

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 16, 2020

Present: James Telles, Jason Newman, Belinda Lum, Gabriel Torres, Oranit Limmaneeprasert, Linda Sneed, Tony Barcellos, Robert Perrone, Veronica Lopez, Teresa Aldredge, Kalinda Jones, KC Boylan, Paul Baltimore, Walter Kawamoto, Dennis Smith, Tak Auyeung, Julie Oliver, James Telles, Ling Ling Zhang, Alex Peshkoff, Josh Fernandez, Tami Wooden, Teresa Urkofsky

Excused: Dean Murakami

Absent: Sandra Guzman, Jesus Limon, Angelo Williams

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Agenda approved by consensus. September 2, 2020 minutes approved by consensus.
- III.** Public Comment: Cesar Aguirre speaks to the board about the Prop 15 campaign. The campaign will be hosting virtual phonebanks and text outreach. LRCFT board members are invited to join. The campaign will be conducting voter registration and outreach to highly populated regions in California. Cesar is available to speak to students during class.

- IV. Liaison Reports:**
 1. AS – Oliver submits written report. Performance Review Negotiations. Thanks for meeting Wed Sept 9th to hear interests from DAS Leadership team. LRCCD Equivalency Process for Faculty Hiring - DAS task group has been formed to review with an equity focus the current process and make recommendations. The Group will be co-chaired by Julie Oliver DAS and Jake Knapp DO-HR. The first meeting Wed Sept 16th and will be collecting data and researching equivalency processes at other multi-college districts before next meeting in 3-4 weeks. The goal is to create a fairer and more equitable district process for the granting of equivalencies, which will hopefully result in more diverse applicant hiring pools. Course Success Data - College Academic Senates and DAS will engage in conversations in the coming weeks about how to best use disaggregated course success data outside of the performance review process. The desire would be for faculty to reflect on their teaching practices to improve student success. Career and Technical Education Programs - DAS discussed the process for CTE program development per the Strong Workforce Program guidelines. Based on the LRCCD Board of Trustees discussion at the Tuesday September 9, 2020, study session regarding taking a deep look at CTE programs based on regional job availability and earnings potential, with the possible recommendation for the addition and deletion of programs. ARC librarian Dan Crump is the DAS representative on the LRCCD task force. Any faculty concerns about bookstore operations should be directed to Dan.
 2. LCLAA – No report
 3. FACCC – Limmaneeprasert reports on board meetings held last Thursday and Friday. FACCC will be providing training on Equity and Diversity. FACCC is working on the annual A& P Conference. The conference will be held in March. The board is considering putting together a “report card” for Eloy Oakley. The “FACCCTS” magazine will be available online two weeks after the magazine is mailed out.
 4. CFT – Sneed reports Executive Council met on Saturday, September 12th. Presidents had the opportunity to share events and programs with each other. Sneed discussed the Emergency Fund program LRCFT is working on establishing in Los Rios. CFT is interested in the program. Division Council will meet Friday, September 25 from 3:00 to 7:00 PM; Committees will be on Saturday, September 26 from 9:00 AM to 12:00 PM and State Council will be from 1:00 PM to 4:00 PM.
 5. SCLC – No report.
 6. PAC – Kawamoto reports the PAC endorsed Yatooma for BOT and contributed \$10,000. LRCFT PAC approved contributing \$4700 to McCarty. The PAC endorsed CFT’s slate of candidates and propositions. Kawamoto reports on CFT’s member organizer plan. There were seven applicants for the members organizer position, two will be hired.
 7. Negotiations -Lum submitted report. Stakeholder engagement: In an effort to introduce myself as the new Chief Negotiator and to invite members to contact me, I spent time visiting the following groups: District Academic Senate and all 4 College Academic Senates, Part-time Caucus and Faculty Coalition on Family Leave. Lum also offered to meet with the Black Staff and Faculty Association and La Comunidad.

Negotiations began on Friday, September 11th. There are five workgroups: Distance Education, Performance Review / Appendix E & F / Service Form, Part Time, Safety / Other Topics, Finance / Steering. In upcoming meetings, Lum will report out on general topics being discussed. Not all committees had meetings this week. Two of the five committees have not yet met.

Lum reviews ongoing issues under discussion outside negotiations:

Performance Review - Workshops over the next 10 days

Starfish Roll Out - We requested a meeting with Melanie Dixon and someone knowledgeable about the 'tech' side of the program. Per our conversations with Senate, Greg Beyer will also join us at this meeting.

Current concerns are: Implications to workload for counseling and classroom faculty, Legalities of having a professor's signature go out on an email notification we haven't vetted or seen, The pulling over of data from Canvas into Starfish. Unclear of FERPA implications, Implications related to performance review for all involved and Lack of training.

Clarity on PT Pay - By hours worked in month, Equal split over months worked.

Discussion regarding the short amount of time there for negotiations and confidentiality concerns is held. Smith addresses concerns.

Action

V. Equity Audit of Executive Board: (2nd Reading)

Perrone clarifies the motion was approved at the last meeting.

IX. Emergency Fund Proposal: (2nd Reading)

Zhang reports on goal of the fund. Limmaneepraser and Sneed have been doing a lot of work on the proposal. Limmaneepraser will be reaching out for volunteers to help with establishing the fund. The group needs to decide who will manage the fund.

X. Research Stipend for Negotiations: (1st Reading/Action/Suspend)

Lum discusses the negotiation team's need for a research on family leave policies in other districts.

Limmaneeprasert moves to suspend the rules, Peshkoff seconds the motion. Motion passes by consensus.

Aldredge moves the Negotiating team pay a faculty member up to \$1,000 at \$50 an hour to conduct research on family leave policies in other districts. There is also a need to examine the current contract to determine how to creatively expand leave policies already in place, Peshkoff seconds the motion. Motion passes by consensus.

Discussion

XI. Full and Part Time Demographics:

Newman reviews data on Los Rios faculty, students and part time faculty. Discussion regarding data break down is held. Lum requests clarification regarding conversations addressing breakdown of categories and the need to talk about race in a meaningful way. Torres reminds board members that equity audit should be looking at underrepresented groups. Aldredge reminds board members that this discussion has been brought to the board because of who is being affected and would like board members to remember that. Jones supports Aldredge and addresses the level of discomfort when talking about race.

Reports

XII. Social Justice Caucus Report:

Peshkoff reports on Student Debt Clinic hosted by the Social Justice Caucus. About 38 faculty attended the clinic. The caucus is working on a petition addressing the term Hangtown in Placerville. Once the petition is complete, the caucus will need approval from executive board.

XIII. Part time Report:

Sneed reports on meeting held to address issues of concern that led to the creation of the Part time fund. Sneed will be updating the Part Time Almanac once the LRCFT/LRCCD contract is ratified. Collaboration with the Social Justice Caucus will continue.

XVI. President's Repots:

1. ARC – Limmaneeprasert reports on meeting with VPI and the possibility that there will not be spring reductions. There have been a lot of concerns from part time faculty regarding unemployment and healthcare.
2. CRC – Newman reports on faculty burnout. Faculty would like some sort of technology stipend. CRC will host a peer review workshop next week.
3. FLC – Telles reports a workshop on Workload will be held next week. The FLC team met and will be rolling out a Q&A session for FLC faculty. FLC will have meetings available for faculty to discuss issues with LRCFT reps.
4. SCC – Barfield held two union office hours. There has been a lot of concern from part time faculty regarding compensation. Barfield has been dealing with a lot of ADA issues. Lum reports there is high anxiety among faculty regarding performance reviews.

Meeting adjourned 5:45 PM

Dean Murakami, President

Ling Ling Zhang, Secretary-Treasurer