

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
September 15, 2021

Present: Jason Newman, Belinda Lum, Oranit Limmaneeprasert, Robert Perrone, Teresa Aldredge, Walter Kawamoto, Linda Sneed, James Telles, Josh Fernandez, Lingling Zhang, Kalinda Jones, Dennis Smith, Iris Dimond, LaQuisha Beckum, Katie Carbary, Matthew Register, Arthur Jenkins, Gabriel Torres, Veronica Lopez, Tak Auyuang, Nicole Griffin, Jackie Varga-Ornate

Excused:

Absent: Angelo Williams, Jesus Limon, Leon Smith

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

II. Agenda approved with changes by consensus. September 1, 2021 minutes approved by consensus.

III. Public Comment: Newman reviews upcoming events, including SCLC. Jones clarifies discussion held regarding reassign time at the September 1, 2021 executive board meeting. Jones clarifies that any requests for future reassign time allocations should be approved in advance and not as a consent item.

Reports

IV. **AS Report:** Oliver

LRCFT Equity Reflection Question #3 - LRCFT asked for DAS involvement in process for gathering information submitted for question #3 of the Equity Reflections. This information may be very informative for professional development training. For reference, Q#3: What additional trainings and resources, whether offered by LRCCD or others, would be helpful in continuing your development of anti-racist practices? One proposal is to create a Google form that is sent to all faculty anonymously to ask for faculty to copy and paste their answers to Q#3 with no identifying information beyond which for which college(s) they work.

LRCFT Equity Training Work Group - Group formed Dec 2020 with DAS and LRCFT appointees to draft a proposal for mandatory equity training. The plan created by the work group will be shared at the next SUJIC meeting on Sept 27th . After sharing, the plan should be shared at colleges for feedback. Los Rios Refugee Pathways Program Olga Prizhbilov, Director, Refugee Career Pathways presented at Sept 7th DAS meeting. New program funded by federal grant via the CCCCO through December 2022 with potential to renew. Goal to build a sustainable program within LRCCD.

Sacramento region is home to the largest Afghan refugee population in the US; approximately 700 refugee students among our campuses. Objective to enable refugees to obtain self-sufficiency by obtaining professional or skilled employment based on previously acquired knowledge, skills, and experience as well as education from LRCCD education support in pathways identified based on local demand from businesses: Allied Health, Business, Early Childhood Education, Entrepreneurship, Information Technology. Built on best practices for engagement, navigation, and student success; requesting input and involvement from faculty and staff around best practices and experiences; goal to include professional development. Contact information: (916) 563-3255, refugees@losrios.edu, www.losrios.edu/refugees

Accreditation - DACC met on August 25th and all colleges are on track to meet upcoming deadlines. ISERs and QFEs should be shared with governance groups locally soon; ISERs will need to be at BOT in November.

Updated ACCJC Institutional Guide just received Fall Faculty Hiring. Please encourage people to apply ARC (6)-ES, Chem, Psych, Music, Legal Stds, Speech CRC (5)-ES, Accounting, Bio, Nutrition, Psych FLC (3)-Chem, ECE, Accounting SCC (4)-ES, Bio, Chem, Psych DAS Meeting Format After Sept 30th.

DAS is discussing how to meet to comply with the Brown Act after the Governor's executive order expires on Sept 30th. Program Placement Council (PPC) Two new proposals: Guided Pathways Milestone Certificate for Multilingual Speakers: Pathway to Business Technology certificate (ARC) and Pre-Health Occupations-degree (ARC). Decision to be made at next PPC meeting on Tues Oct 5th

Future Events. Future DAS meetings-Sept 21, Oct 5 & 19, Nov 2 & 16, Dec 7 • LRCCD Board of Trustees Meeting, Wednesday, Sept 8, 2021, 5:30pm

V. **Chief Negotiator:** Lum reviews written report.

1) 5 total meetings with Steering to discuss vaccination related items.

a. Provided edits to the [Operational Protocol](#)

- b. Negotiated an MOU related strictly to the impacts of the vaccine
 - i. <http://lrcft.org/wp-content/uploads/2021/09/LRCFT-Vaccine-Requirement-Effects-Negotiation-MOU-LRCFT-website.pdf>
- 2) Regular Steering Meeting
 - a. Negotiated eligibility for 100% online MOU for FT faculty and All office hours online for all faculty
 - i. http://lrcft.org/wp-content/uploads/2021/09/Spring-2022-Online-teaching-FINAL_LRCFT-sigs.pdf
 - b. Ongoing discussions related to COVID stipends for chairs, coaches, trainings, etc
 - c. Discussions regarding how discipline related to lack of vaccine clearance will roll out
 - i. Agreed to progressive discipline. Unclear how much time will be allowed between each step in discipline process
- 3) Salary Schedule workgroup
 - a. Discussed timeline for meetings
 - b. Reviewing the schedules
 - c. Reviewing email drafts
 - d. Constructing presentation
 - e. Calendaring meetings
- 4) Conducted 2 joint trainings with District on the Peer Review Process

Meetings Attended

- 1) Steering Committee
- 2) Vaccine Negotiations meetings
- 3) Chancellor's Cabinet
- 4) Meeting with Chanelle Whittaker re: Training

V. PAFC Report: Kawamoto reviews written report.

The PAFC met last week Wed. There were two items that came out. First, there will be a membership-wide call for a new Secretary that Walter and Linda will be sharing today. Second, we discussed the proposed plan for the semester. Two items were agreed upon: 1) We definitely want to address CA senate district 6 this semester and partner with CFT to do so (something we rarely do) 2) The PAFC wants the Chair to submit a YEARLY proposal instead of the usual semester proposal. I have composed an academic year proposal, and have attached it here. I welcome your input on it.

VII. Treasurer Report:

Zhang gives shares and reviews LRCFT financial report.

Action Items

VIII. Honoring Our Late Colleagues:

Sneed proposes approval of donations to families of our colleagues who passed away this summer: Tanya Rodriguez (SCC, Philosophy) and James Strode (ESL, CRC), in the amount of \$500 to each family.

Discussion Items

IX. Q and A with Los Rios student trustee Jenn Galinato (20 mins)

<https://losrios.edu/about-los-rios/board-of-trustees/student-trustee>

Question and answer session held with Jenn Galinato.

X. Vaccine Mandate:

Sneed discusses memo from Whitaker addressing Los Rios vaccine mandate. The contradictions and lack of clarity is an issue for many faculty members. Sneed, as well as other board members, have received lot of questions regarding the memo. Carbery discusses the confusion the memo has caused for Department Chairs and the difficulty in scheduling. Faculty need clarification. Discussion regarding protocols for this fall and next spring

are discussed. Oliver clarifies the role of faculty regarding students who have not been “cleared” in the spring. Lum will bring all concerns and request for clarification to the next steering committee meeting. Lum asks board members to email concerns and questions. A memo will be compiled addressing concerns. Vargas-Onate discusses concerns counselors have regarding vaccinated or “cleared” students.

Lum addresses the email string that came out of the part time emails. It is important that LRCFT address the hate speech that was communicated in the emails while informing faculty of due process and faculty rights. Newman will request Perrone to put a memo together for LRCFT.

XI. Salary negotiations update (Newman/Lum)

Newman informs board of timelines for the vote and the email message announcing the upcoming vote. The outcome of the vote must be reported to the LRCCD BOT by November 1. LRCFT will hold five informational forums from October 1 through October 14th. All forums will be recorded. Discussion regarding the potential outcome of faculty not ratifying the change to the salary schedule is held. If faculty do not vote to ratify the salary schedule, the salary workgroup will meet to discuss options. Lum will send board members a draft of the email that will be sent to faculty. Revisions, edist and suggestions need to be sent by Saturday, September 18th.

XII. DAPIC update (Carbary/Lopez): Carbary submitted written report.

History

- The district Accessibility Task Force was created in 2017 after an audit revealed accessibility issues. The taskforce met 2017 to 2019.
- The Taskforce produced recommendations in 2019 which were used to inform the current “Information & Communication Technology and Accessibility Program” which is the current district policy; and the “Information & Communication Technology and Accessibility Remediation Plan.”
- The DAPIC – District Accessibility Plan Implementation Committee – was formed and members were appointed in February 2020.
- In the 2020-2021 academic year, 5 DAPIC workgroups developed recommendations to address the DAPIC charge

DAPIC was charged in Spring of 2020 to “*work to better understand the scope of the work required to create and remediate ICT, with a specific focus on instruction materials. The committee will also identify the types of resources needed.*”

The committee will:

- *Inventory the scope of work required to meet accessibility standards and guidelines.*
- *Identify areas that faculty should be responsible to meet accessibility standards.*
- *Identify needed training resources for faculty to meet accessibility standards and guidelines.*
- *Identify areas of higher-level ICT accessibility issues that should not be completed by faculty.*
- *Identify the workload impacts required to meet accessibility standards and guidelines.”*

Final DAPIC Report

- The final report summarizing the work of this committee will be presented at DAS on Tuesday.
- After that we will share the final report with the E-board.
- The report incorporates a lot of suggestions that we made, and some of our concerns about issues that remain unaddressed.
- The DAPIC leadership is requesting that the committee be extended for an unspecified time discuss implementing the implementation recommendations.
 - We requested that additional teaching faculty, especially from unrepresented like career education and languages, be added to the committee going forward.
 - LRCFT appointees to continuing committee?

Other Reports

XIV. President's Report: Newman written report

LRCCD

- *Steering Committee*
 - We met with the district to finalize negotiations on the impacts of mandatory vaccination policy, safety protocols, and 100% online load for spring semester.
- *BOT*
 - Meeting on Sept. 8 highlighted the state and Los Rios budget.
 - We honored James Strode, former CRC PT faculty in ESL who passed away over summer.
 - The student trustee Jenn Galinato will attend our Sept. 15 exec. board meeting.
 - We will invite the three other trustees to our board meetings this semester.
- *Chancellor's Cabinet*
 - No meetings yet because the Chancellor was out on sick leave.
- *Los Rios Labor Summit*
 - Met last week to discuss impacts of the vaccine mandate. I stressed the importance of LRCCD coming up with a vaccine dashboard.

SCLC

- *Labor Day picnic*
 - Josh and Walter helped to organize/staff the event along with myself. Talked to trustee Pay Haynes, Sac City Council member Eric Guerra, and Dave Jones, former insurance commissioner. Dawnte Early, candidate for the Sac City council race.
- *Labor 101 Citizen and Candidate Academy*
 - Run by the SCLC and takes place September 18 from 10:30-3:00. Anyone can attend. The event is mandatory for candidates seeking political donations from SCLC.
- *COPE interviews for Sac Co. Supervisor district 5 and Sac County District Attorney races*
 - Run by SCLC, Sept. 16 and 20: 11 am-1:30pm. Supervisor race=Jaclyn Moreno and Pat Hume. DA=Alana Mathews and Thien Ho. [Link to all COPE Sub-Committee Endorsement Interviews: https://us02web.zoom.us/j/88195529021?pwd=VEdWVWxMQU51ZENKRXE5MjJ4Nkw0dz09](https://us02web.zoom.us/j/88195529021?pwd=VEdWVWxMQU51ZENKRXE5MjJ4Nkw0dz09)
Meeting ID: 881 9552 9021---Passcode: 685615

CFT

- Exec. Council: Attended all day CFT leadership meeting.
- CFT standing committee, Division, and State Council meetings: Sept. 24, 25. Please let me know if you would like to attend the state council meeting on September 25 from 1-4 pm.
- Attended the CFT Exec. Council Calendar Committee meeting.
- Upcoming Civil, Women, and Human Rights Conference, Washington D.C. Oct. 22-23.

LRCFT

- Held an LRCFT presidents meeting.
- Attended the District Budget meeting.
- Met with graphic designer Robyn Waxman and her students regarding unions and youth.
- Attended the PAFC meeting on September 8: discussed the SD6 race and other potential races.
- Went out to lunch with Pat Murakami.
- Attended the SCC PT faculty office hour.
- Attended the salary work group regarding faculty vote on salary schedule changes.
- Equity Audit.
 - Along with Teresa Aldredge and Robert Perrone, we did some preliminary work over summer to improve our Constitution, By Laws, and Policies. Since Sept. 1, we have met with a second equity auditor to provide ideas about improving our website with an eye on race and inclusion.

Senate

- SUJIC meets again on Sept. 27 at 2 pm.
- Attended the District Academic Senate meeting last week.

XV. Legislative Liaison: Limmaneeprasert

Among the bills currently on Governor Newsom's desk, the following are important to California community colleges (CCC): AB 375 (Medina)/AB 897 in last cycle, Community College Part-Time Employees, CoSponsored by CFT and FACCC This bill would change the load limit for CCC part-time faculty from 60%/67% to 80%/85%. AB 1326 (Arambula), County Liaison for Higher Education, Sponsored by FACCC This bill would require counties to designate a county liaison to work with higher education counselors. AB 928 (Berman), Student Transfer Achievement Reform Act of 2021, Opposed by FACCC, ASCCC, SSSCC, CCCO, and the Department of Finance (ASCCC resolution in opposition, SSSCC letter - opposed unless amended, CCCCO analysis - opposed unless amended, Joint System Partners letter - opposed unless amended, Dept of Finance - opposed due to fiscal impact of the bill) This bill purports to reform transfer by automatically placing students in an ADT pathway, creating an intersegmental transfer committee, and requiring the establishment of a singular general education. It has three significant changes that will affect community college students, but the automatic placement of students on the ADT pathway is the most alarming. Note: On September 7th, the Senate passed SB 169 (Skinner), an education trailer budget bill that included two new programs to support affordable campus housing. The bill appropriates a \$500 million one-time General Fund in 2021- 22 for student housing projects, and includes legislative intent to provide \$750 million in 2022 - 23, and \$750 million in 2023 - 24. While all three segments will receive some of this funding, 50 percent will go to the California Community Colleges. If Governor Newsom signs the above bills, they will come into effect on January 1, 2022. Upcoming FACCC Events [FACCC Board Meeting (hybrid), September 17th and 18th [Returning to Campus: Evolving College Practices in the Era of COVID-19, October 1, 12 - 1:30 p.m. Please register today!

XVI. Campus updates:

1. ARC – Limmaneeprasert

This report includes my activities during the period of August 30th to September 14th. The union concerns I addressed by email and by phone are about these topics: COLA and salary improvement, reopening issues (e.g., the LRCCD vaccination policy and exemption and protocol and practice for COVID exposure in in-person classes), department chairs' workload and class scheduling concerns, 100% online FTE for all full-time faculty and online office hours in spring 2022, performance review/equity reflection, Type C leave, preference and scheduling, FTE requirements for part-time faculty's health benefits and premiums. Additionally, I performed the following tasks: " Attended the College Exchange with ARC president, Sept. 3rd " Conducted the ARC union fall kickoff, Sept. 3rd " Attended the Labor Council's Labor Day picnic, Sept. 6th " Met with the ARC VPI (issues discussed: performance review, LRCFT campus president's inclusion in the Council of Chairs meetings, department chairs' vs. deans' responsibilities in part-time faculty assignments, hiring of new tenure-track faculty this fall, policy on COVID exposure in face-to-face classes), September 7th " Attended an LRCFT president's meetings, Sept. 8th " Attended the LRCFT PAFC meeting, Sept. 8th " Attended the LRCFT and LRCCD join performance review trainings, Sept. 8th & 13th " Conducted a performance review workshop (for all faculty) " Phone banked to stop the anti-union recall, Sept. 10th " Co-conducted a districtwide part-time faculty performance review workshop with Linda Sneed, Sept. 14th Upcoming Event " Will conduct an employment workshop for part-time faculty, Sept. 16th " With co-conducted another districtwide part-time faculty performance review workshop with Linda Sneed, Sept. 24th

2. FLC – Telles

Internal - Sent out 2nd email to all FLC part-timers on our PT Rep position today with a deadline for an interest email back of September 30. Met with Linda on Paul Baltimore Scholarship.

Grievances -Nothing changed since February - Still waiting to have meeting with new head of HR to attempt to remedy the last outstanding item of the grievance on not paying faculty for prior month's work. Remedy is quicker turnaround on getting faculty paid when administrative mistakes delay payment on time.

Workshops -Held our “How’s it Going Back On-Ground” Meeting.

Attended both the LRCFT/LRCCD Performance Review and LRCFT Self-Study workshops

Team Worked w/ Members on:

Salary, COLA, overload, office hours, coaching issues, vaccinations & exemptions, performance review, student reviews, longevity, workshop recordings.

Meetings

FLC Academic Senate

Presidents’ Meeting

PAFC Meeting

3. SCC – Lum

Updates

- Currently working on two complaints both may move to a Hostile Workplace Environment Complaint
- Monitoring a space complaint from Physics
- A lot of emails and short one-on-one meetings regarding Performance Reviews
- Email discussions regarding Spring Scheduling

Trainings and Meetings

- Hosted a First Friday Union Hour
- Hosted an SCC PT Faculty Union Hour
- Conducted a “How to Write your Self Study Workshop”

Meetings

1. Weekly meeting with VPI Albert Garcia
2. New: Weekly SCC Covid-19 Updates meeting
3. Consultation with AS president Lori Petite
4. Weekly Academic Senate Meeting
5. Meeting with VPI re: Vocational Nursing
6. Meeting with AVPI Ikegami
7. Meeting with Dean of West Sac Center

Meeting adjourned 5:10 PM

Jason Newman, Interim President

Ling Ling Zhang, Secretary-Treasurer