

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
April 7, 2021

Present: Jason Newman, Belinda Lum, Gabriel Torres, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Paul Baltimore, Walter Kawamoto, Julie Oliver, James Telles, Josh Fernandez, Lingling Zhang, Kalinda Jones, Dennis Smith, Iris Dimond, LaQuisha Bekum, Katie Carbary, Matthew Register, Jackie Vargas-Ornate, Arthur Jenkins, Gabriel Torres, Leon Smith, Linda Sneed, Veronica Lopez

Excused:

Absent: Jesus Limon, Angelo Williams, Nicole Griffin, Tak Auyuang

- I.** Newman convenes the LRCFT Executive Board 3:00 PM
- II.** Agenda approved by consensus. March 17, 2021 minutes approved by consensus
- III.** Public Comment: LRCCD Board Member Deborah Ortiz present for Q&A. Lum announces the LRCFT Social Justice Caucus in partnership with artist Henry Fish and the SCC RASA Center & Undoc Resource program will feature the work of SCC Alum Henry Fisk at the LRCFT Union Hall on Good Day Sacramento. The feature will be on Friday, April 9 around 8:00 AM. There will be a virtual auction that will run from April 9th through April 16th. A portion of the proceeds will benefit SCC RASA Center and Undoc Resource Program.

Reports

IV. Academic Senate: Oliver

DAS Resolution-Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners. Passed at the April 6, 2021 DAS meeting and attached in full at the end of this document. First call for action—"a task force be convened to develop recommendations for establishing a standing governance body whose purpose shall be to set guidelines for determining optimum class sizes on a course-by-course, discipline-by-discipline, and college-by-college basis." DAS Leadership will be working with King and Nye on the formation of this task group. Los Rios Ethnic Studies Faculty Council. The ES Council submitted a resolution to DAS for first reading. The resolution asked for support for the development of ES departments and ES full time tenure-track hiring. The DAS will consider the resolution as a second reading at the April 20th meeting. Centralization and Collegial Consultation. Concern was expressed over plans for the centralization of financial aid and admissions & records, and over past centralization decisions. Discussion was had about ensuring collegial consultation on these issues throughout the process. Also, the desire to reinstate the Student Design Teams at DO to get student feedback was shared

V. Negotiations: Lum

Lum reports on the Part-time MOU. Lum and Newman will send an email out to all part-time faculty regarding the MOU. Safety related measures will be addressed in June. Lum would like board members that are not IBA trained to get their training. Having all board members IBA trained will give more options and opportunities for participation in negotiations.

- Presented at the CFT Statewide Conference on Social Justice & Unions
- Made movement on Family Leave proposals
- Deaf Studies MOU sent to District
- Process of signing off on PT faculty rights for Fall 21 (attached)
 - Note: Safety for on-ground will be negotiated in June/July
- Worked with Dean to send a communication to counseling deans regarding 'office time' scheduling being in compliance with District
- Pope-tech MOU being initiated
- JCIT – discussions on online, remote, etc.

Meeting Attended

- JCIT Prep and Negotiations Meeting
- LRCFT President's Meeting
- CFT Meetings
- Equity Taskforce Meeting
- Steering Meeting

- Meeting with Jeff Freitas
- LRCCD Board of Trustees Meeting
- Chancellor's Cabinet
- Meeting with Chanelle Whittaker, new AVC of HR
- LRCFT Salary Committee
- LRCFT Salary Committee meeting

VI. PAC Report: Kawamoto

Plans for next week's meeting remain unchanged. I will be sending a proposed agenda out in a few days, and we will again have some special guests Bobbie Singh Allen (Mayor of Elk Grove) and Derrell Roberts (of the Roberts Family Development Ctr).

This weekend (April 10/11) I will be participating in a special forum of all the Democrats running for SD6 (Richard Pan). This is an invitation-only forum, featuring a few who haven't even announced yet.

I have begun looking into the West Sac special race. It is difficult for us as far as timing in that filing opens on 5/10 and closes on 6/4. Potentially someone could submit their papers to run AFTER we meet with those we thought might be running at our 5/12 meeting. For now, I knew of four names. I contacted three of them, and two have dropped out. Working on the fourth.

Also, I went to some APALA events and I have been involved in meetings regarding races for Cal Dem Party leadership races. over the last week or so.

Action

VII. Al Rojas Memorial March: (Second Reading)

Torres proposes rolling over the \$2000 contribution to the Cesar Chavez March to the Al Rojas Memorial March. The memorial will be held on April 24 at Southside Park. The march will begin 11:00 AM. Posters commemorating the event will be produced by Jay's Printing. Lum moves to suspend the rules, Baltimore seconds the motion. Motion passes by consensus. Torres moves to reauthorize LRCFT's \$2000 contribution to Cesar Chavez march and provide 1000 bottles of water to the Al Rojas Memorial March, Lum seconds the motion. Motion passes by consensus.

VIII. NorCal Resist: (Second Reading)

Fernandez discusses work NorCal does for the community. Lum moves to contribute \$1000 to NorCal Resist, Telles seconds the motion. Motion passes by consensus.

IX. Faculty Excellence Series Update and Funding Request: (First Reading/Action/Suspension)

Jones and Lopez update the board on series. The last event had 86 attendees. Feedback has been good. Jones and Lopez are looking to host two more speakers and one facilitator and will need an additional \$100. Sneed moves to suspend the rules, Baltimore seconds the motion. Motion passes by consensus. Sneed moves to provide an additional \$100 to the Faculty Excellence Series, Lum seconds the motion. Motion passes by consensus.

Discussion

X. Honoring Dean Murakami in Los Rios Reflection:

Lum discusses another opportunity to set up a scholarship in Dean's honor through Scholarship America. The memorial hosted by LRCFT went very well. Pat Murakami expressed her gratitude to Newman, Lum and the entire board. A golf tournament will be held the Monday after Dean's birthday in September.

XI. Faculty Relief Fund:

Sneed updates board on status of the fund. Sneed and Limmaneerpasert worked on the fund's application and communications over spring break. A bank account has been set up and the fund is ready to receive donations. All checks need to be mailed to the union office. Anyone interested in being a part of the fund committee are welcomed to join. The committee would like to go through one cycle of contributions this semester.

XII. CFT Convention Debrief:

Newman reports on CFT convention. A student from ARC did a lot of the singing at the convention. Belinda gave a talk on equity and DACA, Robyn gave on the scholarship. Sneed and Newman are running for CFT VP. The election will be finalized on May 1st. Ballots have been sent out. Dean was honored during the first half of the convention, along with two other labor leaders that have passed.

XIII. LRCFT Website:

Newman reports on updated LRCFT website. Robyn Waxman worked on the site over spring break. Suggestions for updates or changes can be sent to Reina or Robyn. Sneed would like to further discuss the website at the next board meeting.

XIV. Equity Reflection Training:

Telles reports several members of the group have volunteered to share their pre-completed equity reflection to use as an example for the Equity Reflection training. Sharing will help faculty get a feel for the different styles of doing something like this. Examples will be needed within the next two weeks. There will be a resource slide with information and materials for all faculty to use. Dates for the trainings has not been determined yet. The group is looking at offering the first training during the first week of May, a second training will be during flex and several times in the beginning of fall semester. Telles discusses coordinating campus workshops. Trying to coordinate and who has what workshop plans for the end of the semester and the fall semester. The goal is to do as many workshops universally and as a team of three with a co-presenter that can monitor the chat. The workshop would be broadcasted widely so faculty can see what is happening, as well as recording workshops.

Reports

XV. LRCFT President's Report:

Meetings since March 17

- LRCCD BOT 3/17
- Los Rios Labor Summit 3/18
- LRCFT office hours at CRC 3/18
- LRCFT office hours at ARC 3/18
- Truman club: Garamendi and Bera 3/18
- Counselors 174 day 3/19
- CRC Senate 3/19
- Murakami memorial 3/19
- CFT Division Councils 3/20
- Steering 3/22
- SUJIC 3/22
- Salary Committee 3/22
- CRC VPI office hour 3/23
- Wilton rancheria and Ed Bush 3/23
- Wells Fargo LRCFT finances 3/24
- LRCFT office hours at CRC 3/25
- CFT conference 3/26
- CRC Council of Chairs office hours 3/26
- PT faculty caucus 3/26
- Regional intersegmental Native American leader conference 3/26
- Steering 4/5
- Salary committee 4/5

- DAS 4/6
- Fabrisio Sasso SCLC Exec. Director meeting 4/6
- LRCFT meeting with new HR AVC 4/6
- CFT Aimee Shreck researcher 4/7

LRCCD Fall Reopening update

- The District continues to open up more classes to on ground for Fall. The latest is music.
- We recently completed an MOU for Part Time faculty.
- We are now turning our attention to negotiating on ground safety parameters.
- We want to negotiate a tech stipend for all faculty and extra pay for chairs and perhaps other faculty groups.

Honoring of Dean Murakami

- Dean was also honored at the recent CFT convention: <https://www.youtube.com/watch?v=lpCRHziyyLQ>
- The Trinational also recently honored Dean:

Trinational Coalition in Defense of Public Education statement honoring Dean

Los Rios Student Graduation Ceremonies

- We need to decide if we will fund the various graduation ceremonies this semester. Requests are coming in for funding.

Los Rios BOT

- I will invite Pam Haynes to our next EB meeting. Kelly Wilkerson visited us in January. Tami Nelson came in March.
- Trustees Robert Jones, Dustin Johnson, and John Knight will also be invited to our subsequent board meetings.

LRCFT exec. board retreat

- I would like us to convene a retreat as part of a re-examination of LRCFT practices. Based on our workflow and vaccines, I think we should do the retreat at the start of Fall semester preferably before the first day of classes.

Repaint LRCFT sign in front of our union hall on K st.

- Our main sign in front of our union hall mentions mixing labor and art. Perhaps it is time to repaint the sign to say something like, *LRCFT: Fighting for Labor and Social Justice*
- We are getting estimates to repaint the sign. Estimated cost is \$450.00

Listening Sessions

- We recently met with the Los Rios counselors.
- I will meet with *La Comunidad* and the *Black Faculty and Staff Caucus* this semester.
- I also plan to visit each campus virtually by asking each campus president to host a Q & A session with faculty. I have done this at CRC a few times and also attended the Part Time faculty caucus.

SCLC

- We need to appoint one additional LRCFT member to the labor council.
- *Labor Neighbor* meeting will take place early this month.
- Next delegate meeting is April 20.
- Vaccine clinic update from last week forthcoming.

XVI. Legislative Liaison:

Limmaneeprasert reports on three bills being heard tomorrow. AB 1269, AB 1243 and AB 1040. Interested board members are encouraged to attend and voice support of the bills. Limmaneeprasert submits written report.

AB 1040 (Muratsuchi) - Ethnic studies in CCCs On Saturday, March 20th, the CFT Community College Council voted to support AB 1040 at its meeting and will forward the decision to the CFT Executive

Council. Originally, the CFT Legislative committee recommended not taking a position on this bill. According to Michael Young, CFT CC lobbyist, the committee was “fine with requiring CCs to offer the course but there was concerned about making it a AA degree requirement” I requested that the council chair added this item to the meeting agenda as soon as it was published on Thursday, March 18th. Belinda and I expressed our strong support for the bill and urged the council to support the bill, and others joined in. When the vote was taken, most people voted “yes.” AB 375 (Medina), Co-Sponsored by CFT and FACCC: Raising CCC part-time faculty load cap The bill is the reboot of AB 897 and sponsored by CFT. It would change the load limit for CCC part-time faculty from 60%/67% to 80%/85%. It is scheduled to be heard in the Assembly of Higher Education Committee on Wednesday, March 24, 2020 at 9 a.m. Jim Mahler, CFT CC Council chair, will represent CFT to address the committee in support of the bill. AB 1432 (Low): Eliminating Calbright This bill would make the California Online Community College Act inoperative at the end of the 2022–23 academic year and will eliminate Calbright. It will be heard in Assembly of Higher Education Committee on April 8th. CFT supports this bill. FACCC Legislative Update Two days ago (Monday, March 22, 2021), the FACCC Legislative Committee met and had an extensive discussion on the following bills: AB 1040 (Muratsuchi): Ethic studies requirement in CCs I am happy to let you know that I was able to successfully advocate for the bill with my oral and written statements to the committee and with the FACCC president’s support. (I did have a private conversation with her about the bill last week as the committee supported the idea but was not going to take a position due its concern about legislating curriculum.) The committee voted to support this bill. AB 928 (Berman): Student Transfer Achievement Reform Act of 2021 This bill would require all CC students be put into ADT pathway where one exists to maximize likelihood of “timely completion,” and it has strong support from Campaign for College Opportunity and Chancellor's Office. The committee voted to oppose this bill as we are concerned about what appears to be the completion agenda and the problematic aspects of the Campaign for College Opportunity, which on the surface appears to be a totally positive organization that has incredibly suspicious motivations. We also feel that students should make their own decisions. AB 1111 (Berman): Common Course Numbering System The committee voted to oppose this bill as we are concerned that this could limit courses down the line. Our alternative is to list the CIDs next to the existing course numbers. AB 99 (Irwin): Statewide longitudinal data system/California Cradle-to-Career Data The committee will continue to discuss the bill at the next meeting as many members felt it is hugely problematic and could lead to unintended inequity consequences.

Limmaneeprasert reminds FACCC members to vote in the upcoming board elections.

XVII. NorCal Resist: Fernandez

Quotes from NorCal Resist: “Maybe 2 years ago we had an action at ICE, where we noticed a lady crying on a bench. We approached her to check on her and see if we could help in any way. She explained to us that she came to her court date as requested only to find out she had a deportation order for that day and didn’t know what would happen to her children. Our volunteers contacted California Rural Legal Assistance Foundation and within hours, they helped her get a stay of deportation. We got her some funds, took her shopping for food, got backpacks filled with school supplies for her children before she headed home to her children. Today we learned that she won her asylum case! This is what collaboration looks like! This is what community looks like! This is what us taking care of each other looks like!” – NorCal Resist “Another round of COVID emergency aid checks for undocumented and asylum seeking families went out the door this week, and we are at over \$750,000 in total aid! Your support makes a huge difference for families trying to make ends meet.” –NorCal Resist Actions: Posting bonds- 15 ICE bonds and 1 protest bond (\$710,000 to undocumented families) Break Light Repair Housed and covered expenses for 3 asylum seeking families from Angola, Benin, and Haiti Food Distribution Weekly food drop-offs Suing Clearview AI for violating privacy rights Education workshops Marches Opportunities: Food Distribution Friday, March 19 at 11 a.m. at the George Sims

Community Center (6207 Logan Street) Food Distribution Friday, April 9 at 11 am (7851 35th Ave)
Food Distribution Friday, April 16 at 11 am (2427 Marconi Ave.)

XVIII. Part Time Faculty Caucus:

Sneed reports the caucus had 85 attendees at the last meeting.

XIX. Campus Updates:

1. ARC – Limmaneeprasert

During the period of March 17th to April 6th, I answered members' emails and phone calls about general union concerns and the following: pay by memo for additional FTE due to lab/lecture ratio change, reopening, healthcare premiums, supplemental sick leave according to SB 95, part-time faculty's fall assignment issues related to maternity leave, department chairs' concerns regarding fall 2021 performance reviews.

Additionally, I performed the following tasks: " Attended an EB meeting, March 17th " Conducted an AR union membership meeting, March 18th " Participated in an LRCFT meeting on counselor issues, including scheduling restrictions on office time, March 19th " Met with the Safety Center interim dean to resolve two safety Center part-time faculty members' back pay due to several years of underpayment, March 22nd " Attended a SUJIC meeting, March 22nd " Attended LRCFT Salary Committee meetings, March 22nd and April 5th " Attended an LRCFT president's meeting, March 24th " Emailed Kinesiology interim dean and coaches about temperature checking student athletes, March 24th " Participated in a DRT meeting, March 24th " Emailed the VPI about online department chair elections and evaluations, March 25th " Participated in the CFT Credential and the CFT Higher Education Committee meetings, March 25th " Attended the budget presentation by the LRCCD vice chancellor of finance, March 26th " Participated in the ARC President's college update forum, March 26th " Attended the CFT Convention, March 25th and 26th " Met with Linda Sneed to work on the LRCFT faculty relief fund committee composition, email account, fund raising ideas, and application form, March 31st " Spoke by phone and met on Zoom with a faculty member about a formal student grievance against her, April 2nd and 5th " Met with the ARC VPI (issues discussed: fall FTE, faculty availability form and the inaccurate contract information about it on the ARC inside page), April 6th " Emailed the ARC VPI and VPSS about fall assignments for part-time faculty, April 7th

2. CRC – Aldredge

Meetings

- Meeting with VP Instruction scheduled - 3/18/21
 - Set agenda for workload committee
- LRCFT College Reps meeting – 3/19/21
 - Discussed conducting workshops for Article 8 in April
- Counseling Issues Meeting re: 174 Guidelines 3/19/21
 - EB Counselors and other counselors met with LRCFT College Presidents and LRCFT President to hear and learn about issues regarding the 174 schedules
- SUJIC Meeting 3/22/21
 - Faculty issues around returning to campus
- Chancellor's Cabinet Meeting 3/22/21
 - Update on Planning On-ground Courses
- BIRT Meeting – 3/22/21
 - Cancelled; no referrals
- VP Instruction Robert Montanez Office Hours 3/23/21
 - Reopening notes from Chancellor King memo; Coaches temp checks; FT hiring prioritization; asynchronous vs synchronous; enrollment caps, mask enforcement; Fall schedule live April 5th; PPE availability; Faculty access to offices August 7th
- DRT Meeting – 3/24/21
 - Presidents shared campus issues
 - Counseling Faculty issues

- LRCFT College Presidents Meeting – 3/24/21
 - Load Balancing MOU; availability form revised; LRCO Online Counselor Job Announcement; Defining “an assignment” for Part time faculty
- JCIT Meeting – 3/25/21
 - Discussed parity in contract language for Counseling Faculty
- We Won’t Fall Constituency Group Meeting 3/24/21
 - Shared enrollment and access data for Fall 2019, 20 & Spring 2021-21
- CRC Union Office Hour – (weekly at 3 pm on Thursdays) 3/18 & 3/25
 - Faculty access to offices; contact tracing; when can we hire new faculty; salary; class caps
- Meeting with College President Edward Bush 3/25/21
 - Check in; grievance hearing delayed
- Part time Faculty Caucus – 3/26/21 12 -1:30 pm
 - Facilitated by Linda Sneed & Paul Baltimore - Discussed ongoing list of issues; added to list; discussed AB 375 (increase instructional hours from 67-85% for part time faculty)
- CFT Convention 3/25-27
 - Attended Delegate orientation 3/25; opening session 3/26; business session 3/26 & 3/27; voted on resolutions; elections by acclamation; Jason and Linda elected as VPs
- Council of Chairs 3/26/21 – Jason Newman attended
 - General questions about safety; masks; inquiries from Photo and ECE about returning on ground; issues around getting online course back on ground
- Workload committee meeting March 26th @ 8 am
 - Began discussion about workload issues; another meeting will be scheduled soon
- RFP for the Equity Audit focused on the Communications materials sent out to potential consultants; Governance Review documents are due by April 19th

Upcoming Meetings

- LRCO 4/5/21
- District Senate 4/6/21
- Meeting with VPSS Claire Oliveros – as needed
- CRC Senate 4/9/21
- CRC Health & Safety Committee 4/12/21
- LRCFT PACF 4/14/21
 - Elected Officials invited

Grievances

- Robert Perrone attended with complainant re: retaliation issue

Reopening Issues

- CRC Music faculty alerted Jason about wishing to return to campus; I alerted VPI and College President and received good news that they will be allowed some on-ground courses in the Fall

Hiring Committee

- Appointment to AVC – Instruction (LRCFT Rep) – interviews 4/7 & 4/8

3. SCC – Lum

General issues

- Re-opening plans – Interest group meetings from April 12th-23rd
- Concerns regarding centralization plans
- Counseling instructions regarding office time
- How to schedule lactation breaks in counseling
- Scheduling and faculty rights related to re-opening

Meetings Attended

- VPI Albert Garcia
- Calls with Counseling Deans, and Lang and Lit Dean.
- SCC Sujic Meeting
- SCC meeting regarding Coordinator Positions
- SCC Re-opening discussions

- SCC Senate

4. FLC – Telles

Internal

FLC Team Meeting held

Grievances

At district-stage on grievance on not paying faculty for prior month's work

Team Worked w/ Members on:

Reopening

Preference

Performance Evaluation

Sabbatical Issue

Coaches Issues

Foundations of Canvas Course Design (process & pay issues)

Salary Scale Advancement

Counselor Issues

Dropping Students/Attendance Questions

Class Caps

Insurance Increases

Workload Committee Questions

Faculty member's full names on student facing schedule

Disgruntled student question (angry about grade earned)

Work modification due to injury question (specialized software)

Reduced load question

Workshops and Other Offerings

Held 1st Membership Meeting

Held Performance Evaluation Training

Meetings

Chancellor's Cabinet

Senate

JCIT Prep Meeting

JCIT

LRCFT Presidents' Meeting

PAFC

Senate/Union/District Meeting

LRCA

Meeting adjourned 5:05 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer