

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
March 3, 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, Veronica Lopez, Tak Auyung, Dennis Smith, Jesus Limon, Iris Dimond, LaQuisha Bekum, Nicole Griffin, Katie Carbary, Matthew Register, Jackie Vargas-Ornate, Arthur Jenkins, Gabriel Torres, Leon Smith

Excused: Linda Sneed

Absent: Angelo Williams

I. Newman convenes the LRCFT Executive Board 3:00 PM

II. Agenda approved by consensus. February 17, 2021 minutes approved by consensus

III. Public Comment:

Reports

IV. Academic Senate: Oliver

Oliver thanks Lum and Newman for collaboration with the AS, especially this year. Class Size Resolution - College academic senates are reviewing a resolution from ARC regarding class sizes, "Impact of Class Size on Instructor Ability to Engage as Equitable Practitioners. At the March 16th DAS meeting this will be on the agenda to determine if the DAS is in support of the resolution. Supporting PD for Online Teaching and Learning - DAS discussed the possibility of requesting that some of the federal coronavirus one-time funding be used for incentives for faculty training and PD opportunities related to online education-accessibility, effective online teaching practices, equity, etc. Additionally, the idea of hiring specialists on short term contracts to help faculty with online universal design (accessibility) was shared. Next DAS meetings- Mar 16th 3-5pm • LRCCD Board of Trustees Meeting, Wednesday March 17, 2020 5:30pm • ASCCC Area A (virtual) Fri March 26 • ASCCC Spring 2021 Plenary (virtual) April 15-17 • ASCCC events-many other events and institutes are listed on the website

V. Negotiations: Lum

Lum discusses district's email sent out on Monday. As of now, faculty should assume they will be teaching online in the fall. If health conditions allow, there is a possibility for faculty to opt into teaching at their campus. Still working on clarifying working and safety provisions for impossible to convert classes. There are funds in place if those impossible to convert classes are cancelled because of COVID. Working on part-time faculty and safety, family leave and prison stipend.

Overview of work completed:

- Feedback on the Reopening Plans
- Continued negotiations on safety and PT faculty Waivers
- Updates on grievance process concerns. It seems that admin is skipping the informal process.
- Updates on personnel issues
- Discussed ongoing problem regarding the voluntary use of Starfish
- Prison Ed MOU
- Theater Arts MOU
- Addressed wanting to discuss a Tech Stipend for faculty
- Issues related to impossible to convert classes
 - Specific concerns of SCC Aero
- Issues specific to Deaf Studies faculty regarding re-opening
- Retrofit of Davies Hall
- Negotiated issues related to Campus Camera Surveillance and Safety System
- Hosted two forums related to FT faculty waivers. 160+ faculty attended.

Meetings Attended:

- 1 SUJIC Meeting
- 2 Chancellors Cabinet Meeting
- 2 Steering Committee Meetings
- 1 JCIT Prep Meeting
- 1 JCIT Negotiations Meeting
- 2 FT Faculty Waiver Forums
- 1 PT Faculty Waiver Feedback Meeting
- 1 Meeting to discuss Mandatory Equity Training Committee

VI. PAC Report: Kawamoto

The PAFC met for a special meeting last week. The semester plan was approved. A later suggestion was approved electronically to take up the West Sacramento City Council special election for our May meeting. Next week's regular PAFC meeting will feature a visit from the president of LCLAA, Desiree Rojas, and a visit from SCOE Trustee, Karina Talamantes. Walter and Jason were recently approached by Dave Jones in pursuit of endorsement state senate.

Action

VII. JCIT Appointment and Compensation: (First Reading/Action/Suspend)

Lum discusses continued negotiations work. In Fall 2020, the LRCFT and LRCCD agreed to continue discussions related to a number of issues related to Distance Education, Online Assignment, Accessibility, and Los Rios Online. Paul Baltimore was asked to continue chairing this committee on behalf of the LRCFT. Work on this committee is averaging 3.5 hours per week. This includes but is not limited to coordinating meetings, developing agendas, providing background research, writing draft contract language, and coordinating LRCFT's work and responses to negotiated items. His overall work is equivalent to .1 FTE. Greg Breyer was asked to participate in negotiations because of his broad knowledge of Distance Education, Rules and Regulations related to DE, and his knowledge of policies related to accessibility. The \$50 per hour is consistent with the rate we paid our negotiations research consultants during Fall 2020. The 24 hours of compensation is based off of total time allotted to JCIT negotiations and prep meetings. Lum proposes LRCFT provide total compensation of up to \$5154.00 for faculty participation in the ongoing negotiations related to the Joint Committee of Impact of Technology. Torres moves to suspend the rules, Carbary seconds the motion. Motion passes by consensus. Torres moves to compensate LRCFT JCIT team members for ongoing negotiations work of up to \$5154.00 for the ongoing negotiations related to the JCIT, Limmaneeprasert seconds the motion. Motion passes by consensus.

VIII. Cesar Chavez March: (First Reading)

Torres reports on the upcoming Cesar Chavez caravan. LRCFT has endorsed and supported the march in the past with contribution of \$6000. Torres proposes LRCFT endorse the Cesar Chavez march and contribute \$2000 towards posters this year. Fernandez discusses the history of Chavez and his attitude towards immigrants, suggests LRCFT split that money with NorCal Resist. Discussion is held. Newman suggests making a separate contribution to NorCal Resist.

Discussion

IX. Website Redesign:

Newman discusses redesign of the LRCFT website. Robyn Waxman will be shutting the site down during spring break to revamp and update the site.

XII. Spring 2021 BUR:

Newman reviews data on the LRCCD BUR. The information on the report is helpful for membership recruitment. Limmaneeprasert informs board ARC has planned a membership drive. Sneed and Valerie Bachelor will be working with Limmaneeprasert on the membership drive and the unemployment workshop in May. The focus will be on part-time faculty.

XIII. CFT Convention:

Newman reminds board members of the upcoming CFT convention. The convention will be held virtually on March 26 – 27. The deadline to submit a delegate’s form and committee choices is March 12.

XIV. Equity Audit:

Aldredge updates board members on Equity Audit. The proposal submitted has been broken down into four parts: Governance, Communication materials, executive board retreat and assessment action plan. The work will continue throughout 2021. The contracted work will focus on governance. Aldredge discusses dates for a board retreat. Looking at December 2021 or January 2022.

Reports

XV. LRCFT President Report:

Meetings attended since February 17:

- Reopening Session with faculty 2/18
 - Los Rios labor summit 2/18
 - Reopening Session with faculty 2/18
 - ARC membership meeting 2/18
 - CRC Senate 2/19
 - Part Time Faculty caucus 2/19
 - Steering 2/22
 - SUJIC 2/22
 - Chancellor’s Cabinet 2/22
 - CRC Pres. Ed Bush office hours 2/23
 - California Labor Federation 2/23
 - Sac APALA Honoring Dean Murakami 2/23
 - President’s meeting 2/24
 - CRC Constituency Group Leaders Meeting 2/24
 - PAFC special meeting 2/24
 - LRCFT union office hour 2/25
 - Council of Chairs CRC 2/26
 - Native American transfer meeting 2/26
 - CRC Senate 2/26
 - Chancellor’s Cabinet 3/1
 - CRC VPI meeting w/Teresa 3/1
 - Dave Jones, candidate for Senate District 6, phone call 3/1
- District Academic Senate 3/2

Local

• **Reopening Plan update March 2, 2021:**

- Chancellor King released on March 1 the Fall 2021 reopening report, *A Framework for Reopening In Person Instruction, Student Services, and Administrative Services*. See the response by me, Belinda Lum, and Robert Perrone attached to the EB agenda).
- District will offer 15 health-related programs and 22 “impossible to convert to online” programs on ground during Fall 2021.
- County color tier determines the degree to which we bring back other courses such as arts courses.
- District is exploring the idea of allowing faculty to engage in video teaching from empty classrooms and greater faculty access to offices for teaching.
- Course schedules are being finalized this week and next week.
- April 5th deadline for live schedule.
- Chancellor’s Cabinet will meet on the 2nd and 4th Mondays this month.

- We continue in the steering committee (not the cabinet) to negotiate part time faculty issues and the specific safety conditions under which we return to work (i.e. contact tracing).
- **Honoring our late President Dean Murakami**
 - We will honor our late president on a Friday TBA for district staff to attend.
 - APALA honored Dean with a special meeting held Tuesday, Feb. 23.
 - The CFT will honor Dean along with other labor leaders who passed away this year at its annual convention March 26.
 - The CFT will also donate to a scholarship fund in Dean's name that is being put together by the LRCFT.
 - We are going through Dean's former office at ARC and will give away items to interested board members later this semester.
- **New EB Member Orientation**
 - Part of our next two exec. board meetings will include orientation information for new and continuing members.
 - Topics include the district budget, the responsibilities of college union representatives, the internal structure of the LRCFT, and the by-laws, constitutions, and policies of the exec. board.
 - This semester I would like to meet individually with new board members to discuss their interests and questions.
 - We should hold a retreat at an opportune time either the end of this semester, summer, or near the start of next semester.
- **Website update**
 - Robyn Waxman is updating the LRCFT website over spring break. I am working with her and will bring the new design to the board at an upcoming meeting.
 - Reina will serve as the contact person moving forward for updating the site and making minor changes.
 - Please send Reina any photographs for the site.
- **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.
- **Sacramento CLC**
 - I was elected to the executive council of the CLC at its previous meeting to fill the last 18 months of Dean Murakami's vacant two year term. There were no other candidates.
 - The exec. council meets for two hours prior to the CLC delegates meeting.
 - LRCFT is a large local in the CLC in terms of membership.
- **Phone call with Dave Jones, former Insurance Commissioner for California.**
 - I met with Jones at his request regarding his desire to meet with our PAFC and discuss his candidacy for Richard Pan's soon to be vacated Senate seat District 6.
 - I met with Eric Guerra two weeks ago and had a similar conversation with him.
- **Valarie Bachelor with CFT**
 - She has expressed an interest in working with our board to improve membership #s.
- **Los Rios BOT**
 - I will invite Tami Nelson to our next EB meeting. Kelly Wilkerson visited us in January.
 - BOT Retreat is March 5 and 6.
 - Please consider attending meetings and retreat.
 - Retreat agenda
 - <https://losrios.edu/lrccd/main/doc/board/2021/20210305-bot-agenda.pdf>
- **LRCFT exec. board retreat**
 - I would like us to convene a retreat as part of a re-examination of LRCFT practices.

- **Interviews with Los Rios student journalists, CRC and SCC: Reopening Plan, Equity**
 - <https://www.thecrcconnection.com/news/2021/02/17/campus-professors-to-reflect-on-equity-teaching-in-their-performance-reviews/>
 - <https://saccityexpress.com/planning-the-reopening-of-los-rios-community-college-campuses/>
- **Repaint LRCFT sign in front of 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, “*Educate, Agitate, Organize. LRCFT Union Hall.*”
- **Salary Committee**
 - The new Salary Committee will meet Monday March 8 from 4 to 5 pm.
- **Listening Sessions**
 - I have an interest along with our Chief Negotiator Belinda Lum in meeting with various constituency groups to get a better understanding of their contract needs: coaches, counselors, librarians, nurses, La Comunidad, Black Faculty and Staff Caucus, and CTE.
 - I also plan to visit each campus virtually by asking each campus president to host a Q & A session with faculty.
- **Membership meeting end-of-semester**
 - In years past, our picnic served as our yearly membership meeting. I have an interest in formalizing it as a stand-alone meeting disconnected from the picnic. This meets the description in our by-laws.
- **Student Centered Funding Formula**
 - **The state chancellor’s office has recently released the SCFF Dashboard**
<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/scff-dashboard>
 - Los Rios has received a significant amount of supplemental funding because we are funded poorly as an urban district like Los Angeles by the current SCFF.
- **CFT**
 - CFT continues to influence the Governor and legislature to reopen K-12 schools in person in conjunction with universal vaccine distribution to students and teachers.
 - The Governor and Legislature appear close to a making a deal on reopening.
 - CFT calendar including upcoming convention dates:
https://www.cft.org/sites/main/files/file-attachments/cft_planning-calendar.pdf
 - CFT’s annual conference is March 26-27. <https://www.cft.org/timeline-schedule>
 - All board members are encouraged to attend and serve as delegates.
 - Deadline for Resolution submission wa February 12.
 - Deadline for committee choice and delegate lists is March 12.
 - Let Reina know if you want to be a delegate by 5 pm on March 12.
 - CFT Convention 2021 Amendments and Resolutions
 - https://www.cft.org/sites/main/files/file-attachments/amendments_resolutions-convention-2021.pdf
 - New CFT committee choices available after the CFT conference March 26-27. Any LRCFT exec. board member can join a committee of their choice via appointment by LRCFT President. Leticia Castro (lcastro@cft.org) can answer Qs.
- SF City College makes massive cuts <https://48hills.org/2021/02/big-new-cuts-at-city-college/>

XVI. PAFC Report: Kawamoto

The PAFC met last week on 2/10

The yearly budget was passed

1k was approved for the FACCC A&P conference legislative speaker

The semester plan was submitted, and then tabled.

The plan is available for review via google docs for a hopeful approval at a special meeting on 2/24

XVII. FACCC Report: Limmaneeprasert

FACCC Legislation and Advocacy Committee Meeting: Monday, Feb. 22, 2021 The committee discussed more bills (attached) in the current legislative cycle (Jan. 10 - Sept. 10, 2021) and made the decisions below. FACCC Legislative Priorities/Positions [FACCC Sponsored Legislation AB 1326 (Arambula) would require county human services agencies to designate a staff liaison as a point of contact for community college counselors. [FACCC Co-Sponsored Legislation AB 375 (Medina)/AB 897 reboot would increase the percentage of hours part-time faculty may teach to up to 85% of the hours per week as a full-time employee with comparable duties. [FACCC Supported Legislation (updated on Feb. 22, 2021) " AB 53 (Low) - Election Holiday " AB 71 (Rivas) - Corporate and Wealth Tax " AB 75 (O'Donnell) – Facilities Bond Act of 2022 " AB 101 (Medina) - Ethnic Studies in high school " AB 102 (Holden) – College and Career Access Pathways partnerships (CCAP) Permanent Program (removes the sunset) " AB 103 (Holden) – CCAP partnership with counties " AB 233 (Hovarth) - UC admissions transparency " AB 245 (Chiu) – Student's name and gender update upon request " AB 288 (Bonta) – Ban on scholarship displacement " AB 295 (Jones-Sawyer) – Working group for free tuition and fees " AB 306 (O'Donnell) – Easing regulations for building School District and CCC housing for students and employees " AB 337 (Medina) – Second voting student on CCC BOG " AB 1040 (Muratsuchi) - Ethnic studies in CCCs " AB 1216 (Salas) - would entitle each student member of the CCC governing board to make and second motions, attend closed sessions, except as specified, and to receive the same compensation as a regular board member without further authorization of the governing board. " AB 1432 (Low) - Defund Calbright " SB 20 (Dodd) – Promise Grant students that they may also be eligible for CalFresh benefits. " SB 22 (Glazer) – Public Preschool, K–12, and College Health and Safety Bond Act of 2022 (Education finance) " SB 26 (Skinner) – Student athlete compensation " SB 40 (Hurtado) – The bill would require the pilot program to establish a regional pipeline program for community college students to pursue premedical training and enter medical school, in an effort to address the shortage of primary care physicians in California. " SB 205 (Leyva) – This bill would provide a CCC employee, who exhausts all available sick leave and continues to be absent from duties on account of illness or accident, an additional period of 5 months with full salary. " SB 270 (Durazo) - Not providing employee contact information or providing incorrect contact information to the union is a PERB violation. 2. Upcoming Events [Advocacy and Policy Conference: Fri, March 12, 2021 (10 a.m.) - Saturday, March 13, 2021 (tentative schedule attached) Theme: Building a Just Future: From Hope to Action " Keynote Speaker, Friday, March 12 Barbara Ransby, Professor of History, Gender and Women's Studies, and African American Studies, University of Illinois in Chicago " Keynote Speaker, Saturday, March 13 Melina Abdullah, Professor and former Chair of Pan African Studies at CSU, Los Angeles [FACCC Week of Action, March 15 - 18, 2021 [All Committee Meeting, March 19, 2021

XVIII. Campus Updates:

1. ARC – Limmaneeprasert

During the period of Feb. 18th to March 2nd, in addition to answering members' emails and phone calls and helping them with general union and contract issues (e.g., reopening concerns, five-month law pay and application for full-time faculty, part-time faculty performance review, assignments, and medical insurance), I performed the following tasks: " Attended the Associate Vice Chancellor of HR impressions meeting, Feb. 18th " Conducted an ARC membership meeting, Feb. 18th " Represented LRCFT at the Type A/B Leave Committee meeting, Feb. 19th " Attended a SUJIC meeting, Feb. 22nd " Attended the chancellor's cabinet meetings, Feb. 22nd and March 1st " Phone discussion with ARC VP of Instruction, Feb. 23rd: The faculty availability form (due date and the inaccurate contract information about it on the ARC Inside page), part-time faculty assignments, fall 2021 class schedule timeline (March 3rd and 25th), and the upcoming ARC Faculty Workload Committee meeting agenda " Attended LRCFT president's meetings, Feb. 24th " Attended LRCFT PAFC special meeting, Feb. 24th " Attended a DRT meeting, Feb. 24th " Met with the ARC president, Feb. 24th: ARC general updates, reopening plan, faculty workload issues, etc. " Emailed an Outlook calendar invite to the ARC Faculty Workload Committee, Feb. 24th " Met with ARC VP of Instruction (issues discussed: FTE allocation and class schedules for summer and fall 2021, underpayment for Safety Center faculty

in progress, class cancellation policy, and preference issues), March 2nd Upcoming Events for the week of March 1st " ARC Union Membership Meeting, March 5th

2. FLC - Telles

Internal

FLC team meeting this Friday

Grievance

Members not paid on time (Admin mistake)

Work w/ Members on:

Reopening

Preference

Performance Evaluation

Loss of overload

Workshops and Other Offerings

Paul helped facilitate the Part-time Caucus Meeting

Kalinda helped facilitate the "Hangtown" Resolution Conversation

Meetings

LRCFT Q and A session on Reopening and FT faculty Waivers

LRCFT rep on Sabbatical Committee

Senate

Convened the Faculty Workload Committee – Discussed:

- District down another 10% (FLC 5%)
- Math and English enrollment drops (Stats & ENGWR 300/33)
- Enrollment drops and loss of PT Faculty
- Fall 2021 FTE – Even or over by approx. 5
- VPI conversations with faculty who teach "hard to convert" disciplines (decision by 3/22)
- Course-level safety plans
- Keeping Centers at needed 500 FTES
- Faculty need to know they have online modality options (asynchronous, synchronous, and hybrid)
- Spring 2022 decisions will be made early Fall
- Fall 2021 Student Services still a work in progress

SUJIC (x2)

Chancellor's Cabinet (x2)

LRCFT Presidents' Meeting

DRT

3. CRC – Aldredge

Meetings

- MOU Waiver – Listening Sessions – 2/18/21 (9 am & 3 pm)
Facilitated by Belinda Lum
- SUJIC Meeting 2/22/21
MOU Waiver; Student Surveys; Class Size, Online Performance Review Article 8.9.2; Accessibility, VPI Hiring Committee (LRCFT rep)
- Chancellor's Cabinet Meeting 2/22 & 3/1
Discussed the 2nd Reopening Report
- LRCFT College Presidents Meeting – 2/24/21
MOU Waiver, Class Caps, Availability Form, other issues
- LRCFT PACF 2/24/21
Spring 2021 Planning Document
- DRT Meeting – 2/24/21
Campus Reports
- CRC Union Office Hour – 2/25/21 (weekly at 3 pm on Thursdays)

Reopening concerns

- Council of Chairs 2/26/21
Memo to Chancellor (lack of dept chair input on reopening); Class Caps; Reopening questions; Workload (clerical)
- Meeting with College President Edward Bush 3/1/21
Grievance update
- BIRT Meeting – 3/1/21
First meeting of semester; 2 BIRT referrals; next meeting 3/8
- Meeting with VP Instruction 3/1/21
Special meeting – department chair elections process; roll out of schedule of classes by f/t & p/t; workload committee meeting being scheduled
Regular monthly meetings scheduled for 3rd Thursday @ 4:30 pm

Upcoming Meetings

- District Senate 3/2/21
- Meeting with VPSS Claire Oliveros 3/3/21
- CRC Health & Safety Committee 3/8/21
- CRC Senate 3/12/21
- LRCFT College Reps meeting – next meeting on March 5th at 9:00 am

Training

- Equity Literacy Facilitator Training – completed 4-week series – February 2021

Hiring Committee

- Appointment to AVC – Instruction (LRCFT Rep)

4.SCC – Lum

- Will host First-Friday Membership meeting on Friday
- Local work has focused on addressing concerns related to re-opening
 - Questions from Chairs re: scheduling
 - Questions from Deans re: what was negotiated in terms of waivers.
 - Questions from Departments about timelines
 - Questions regarding safety plan
- 1 grievance
- 1 IBA / Potential Hostile Work Environment Complaint
- Numerous email consultations with faculty regarding re-opening.
- Convened Workload Committee Meeting
 - Discussed the 10% reduction in Fall Schedule
 - Impact of our INDIS (FYE) Class on Division FTE
 - Dramatic drop in enrollments in Math and English
 - Concerns regarding equity / who drops out of our online classes
 - Discussed scheduling and reopening plans
 - Potential areas for increase in dual enrollment
 - Answered VPI and Dean questions regarding reopening, negotiated agreements, how to run Chair Elections

Meetings:

- 2 Academic Senate Meetings
- 2 Deans' meetings
- 1 Informal meeting with Dean Jim Collins
- 1 Meeting with Dental Hygiene
- Consulted with Ginni May on contractual issues related to Senate
- 1 Meeting with the VPI
- 3 Faculty Meetings
- SUJIC
- 1 local re-opening meeting
- 4 follow-up telephone meetings with faculty members and chairs

XIX. Social Justice Caucus Report: Lopez

Update regarding our Faculty Excellence Speaker Series:

- Our first event is scheduled for **Friday, March 19th @12 – 1:30 pm**
- Our two facilitators have agreed to participate.
- Our two nominated faculty (ARC and FLC) have also agreed to participate.
- Flyers being created to announce the event.

SJC virtual Happy Hour (Karen Tercho, SCC lead)

- Tuesday, March 10th @5:30 – 6:30/7 pm
- Karen working advertising this event.

Meeting adjourned 5:15 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer