

**Los Rios College Federation of Teachers  
2126 K Street  
Sacramento, CA 95816**

**October 2, 2024**

**Present:** Jason Newman, Belinda Lum, Michael Henderson, Gabriel Torres, LaQuisha Beckum, Art Jenkins, Josh Fernandez, Rebecca Goodchild, Veronica Lopez, Leon Smith, Dennis Smith, Kalinda Jones, Bill Miller, Katie Carbary, Jacob Traugott, Linda Sneed, Scott Faulds, Iris Dimond, David Reese, Michael Angelone, Teresa Aldredge, Kalee Christensen, Rob Griffin

**Excused:** Stephanie Rowe

**Absent:** Jackie Vargas-Ornate, Teresa Urkofsky

***Motions passed:***

- Appointment ARC faculty member Jordan Ruybal to Part-time Issues Committee
- Appointment to ARC faculty member Rob Griffin Campus Rep
- Approval to authorize initiation of the arbitration process and filing of PERB Charge
- Approval of Office Manager Contract
- Electronic vote to approve appointments of Sean Fannon and Callie Goff, FLC faculty, to the salary committee

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

**II.** Miller moves to approve September 18, 2024 minutes, Torres seconds the motion. Motion carries. Miller moves to approve the agenda with changes, Dimond seconds the motion. Motion carries.

**Closed Session**

Motion to authorize the initiation of the arbitration process and file a PERB charge in the matter of the redaction of names in the complaints related to the PREP investigation. The Executive Board will be provided with reports at each stage of the process. Motion carried.

Motion to approve the Office Manager's contract for 2024 – 2027.

**Action**

**III. Part-time Issues Appointment:**

Reese moves to suspend the rules, Dimond seconds the motion. Motion carries. Jenkins moves to appoint Jordan Ruybal to the Part-time Issues Committee, Dimond seconds the motion. Motion carries.

**IV. ARC Campus Representative Appointment:**

Dimond moves to suspend the rules, Sneed seconds the motion. Motion carries. Dimond moves to appoint Rob Griffin to the Executive Board as ARC representative, Sneed seconds the motion. Motion carries. Rob Griffin introduces himself to the board. Jenkins welcomes Griffin to the board.

**Discussion**

**V. Graphic Communication Design Production:**

Waxman shares work/projects completed in the month of September. The process to submit a request for work/project is reviewed for board members. Waxman is currently working on updating the LRCFT website. Carbary discusses the need to make the website accessible. Waxman is addressing the issue and working on making

sure that is done. Torres inquires how many days in advance board members should submit requests. Waxman informs board members that she is flexible, and timelines depend on the amount of work submitted. Lum discusses the use of logos for colleges, committees and causes. Sneed thanks Waxman for the work she has done and specifically for the Union Calendar that will be posted to the LRCFT website.

## **VI. UN Proposal:**

Newman reviews Perrone's proposal to restart the UnionNews with Robyn Waxman's assistance. The proposal is for two editions a year, one each semester to start. Compensation will be \$2000 per year or \$1000 per semester. Discussion is held. Fernandez speaks against the proposal. Expresses the need to have someone that is currently involved in the union. The proposed compensation seems too high. Carbary speaks in favor of the proposal. The board has the UnionNews in the past, proposing the Union hire from within but no one has taken the project on so nothing has been done. At least this is a start. Smith agrees with Carbary. This is a start to an important communication.

## **VII. Accessibility Report:**

Henderson reports there has been 1 meeting since the start of the Fall semester. The meeting was held on September 20.

### **Topics discussed/investigated:**

- Status of lawsuits and other efforts opposed to Title 5 DEIA regulations
  - At the meeting, there was nothing new to report, although since our meeting took place, the lawsuit out of Bakersfield against the DEIA regulations has been dismissed. It was dismissed on standing grounds, meaning that the court never reached the question of whether the DEIA regulations violate faculty's rights. The lawsuit out of State Center in Fresno, filed by the Foundation for Individual Rights and Expression (FIRE) is still active, with a scheduling conference set for November 7.
  - There is nothing to report about CFT's possible lawsuit over DEIA. It seems that CFT is still waiting to see what happens in the Fresno suit.
- Information Request to LRCCD re performance reviews. In the Spring, LRCFT submitted an information request demanding all performance reviews of faculty from the 2023-24 academic year. The purpose of the request was to check whether accessibility was being inappropriately considered by performance review teams.
  - According to spreadsheets we received from each campus, a total of about 600 faculty districtwide were due for evaluation in 2023-24.
  - We began receiving performance reviews in batches during the summer. We received about 350 reviews across three batches. Then the production stopped and has not resumed despite multiple email reminders. We are still owed about 250 reviews.
  - The 350 reviews received thus far have been scanned using Optical Character Recognition to make sure that all reviews are searchable, and the reviews have then been searched using relevant terms such as: accessibility; accessible; captions; captioning; alt-text.
  - Where those terms were found, the reviews were checked for language pertaining to accessibility.
  - No real concerns have been identified so far. The most common occurrence of accessibility language was in performance review files that included the faculty member's own self-study, where faculty raised the issue themselves. No real concerns at all in performance review language; a couple praised faculty accessibility efforts, and no accessibility criticisms included in any recommendations made to faculty. One review included a couple of minor accessibility points in the suggestions section.
  - Will continue to pursue the remaining reviews.
- New Department of Justice Rules regarding Title 2 of the Americans with Disabilities Act was released and will go into effect in 2026. Will have significant implications for accessibility compliance in community college districts.
  - New District Instructional Accessibility Committee formed to address these and similar issues.
  - Michael Henderson representing LRCFT on DIAC.
- Presentation at SCC seemed to imply that faculty responsibility for complying with DSPS accommodations also includes broad accessibility responsibilities.

- Committee agreed that Michael Henderson would meet with Gabriella Nuttall to ask about these instructions, and if necessary, Michael and Chris Castagna would request a meeting with Frank Kobayashi to raise our concerns about such language.
- Michael Henderson met with Gabriella Nuttall to inquire about the language. Gabriella clarified that she did not intend her advice to suggest that faculty are responsible for creating accessible materials if required by DSPTS; only that faculty have a responsibility to respond to DSPTS and the student by making requests of the appropriate party (the Los Rios A Team; the publisher; etc.) to request accessible materials. Gabriella said that she was simply trying to emphasize to faculty that they can't simply ignore a DSPTS accommodation; they have to take some steps to try and meet the accommodation.
- We are now assessing whether it is necessary to seek a meeting with Frank Kobayashi to address the issue.

Carbary discusses the interpretation of the Department of Justice rules and how the rules can be applied. Carbary expresses concerns about the standards and implementation. Courses posted on canvas are discussed, as well as the amount of work it will take to make courses accessible. Carbary clarifies the union's stance regarding courses accessible. The union's stance is that it is not the faculty's responsibility to make courses and class documents accessible. Carbary suggests the union provide members with accessibility recommendations.

## **VIII. College Reports:**

### **1. ARC President Report – Jenkins Report 2**

#### **Meetings and Campus Activities**

September 18 - Student Success Council  
 September 18 - LRCFT Executive Board  
 September 20 - Met/ w faculty member  
 September 20 - Nicole Porter, Interim ARC VP of Student Services  
 September 23 - Chancellor's Cabinet Meeting  
 September 24- Angela Milano, Interim ARC VP of Instruction  
 September 24 - ART & LaQuisha Pres./VP Meeting  
 September 26 – ARC Union Team  
 September 27 - Professional Standards Type A/B Leaves Committee  
 September 30 - ARC President Lisa Cardoza  
 October 1 - ART & LaQuisha Pres./VP Meeting

#### **Actions Resolved**

ARC College Rep selected  
 ARC Part time rep for salary committee selected

#### **Actions Pending**

Hiring VPSS  
 Hiring VPA

#### **Ongoing Faculty Issues and Concerns**

Adjunct professional development form  
 Campus and Faculty Workstation Safety and APP  
 Career Center staffing and counseling services  
 Classroom assignments  
 Counselor workload issues  
 Davis Hall

Facilities management work orders  
Faculty experiences and representation during the grievances process  
Homebases staffing issues  
Nursing shortage  
Portable Village 3  
Retro pay and retirement  
Salaries

**IX. Emerging Issues:**

Newman announces CFT is open to hosting LRCFT board meetings at the new office. Jenkins would like to host meetings at the new office. Newman informs board members zoom will not be available for meetings held at the CFT office.

Jenkins requests a start date for Salary Committee meetings. Newman informs board members meeting will begin when all appointments have been made. Appointments are expected to be completed before the next board meeting.

Torres reminds board members that mail in voting starts Monday, October 7<sup>th</sup>, encourages board members to refer to CFT endorsements.

Henderson asks board members to review the memo sent out regarding LRCFT due increases.

Reese moves to adjourn the meeting, Torres seconds. Motions carries.

Adjourn 5:00 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer