Los Rios College Federation of Teachers

2126 K Street

**Sacramento, CA 95816**

**September 2, 2020**

**Present:** Dean Murakami. 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:**

**Absent:** Sandra Guzman, Jesus Limon, Angelo Williams

1. Murakami convenes the LRCFT Executive Board 3:00 PM
2. Agenda approved with changes by consensus. August 26, 2020 minutes approved by consensus with changes
3. **Liaison Reports:**
4. AS – Oliver submits written report.

Performance Review - request for LRCFT to negotiate changes to the performance review process and documents to align with antiracism and equity “Call to Action” [See Supporting Materials] and Board of Trustees Resolution No. 2020-09. California Education Code §87663 (f) “In those districts where faculty evaluation procedures are collectively bargained, the faculty’s exclusive representative shall consult with the academic senate prior to engaging in collective bargaining regarding those procedures.” Meeting to be set up between LRCFT Negotiating team and DAS Leadership team to discuss interests.

Constitution and Mission Review - DAS task group has been formed to review the DAS mission and constitution with an equity focus and make recommendations.

Equivalency Process - DAS task group has been formed to review with an equity focus the current process and make recommendations. Group will be co-chaired by Julie Oliver DAS and Jake Knapp DO-HR.

Emergency DE Addendum - Decision made at DCCC Friday August 28th to have vetted emergency DE addendum language added to all CORs in Socrates. There will be an ‘appeal’ process for any department wanting the emergency DE addendum removed. The details of this decision will be stated in a MOU which will be written and distributed jointly by DCCC, DAS and DO as soon as possible.

Faculty Hiring 2020-2021. Because of Los Rios hiring freeze, no Academic Senate led college hiring prioritization process for faculty will be needed this fall. Once we do resume hiring previous prioritization lists will not be used, a new prioritization process will occur.

Future Events - Next DAS meetings-Sept 15th, Oct 6th, Oct 20th, Nov 3rd, Nov 17th, Dec 1st;

[LRCCD Board of Trustees](https://losrios.edu/about-los-rios/board-of-trustees) Meeting, Wednesday September 9, 2020 5:50pm

[ASCCC Fall Area A](https://asccc.org/content/area-meeting-2019-10-11-170000-2019-10-11-220000) (virtual)-Oct 16, 2020

[ASCCC Fall Plenary](https://www.asccc.org/events/2020-11-05-160000-2020-11-08-000000/2020-fall-plenary-session-virtual-event) (virtual)-Nov 5-7, 2020

Call to Action - The four Los Rios Colleges and the District Academic Senate submit a joint report in support of a call to action from the Academic Senate of California Community Colleges. Specifically, we resolve to: denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan; take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible. To achieve this, all of our Senates are committed to: Make a tentative agenda now that includes a discussion of anti-racism/no-hate education. Remembering that we do not have to have an answer to start a conversation. Prioritize culturally responsive curricular redesign with our curriculum committees.

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Acknowledge, without assigning blame, that the structure of our colleges house the biases and prejudices of their founding times. Those biases have privileged some and disadvantaged others, particularly African-American and LatinX communities. Prioritize the evaluation of hiring and evaluation processes. Request services from the ASCCC about any of these topics if needed.

Evaluate our academic senates and find the voices among our faculties missing in governance. Find ways to empower those voices. Work with our administrations, classified professional colleagues, and students to find constructive ways students can express themselves about these deaths and the structural and historical biases that exist.

1. LCLAA – Kawamoto reports LCLAA’s executive board meeting next week. A LRCFT has volunteered to help with food distribution in Yolo county.
2. FACCC – Murakami reports on the budget webinar. A letter to the Governor to defend Calbright is on the FACCC website.
3. CFT – Murakami has spoken with Joanne Waddell, President Los Angeles College Faculty Guild, faculty are still locked out from campus, including their offices. CFT reached out for updates from LRCFT Social Justice. Would like someone from LRCFT that has done Social Justice work to interview. CFT is also interested in what LRCFT has done with UndocuAlly during the pandemic and work with the Senate. Lum suggests interview Jones and Shubb for their Anti Racist work, and Guzman and Lopez for the Undocually work. Murakami will forward names to Jane Huntermark. The API Legislative Caucus will host a summit next week. Information will be sent to anyone that is interested. Endorsements for LRCCD BOT candidates are starting, Murakami requests members not use Los Rios emails when addressing BOT endorsements. LRCCD is very sensitive to the use of campus emails for endorsements. Perrone will check if faculty are able to use campus email when addressing Prop 15 and 16. LRCFT will mail out an endorsement flyer and post to LRCFT website.
4. SCLC – Meeting on Measure A was held yesterday, will be hearing outcome of meeting soon. The SCLC signed an agreement not to put out another rent control ordinance. The SCLC will have to meet and discuss what the council will do regarding the latest ordinance.
5. PAC – Kawamoto reports on the candidate forum held on Tuesday, September 1st. The Elk Grove Newspaper attended. The recording of the interviews will be posted to the LRCFT website and FB page. Wilkerson and Nelson were endorsed. The PAC will contribute $10,000 to both candidates. Sneed would like feedback on the forum. The agenda for next week and candidate questionnaires will be emailed out in the next couple of days. Interviews will be one on one, starting at 3:30 PM. Bob Knight will be the first candidate to be interviewed, followed by the other two candidates.
6. Negotiations – Lum’s will email update. Email lists have been updated. Lists will be refreshed on a daily. Because part-time faculty were not getting availability forms, their emails will stay active up to 250 days. There still are couple of areas that need be straightened out such as Dean or Interim Deans still being on faculty lists. When the lists are ready, the random lists at the college level will be deleted. SCC is already moving forward with that process. Addressed the issue regarding part-time faculty not being paid the same if teaching synchronous vs asynchronous, as of Spring 2021 both will be no distinction between the two. They will be paid at 54 course unit hours with no flex obligation. Discussion regarding this semester still being held. Still waiting on what it looks on TCS so still a work in progress. Enrollment - the district down 8%, ARC down 10%, CRC 6.27%, SCC down 10.25% and FLC up 1% so basically preemptive cuts have covered all that. ARC lab still on quarantine, the protocols worked. Need to think about how local and district need to get those safety committees up and running. Negotiations start on September 11.

**Action**

1. **Appointment to the Los Rios Colleges Online Coordinating Council: (2nd Reading)**

Telles moves appoint Teresa Aldredge, Lum seconds the motion. Motion passes by consensus.

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1. **Equity Audit of Executive Board: (1st Reading/Suspension/Action)**

Adlredge discusses make-up of the executive board and the history of the diversity on the board. Aldredge discusses LRCCD’s examination of its policies and procedures to determine how its current policies and procedures are systemically racist and Anti-Black. Aldredge moves LRCFT engage in this examination (internally) not through webinars or town halls but a self-reflective examination. At the conclusion of this equity audit, the board may wish to take action to implement changes and structures to promote equity and inclusion in the organization. The request to move this item to a suspension of the rules is because of the immediacy of this matter given the state of our country. My wish is that we continue to lead by example. Aldredge thanks Smith for sending a link to OCUFA’s document on equity. Jones supports Aldedge’s efforts. Lum suggests considering dividing up the audit and taking up elections since campus reps are up for elections this December. Murakami discusses possibly hiring an outside organization to do the audit. Sneed discusses appointments to the board and consider outreach. Telles discusses looking at recruiting for equity on the board. Torres proposes LRCFT consider creating an equity officer position. Murakami would like to put together a work group. Lopez discusses what board members can do now and emphasizes the urgency of getting to work on this. Aldredge requests the work group meet and bring something back to the board to discuss at the next meeting, along with budget implications. The work group will consist of Aldredge, Perrone, Newman, Lum, Jones, Kawamoto, Sneed and Lopez willing to serve. Smith willing to observe meetings and agrees that there are things LRCFT can do now.

**IX. Emergency Fund:** (2nd Reading)

Zhang met with Limmaneeparsert and Sneed to discuss the creation of the LRCFT Emergency Fund. The group still needs to figure out logistics and have agreed to consider having the Los Rios Foundation handle the fund. The fund is still a work in progress. Sneed reports on the Part-timer fund started by Joseph Batarseh. The part-timer fund which currently has $3000 to help part-time faculty with needs such as groceries or diapers, etc. the group has volunteers committed to help.

**X. Appointment to the District Education Technology Committee: (1st Reading/Suspension/Action)**

Murakami reports Auyueng is interested in serving on the committee. Sneed moves to suspend the rules, Limmaneeprasert seconds the motion. Motion passes by consensus. Sneed moves Auyueng appointment to the Education Technology Committee, Limmaneeprasert seconds the motion. Motion passes by consensus.

**Discussion**

**XI. LRCFT Board Elections:**

Perrone reviews dates and deadlines for fall elections. Timeline proposal is reviewed. Telles and Perrone will be reviewing piloted material from last year, along with federal materials. Findings will be shared at the next board meeting. Nominating committee will be appointed by October 7, notice of elections will be sent out on October 12, nominations close November 2, ballots will be sent out November 23, ballots due December 7 and will be counted December 9.

**Reports**

**XII. Social Justice Caucus Report**:

Peshkoff reports first meeting was held in August, several new members attended. The caucus is looking at reflections and practices of the caucus to make sure it is equity minded. Will be hosting a student loan and financial aid workshop for faculty, staff and students. The group discussed how to have anti-racist focus that deals with issues of today. Other projects are still in the works such as upcoming elections. Jones reports Student Debt clinic will be held Sept 14 11:00 AM to 1:00 PM.

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**XIII. President’s Report:**

1. FLC – Telles reports FLC is planning several workshops.
2. CRC – Newman reports on chairs are overwhelmed. Having new council of chairs is helpful. Newman is working with them. Will announce union office hours soon. Meeting held with VPI. Discussed lab wivers for lab courses, PR: training and grace, spring cuts, calendar committee spring break between the two 8 week sessions, spring cuts, WC, final exams synchronous vs asynchronous, canvas shell and no faculty hiring prioritization for next year.
3. SCC – Barfield reports that faculty are pushing backs on deans meeting with faculty on course success data, fearful of peer review. Gayle Pittman will train the deans. Two union office hours will be held next week at two different times. There will be drop-in hours with the chief negotiator. Peer review training will be held in week 4. Barfield announces her retirement in December.
4. ARC – Limmaneeprasert reports Murakami will give budget talk at ARC

Meeting adjourned 5:00 PM

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Dean Murakami, President Ling Ling Zhang, Secretary-Treasurer