanda. Traugott seconds the motion. Motion passes.

The resolution reads:

WHEREAS, Reona L. James dedicated her professional life to serving students, faculty, and staff within the Los Rios Community College District with compassion, integrity, and commitment; and

WHEREAS, Reona joined the Los Rios College Federation of Teachers (LRCFT) Executive Board in **Fall 1989** and served the union for decades as a respected leader and advocate; and

WHEREAS, in her role as **Grievance Chair**, Reona was known for her fairness, sound judgment, and steadfast dedication to protecting faculty rights and upholding due process; and

WHEREAS, Reona also served for **30 years as a faculty member and college nurse at Cosumnes River College**, caring for the campus community until her retirement in **2010**; and

WHEREAS, Reona L. James passed away on **December 1, 2025**, leaving a lasting legacy of service, leadership, and compassion;

NOW, THEREFORE, BE IT RESOLVED, that the **Los Rios College Federation of Teachers** honors and remembers Reona L. James with deep gratitude for her many years of service to the LRCFT, Cosumnes River College, and the Los Rios community; and

BE IT FURTHER RESOLVED, that this resolution be entered into the official record and shared with her family as a lasting expression of respect and appreciation.

Humbly submitted in solidarity on this 16th day of December 2025.

X. **LRCFT Appointment of SCC Rep Andrea Vazquez: (1st Read/Suspend/Action)**

Newman proposes appointment of Andrea Vazquez as the SCC union Representative effective January 2026, and (SCC Vice President effective January 2026, filling the vacancy created by Rebecca's transition out of the VP/Rep role. With Rebecca's move out of the VP/Rep position beginning in January, we need continuity in SCC representation and campus-based union leadership. Andrea is well-positioned to represent SCC faculty and support union communications, organizing, and campus coordination. Vazquez teaches Ethnic Studies at SCC.

XI. **LRCFT Reappoint Beckum as Communication Coordinator: (1st Read/Suspend/Action)**

Traugott moves to suspend the rules, Goodchild seconds the motion. Motion passes. Newman thanks Beckum for the work she has done for the union. Lum discusses Beckum role as Communications Coordinator. Rowe moves to approve Beckum to continue as Communications Coordinator. Traugott seconds the motion. Motion passes.

XII. **LRCFT Constitution/By Laws revision: (2nd Read)**

Review of proposed changes by Henderson. Model to avoid special election is reviewed. Goodchild moves to approve model. Beckum seconds the motion. Motion passes. The board agrees to bring back the VP subcommittee recommendation.

XIII. LRCFT MLK Jr. Day (Jan. 19) participation/contribution and Cesar Chavez March: (2nd Read)

Board approval of LRCFT contribution and participation in MLK Jr. Day celebrations on Monday, January 19. In the past, we have attended both major MLK Jr. Day celebrations in Sacramento: the **Roberts Family Development Center North March** (“**2026 Dr. Martin Luther King Jr. Technology Academy event**,” starts in Del Paso Heights www.robertsfdc.org) and the **MLK 365 March** (“44th annual March for the Dream,” starts and ends at Sac City College www.mlk365.org). Last year we provided a monetary contribution to both organizations. Traugott proposes the contributions from the PAFC to the Executive Board. Goodchild moves LRCFT provide \$1000 to both organizations and encourage each campus to send at least two people to attend. Leonard seconds the motion. Motion passes.

XIV. LRCFT student contribution: MLK breakfast: (1st Read/Suspend/Action)

The National Action Network (NAN) is a national civil rights organization founded by the Rev. Al Sharpton in 1991. From the *NAN’s Sacramento chapter*, announcing the breakfast on Saturday, Jan. 17:

“The NAN’s Sacramento Chapter, in proud partnership with the **City of Elk Grove**, announces the **2026 MLK Community Breakfast**, a premier regional celebration honoring the life, legacy, and enduring impact of **Dr. Martin Luther King Jr.** The event will take place on **Saturday, January 17, 2026, at The Center at District 56 in Elk Grove**. Doors open at **8:30 AM** and the program and breakfast begin at **9:30 AM**.

This year’s theme—**‘For This Moment. For Our Future.’**—invites the region to reflect on Dr. King’s prophetic call for justice, community, and shared responsibility across generations. The breakfast is one of the largest MLK gatherings in the Greater Sacramento area and serves as a catalyst for civic engagement, youth leadership, and community unity.” Goodchild moves to suspend the rules. Miller seconds the motion. Motion passes. Rowe moves LRCFT contribute \$300 toward the breakfast for faculty to attend. Goodchild seconds the motion. Torres amends the motion to \$900 for 5 faculty per campus to attend. Goodchild seconds the motion. Motion and amendment to motion passes.

XV. LRCFT contribution: student March in March 2026: (1st Read/Suspend/Action)

The annual student *March in March* for affordable and accessible higher education takes place during the afternoon of March 12 at the Capitol. The CFT is a major supporter and sponsor. This student-led protest rally will be well attended given the recent challenges to higher education at the national level. Newman proposes LRCFT \$2500 to CFT’s March in March to offset the cost of planning the event. Miller moves to suspend the rules. Rowe seconds the motion. Motion passes. Miller moves LRCFT contribute \$2500 to the march. Goodchild seconds the motion. Motion passes.

XVI. LRCFT contribution: Operation X-Mas Basket: (1st Read/Suspend/Action)

Newman proposes LRCFT contribute to SCLC’s Operation X-mas basket for union members in financial need. The LRCFT has contributed to the program for many years. Goodchild moves to suspend the rules. Rowe seconds the motion. Motion passes. Miller moves LRCFT contribute \$1000 to Operation X-mas Basket. Goodchild seconds the motion. Motion passes.

XVII. LRCFT participation in One Faculty Week, Spring 2026: (2nd Read)

Smith proposes the Executive Board of the LRCFT will sponsor, promote, and co-host a hybrid-format forum at each college during *One Faculty Week* in the spring 2026 semester. The event is being promoted as CFT One Faculty Week. Locals have access to prior toolkits, flyers, PowerPoint presentations and other resources to use for their version of one Faculty Week. The Los Rios proposal is the idea to use a “book club” approach. Each college would host a hybrid format forum for the campus community to engage in dialog around the ideas contained in a pre-distributed document. Motion so approved one Faculty week participation passes. Rowe moves to create a committee that will coordinate the One Faculty week. Goodchild seconds the motion. Motion passes.

XVIII. LRCFT Exec. Board *Code of Conduct and Chat* policy: (2nd Read)

Newman discusses the proposal to create a Code of Conduct and Chat for LRCFT Executive Board members and meetings. The proposal was to form a committee that will meet next semester. Over the winter break, Henderson and Newman will provide a draft for potential committee members to consider. The draft will be available by the first meeting of the spring semester. The committee can be comprised of one board member from each college.

Reports

XIX. President's Report:

CFT (Vice President, California Federation of Teachers)

CFT legislative update and legislative priorities for 2026: <https://www.cft.org/legislative-updates>

CFT is now focusing on a signature gathering drive to qualify a new proposition for the 2026 election to extend the Millionaire's Tax and make it permanent. The proposition is titled, "The California Children's Education and Health Care Protection Act of 2026." CFT is seeking individual union members to request signature gathering material from CFT.

CFT Exec. Council and AFT Western Regional meeting: January 23-24, LAX Hyatt Regency: The event will include CFT's gubernatorial endorsement vote on January 24.

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. Next virtual meeting is Saturday, February 7.

CFT March in March planning committee on-going. The March in March on March 12 at the Capitol promises to be a very big student protest event that will include many local candidates seeking higher office as they prepare for the June primary and November general election.

CFT One Faculty Task Force: meetings on-going and a new resolution for state council was approved and submitted. The task force is helping to promote the One Faculty Week this spring.

CFT will hold its one day State Council meeting on March 19-21 location TBA.

CFT is holding a virtual training on Labor and the Law: The Legal Rights and Responsibilities of Union Site Representative. Feb. 19 from 4:30 to 6 pm. Please register at <https://www.cft.org/event/labor-and-law-legal-rights-and-responsibilities-union-site-representative>

SCLC (Recording Secretary, Sacramento Central Labor Council)

SCLC will begin the process of **COPE endorsements** for the June 2026 primary. COPE interviews will take place on Jan. 12 and Jan. 13 virtual.

LRCFT President

LRCFT held a successful Membership Holiday 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: Faculty forums, survey work and a few preliminary meetings so far. The LRCFT and District sunshine docs have been submitted to the LRCCD board of trustees for first and second read (Dec. and January board meetings). The LRCFT negotiating team will begin meetings on January 9.

LRCCD Chancellor hire is ongoing: Public impression forum took place last week. Board of trustees may announce the new Chancellor in December or January.

Membership Analysis LRCFT Aug-Nov 2025

Part Time Faculty AUG 25					Part Time Faculty NOV 25				
	Non-M	BU				Non-M	BU	% Memb	Gain/Loss

01ARCMAN	258	535	51.8%		01ARCMAN	281	531	47.1%	-4.7%
02CRCMAN	124	264	53.0%		02CRCMAN	155	289	46.4%	-6.7%
04FLCMAN	66	133	50.4%		04FLCMAN	77	146	47.3%	-3.1%
05SCCMAN	157	357	56.0%		05SCCMAN	182	375	51.5%	-4.6%
Grand Total	605	1289	53.1%		Grand Total	695	1341	48.2%	-4.9%
FT Faculty AUG 25					FT Faculty Nov 25				
	Non-M	BU				Non-M	BU		
01ARCMAN	28	333	91.6%		01ARCMAN	41	338	87.9%	-3.7%
02CRCMAN	42	201	79.1%		02CRCMAN	50	206	75.7%	-3.4%
04FLCMAN	17	132	87.1%		04FLCMAN	21	137	84.7%	-2.4%
05SCCMAN	27	273	90.1%		05SCCMAN	37	280	86.8%	-3.3%
Grand Total	114	939	87.9%		Grand Total	149	961	84.5%	-3.4%
Totals	719	2228	67.7%			844	2302	63.3%	-4.4%

LRCFT PAFC: First meeting is late January. Endorsement interviews take place Feb.-April.

LRCFT college president and campus representative elections. Art Jenkins (ARC), Teresa Aldredge (CRC), Kalinda Jones (FLC), and Rebecca Goodchild (SCC) were elected and will serve a two year term.

LRCFT union dues committee will continue to meet in to February.

LRCFT will make a contribution and will participate in both **MLK Day marches** on January 19.

LRCFT made a contribution to the LRCCD **student food pantries** last month.

LRCFT made a contribution to CFT's student **March in March**, which will be held March 12 at the Capitol.

LRCFT President Meetings/Events: Nov. 17-Dec. 17

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

- 12/4: March in March planning (2 hrs.)

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

- 12/4: Salute to Labor dinner (2 hrs.)
- 12/9: SCLC Law and Leg (1 hr.)
- 12/11: SCLC holiday party (2 hrs.)

LRCFT (President)

- 11/17: SUJIC (1 hr.)
- 11/17: Chancellor's Cabinet (1 hr.)
- 11/19: LRCFT Exec. Board (2 hrs.)
- 11/20: PTFIC (2 hrs.)
- 11/21: ARC negotiations forum (3 hrs.)
- 11/24: FLC negotiations forum (3 hrs.)
- 11/24: Logistics meeting for forums (3 hrs.)
- 11/25: General LRCFT negotiations forum online (2 hrs.)
- 11/25: Bill Zangeleh-Lester (2 hrs.)

- 11/26: DRT (1 hr.)
- 12/1: Steering (2 hrs.)
- 12/1: CRC negotiations forum (3 hrs.)
- 12/2: SCC negotiations forum (2 hrs.)
- 12/2: PT faculty negotiations forum (2 hrs.)
- 12/3: LRCFT negotiation prep (2 hrs.)
- 12/3: Trinationa (2 hrs.)
- 12/3: LRCFT PAFC (2 hrs.)
- 12/3: LRCFT exec. board (2 hrs.)
- 12/4: Anthony Rendon (1 hr.)
- 12/5: LRCFT negotiations forum online (2 hrs.)
- 12/5: LRCFT Dues committee (1 hr.)
- 12/5: SCC happy hour (3 hrs.)
- 12/8: Chancellor forum (4 hrs.)
- 12/9: Los Rios unions check in (1 hr.)
- 12/10: LRCFT Presidents (1 hr.)
- 12/11: FDIP graduation speaker (2 hrs.)
- 12/11: Robert Jones trustee lunch (2 hrs.)
- 12/11: Lauren Babb Tomlinson coffee: CD 6 candidate (1 hr.)
- 12/12: CRC new faculty cohort celebration (1 hr.)
- 12/12: LRCFT dues committee (1 hr.)
- 12/13: LRCFT holiday party (5 hrs.)
- 12/15: David Hildebrand SD 6 (1 hr.)
- 12/15: SUJIC (1 hr.)
- 12/15: Chancellor's cabinet (1 hr.)
- 12/16: Jag Nagenda Folsom City Council (1 hr.)
- 12/17: LRCFT exec. board (3 hrs.)
- 12/18: PTFIC (1 hr.)

XX. College President's Reports:

1. CRC President Report – Aldredge

Meetings

- LRCFT Negotiations Forum – November 25th (online)
- DRT – November 26th 2-3 pm
- District Senate Meetings – December 2nd and December 16th
- LRCFT Executive Board Meetings – December 3rd and 17th
- LRCFT Negotiations Forum – Dec 1st 1:30-3:30 pm @ CRC (in person)
- PACF – December 3rd 1:30- 3 pm
- Department Chair Council meetings – December 9th 3:30-5 pm
- Leadership Meeting – Senate, Union, President, VPs – December 10th - 9 am
- CRC Academic Senate –December 12th
- SUJIC – December 15th 2-3 pm
- Chancellor's Cabinet - December 15th 3-4 pm
- CRC College Representatives meeting –TBD (prior to EB meeting)
- Meeting with LRCFT Vice President – TBD
- BIRT Meetings – no meetings scheduled
- 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:

IBA Refresher/LRCFT Team – January 23rd

Negotiation Meetings (big teams) – 1/30; 2/27; 3/13; 3/27;4/10;4/24

LRCFT College Presidents Retreat – early January

Ongoing Meetings:

LRCFT College Presidents – 2nd Wednesday @ 2 pm

Grievance meetings - multiple

Conferences/Trainings:

ASCCC Data Literacy Webinar Series – once monthly Sept – December

Accessibility Canvas Course Training (CRC)– 4 weeks (November)

Ongoing Projects:

Elections Committee – appointment by LRCFT president

Editorial Review Board – meeting to be scheduled to review Union News (**published November 2025**)

2. SCC VP Report – Goodchild

Recurring Meetings:

1. Academic Senate weekly meetings weekly Tuesday 12-1pm
2. Meetings with SCC LRCFT President
3. Monthly meeting SCC LRCFT Team
4. LRCFT Executive Board meetings 1st and 3rd Wednesdays 3-5pm
5. Continue to serve as LRCFT rep and co-chair fo the SCC Professional Standards Committee.
6. LRCFT Subcommittees Mtgs: PAFC, Dues Committee, Strategic Issues Committee

Report:

1. Continued to serve on a Special Review Team
2. New Faculty Academy for Performance Review
3. New Faculty Academy for OER/ZTC Question
4. Held First Friday Happy Hour November 7th and December 5th.
5. Attended Chancellor's Impression forum.
6. Attended various LRCFT negotiations forums.
7. Attended ESL Noncredit workgroup as a union rep.
8. Wrote first draft of MOU for City Scholars program – met with administration.
9. Submitted a RFI related to the last minute and extensive FTE cuts at SCC for spring 2026.
10. Answered union related questions for new faculty including issues about step placement, salary advancement, and the peer review process (including several emails/meetings with deans to remove or explain recommendations on reviews).

3. FLC VP Report - Christiansen

- The end-of-semester LRCFT Happy Hour was held on December 12 from 4:00–6:00 pm and provided a great opportunity to connect with faculty in an informal setting. I had several meaningful conversations with members about union-related questions and end-of-semester concerns, as well as general check-ins around membership.
- The Fall membership drive has officially concluded. Raffle winners for new members at the FLC local will be drawn and announced.

- I continue to represent a faculty member regarding ongoing complaints and related issues. I will be meeting with Belinda and District HR later this month or in early January, and I am scheduled to meet again with the member next week.
- I also continue to serve as the LRCFT representative on the Academic Senate, as well as a member of the Academic Senate Faculty Prioritization Work Group.
- In addition, I am working with Professional Development to schedule LRCFT union workshops during Flex Week.

Good of the order:

Miller speaks to his time as SCC President. Beckum discusses the calendar and requests board members to be ready to provide it. Traugott discusses the death of Wayne/Lane Roger in a motorcycle accident. Goodchild discusses t-shirts.

Adjourned 5:05 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer