

Los Rios College Federation of Teachers
2126 K Street
Sacramento, CA 95816
October 16, 2024

Present: Jason Newman, Belinda Lum, Michael Henderson, Gabriel Torres, Art Jenkins, 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, Teresa Urkofsky

Excused: LaQuisha Beckum, Josh Fernandez

Absent: Jackie Vargas-Ornate, Rob Griffin, Kalee Christensen

Motions passed:

- Approval of PREP proposal in closed session
- Electronic vote to approve a team-building dinner party for the EB and staff at ARC's Oak Cafe at ARC

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

II. Miller moves to approve October 2, 2024, minutes, Angelone seconds the motion. Motion carries. Torres moves to approve the agenda with changes, Sneed seconds the motion. Motion carries.

Closed Session

Motion to authorize the LRCFT President and Chief Negotiator be authorized to accept the district's offer in the PREP cases

Action

III. LRCFT Election Process Fall 2024: (1st Read/Suspend/Action)

Sneed moves to suspend the rules, Rowe seconds the motion. Motion carries. Sneed moves to approve the appointment of College Presidents to the Nominating Committee for Fall 2024 elections. Carbary seconds the motion. Motion carries.

IV. UnionNews Proposal: (1st Read/Suspend/Action)

Newman proposes to restart the **LRCFT Union News**. One or two issues per semester. Former Executive Director Robert Perrone has proposed to help with production. A proposal was submitted for two editions, one for the fall semester and a second for the spring semester. The board has expressed support with the suggestion to produce one *Union News* issue by late January and another issue by April 2025. If passed by the board, we can work over the next three months to produce an issue for faculty when they return from winter break in late January. Rowe moves to suspend the rules, Torres seconds the motion. Motion carries. Aldrege proposes a shorter digital only fall edition. Newman clarifies that the proposal is for a digital edition with fewer print editions. Smith agrees with Aldredge, the union needs to be a shorter edition. There also needs to be more frequent editions in the future but it is important to produce an edition now. Traugott suggests hiring a social media person as union staff. Carbary supports the current proposal and suggests readvertising the Communications position next semester. Dimond moves to approve proposal for one publication for this fall to be ready by early December, Reese seconds the motion. Motion carries with two opposed.

Discussion

V. Team Building Dinner at ARC:

Urkofsky discussed proposal for a team building dinner for the board at ARC's Oak Café. The proposal is for dinner for the board and staff on Friday, November 15, 2024.

Reports

VI. Chief Negotiator Report:

- 1) We have issues related to PREP and Davies Hall that will be covered in closed session. This involves our next steps on potential grievances and/or legal proceedings.
- 2) Human Remains Policy. The committee will convene an all day retreat on October 24th. James Crandall (NAGPRA Coordinator), Andrea Greenwell (SCC Biology), and Vanessa Esquivedo (Interim Dean of Equity and Continuation at SCC) spent time pulling info over from the CSU policy into a first draft of a Los Rios Policy. There seems to be consensus over about 80% of the material. We will meet on October 25th to draft and formally integrate information.
- 3) Moratorium
 - a. James Crandall has contacted departments that have replicas that were taken as part of the audit. The Tribes have indicated that they plan to assert that these are cultural items and if not put through the process of repatriation they will sue the District.
 - b. Big picture, there are similar lawsuits related to replicas from across the country. The Tribal council that had consulted in on NAGPRA related policy had recommended inclusion of replicas, and the NAGPRA policy group had agreed. However once it was brought to the Bureau of Indian Affairs (BIA) and Department of the Interior that recommendation was rejected. There are now cases that include a number of Tribes asserting replicas are cultural items in a number of areas. It is unclear how the courts will rule.
- 4) Working on evaluating Backpay issues relating to a FLC division.
- 5) Drafting MOU related to Coaches who work through off contract time because of playoffs.
- 6) Drafting MOU to compensate individuals who were evacuated from the Library at ARC prior to Davies Hall.
- 7) Working on negotiating increased time related to PT Faculty Senate work.

Meetings:

- Steering
- DRT
- Mediation related to PREP Grievances
- Meet and Confer on PREP
- Meet and Confer on Davies PERB charge
- Meetings with Carrie Bray related to Info Requests
- Working with Michael Henderson on various outstanding issues related to contract.
- CFT committee meetings
- Moratorium Meetings
- Info gathering on non-credit
- Representing 2 members in investigations

VII. College Reports:

1. *ARC President Report* – Jenkins Report

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

October 2 - LRCFT Executive Board
October 3 - Dual Enrollment Taskforce
October 7 – Hiring Committee Kick Off
October 9 – President’s Meeting
October 12 – Social Justice Caucus
October 14 – Meeting w/ LRCFT member

Actions Resolved

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

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

2. *CRC President Report* - Aldredge

Meetings

- CRC College Workload Committee – Sept 20th @ 8 am
- SUJIC – Sept 23rd @ 2 pm
- Chancellor’s Cabinet – Sept 23 @ 3 pm
- DRT – Sept 25th@ 2 pm
- PAFC Meeting Sept 25th 3 pm
- Department Chair Meeting - Sept 29th (Michael and Linda attended on my behalf)
- LRCFT Executive Board Meetings 10/2/24 (out of country)
- District Academic Senate meetings – 10/15/24
- CRC Health & Safety Committee 10/14/24 – campus safety issues
- LRCFT Presidents Meeting (monthly) – 10/9/24
- CRC Academic Senate 10/11/24 (absent 9/27/24)
- Workload Meeting re: GE Themes & Senate 9/24/24
- CRC College Representatives meeting – 3rd Wednesday at 2 pm 9/18/24 & 10/16/24
- CRC Social for Faculty – Friday, October 11th 3-5 pm Dust Bowl – Elk Grove
- Monthly LRCFT office hours 3rd Thursdays – 1-3 pm via zoom 10/9/24
- Meeting with LRCFT Vice President – biweekly Mondays @ 4 pm 10/14/24
- Meeting with President Bush & VP Leadership Team along with College Reps – TBD
- CRC Membership meetings: joint with SCC - off campus; 1st Fridays – see calendar
- BIRT Meetings – bi-weekly; Tuesdays & Thursdays – hasn’t met this semester
- Vice President Student Services Meetings – Thursdays at 11 am; every other week
- Ongoing meetings and emails with faculty compliance issues & grievance issues
- Ongoing emails and text messages between college presidents/ED regarding union issues
- Multiple email messages among LRCFT Presidents and LRCFT Leadership

Upcoming Meetings:

IEPI – October 18th (hybrid)
PACF – October 23rd @ 3 pm
DRT – October 23rd @ 2 pm
SUJIC – October 28th @ 2 pm
Chancellor’s Cabinet – Oct 28th @ 3 pm

Ongoing Meetings:

LRCCD EEOC Committee Meeting (LRCFT Rep): suggested review of Equity Reflection Statements and support PD recommendations; next meeting October 2024

LRCFT College Presidents; Counseling Department Chairs; Chief Negotiator; ED Henderson – 4/12/24:
Summary of ongoing counseling faculty issues across campuses – Counseling Interns

Conferences/Trainings:

Appointment to the CFT Retirement Committee 2-year term (23-25) meetings: Virtual; September 21, 2024 – Los Angeles (in person); December 7, 2024 – Virtual; February 1, 2025 – Virtual

Ongoing Projects:

Elections Committee – appointment by LRCFT president; meeting as needed

Editorial Review Board – TBA

Phone banking – October 22nd (5-7 pm) and 28th (3-5 pm) (swing states)

3. SCC President/VP Report – Miller/Goodchild**Things learned that might be useful in the future:**

1. Adjunct faculty would benefit if the Adjunct Faculty College Service program- if it was clear what would be compensated by each person’s dean. What gets approved seems to be a moving target.

SCC President's Report since 5/15/24 (including summer work)

1. ≈50 faculty interactions total – catalogued on new Google sheet to help me keep track of them. Also, trying to flag emails for responses so I don’t miss things.
2. Biggest issue: Adjunct Faculty College Service Form
3. At least one dean is telling faculty that they are required to be on PRTs. And that deans can visit classrooms any time they want. Of course, they can visit, but not typically done for classroom observations. Thinking of writing a Union News piece about these and other PRT items.
4. Michael has been sensational at helping me and taking on faculty issues (and resolving them) for me.
5. The flex deadline is June 30th/July 1st for flex items. One department held a flex event in the beginning of August and was questioned about whether it counted or not. It does as an individual professional development activity of flex form.
6. Talked to Michael, Linda, and Robyn about designing a new LRCFT t-shirt. Maybe something with the phrase “Four Colleges, One Union”
7. Will be attending Dental Hygiene dept mtg- to be scheduled
8. Learned about threat assessment as it pertains to faculty/student interactions

Recurring Meetings (president):

1. Monthly meeting with President Albert Garcia (President) – need to set-up
2. Monthly meeting with Davin Brown (VPSS) 2nd Monday 11am
3. Twice monthly meeting with Devoun Stewart (VPI) 2nd and 4th Tuesday 11am-12pm
4. Academic Senate weekly meetings weekly Tuesday 12-1pm
5. Meetings with SCC LRCFT VP
6. Monthly meeting Team SCC LRCFT
7. Dispute Resolution Team Meeting 2-3pm 4th Wednesday
8. LRCFT Presidents Meeting 2-3pm 2nd Wednesday

SCC Vice President's Report (since May 2024):

1. Visited New Faculty Academy and Teachers 4 Equity during Flex week.
2. Tabled at Convocation – passed out LRCFT swag.
3. Held First Friday Happy Hour at Oak Park Brewing on September 6th. Invited NFA and T4E along with other colleges. We had high turnout, maybe 35-ish people.
4. Set up two CalPERS workshops for 9/17/24 and 9/18/24. Promoted events to all faculty in Los Rios.
5. Set up an Insurance Workshop for September 27th. Robyn Waxman created a flyer to send to all faculty in Los Rios. Stephanie Rowe – LRCFT member of the Insurance Review Committee – and Katie Carbary – SCC LRCFT Rep. – will co-facilitate the workshop.
6. Union Committees: PAFC, Salary Committee, LRCFT rep and co-chair of the SCC Professional Standards Committee, and SJC.
7. Meetings with SCC LRCFT President
8. Monthly meeting Team SCC LRCFT

¹ This document was checked with the Microsoft Word accessibility checker: "No accessibility issues found. People with disabilities should not have difficulty reading this document."

SCC Part-time Representative Report -Traugott

Executive Board Meetings

Attended September 4th and September 18th meetings, voted and contributed to discussion on events. Helped present action items on accessibility and clarify parliamentary rules of order. Gave update for the good of the order on Legislative developments including in FACCC. Agreed to appointment to LRCFT Salary Committee.

SCC LRCFT Team Meeting

Attended September 23rd team meeting, discussing union events and professional development workshops that we were considering hosting for the semester. We mentioned problems with HR and agreed to consult with Michael Henderson and forward all future HR problems to him to help facilitate a growing stockpile of the issues involved in member discussions with HR. We discussed accessibility issues and items and our own independent projects on campus. Finally we discussed Michael Henderson's offer of grievance and representation training. A majority of us agreed to participate with the first meeting scheduled for October.

LRCFT PTFIC Committee

Attended September 19th PTFIC committee meeting. This was Tina's final meeting as she is too busy to continue on with the committee and we will all miss her. We discussed the future of the PTFIC committee and some of the long term goals for part time faculty including the one tier, or united faculty model. We proposed a Part Time faculty part to be taken up by those of us on the EB as a motion.

Canvassing

Went down to Santa Clara and took the opportunity while there on September 21st to Canvas for a pro-education candidate seeking Evan Low's former seat in the CA State Assembly: Patrick Ahrens. Ahrens worked as Low's constituency director in Santa Clara, knows the community well, and is good on education issues/is endorsed by FACCC.

LRCFT PAC

September 25th the LRCFT PAC met to discuss and review candidates and organizational support. Voted and asked questions.

Miscellaneous

Helped organized an ad hoc hiring committee to assist Tiffany Clarke in her new positions as a classified supervisor. The Pride Center has been without staff for two years and Tiffany is looking to hire two students as soon as possible and up to 1-2 classified staff when viable. Attended Academic Senate for the first four Tuesdays of September as well as 9 other committees on campus and one for FACCC. Began the Equity Pathways cohort.

Members Correspondence

Answered various and sundry questions throughout the month regarding the contract, sick leave, parental leave, PSLF, the adjunct office hours program, the adjunct professional development compensation program, grievances, elections and upcoming events.

4. Graphic Design Report: Total for last 30 days 38 hours

	Political campaign- colette		
10/15/24	Harris-mathews	3	postcard design and prep for printing
10/15/24	Ircft.org	0.25	fix typo on who-we-are page
	Political campaign		
10/14/24	communications	1	Colette Harris Mathews
10/14/24	Ircft.org	0.5	clean up and calendar - L Sneed
10/7/24	Ircft.org	0.5	fix video for cc
10/8/24	Ircft.org	0.25	update EB
10/4/24	Ircft.org	0.5	Upload Video from Linda Sneed
10/2/24	Ircft meeting	1	prep & presentation
10/2/24	flyer- communication	1.5	Calendar of Events CRC- Linda Sneed
10/1/24	Social Media	0.25	General Election Endorsements
10/1/24	Ircft.org	0.5	General Election Endorsements
9/30/24	Ircft.org	2	Staging site for Ircft.org
9/30/24	flyer- communication	1	SJC Quarter page flyer- LaQuisha Beckham
9/30/24	Ircft.org	0.5	add video to website via Rebecca
9/30/24	Ircft.org	1	Calendar of Events CRC- Linda Sneed
9/29/24	Ircft.org	4	Accessibility Research for Ircft.org
9/27/24	flyer- communication	3	SJC Quarter page flyer- LaQuisha Beckham
9/26/24	flyer- communication	2.5	Calendar of Events CRC- Linda Sneed
9/25/24	infographic	5	How We work for faculty info 2024
9/24/24	flyer- communication	0.25	SJC Quarter page flyer- LaQuisha Beckham
9/23/24	flyer- communication	2	Calendar of Events CRC- Linda Sneed
	membership form		Changes to both ADA and regular forms
	Criminalization of		
9/23/24	faculty/students	0.5	Changes to Flyer
9/19/24	Ircft.org calendar	0.75	Adding Events to Calendar
9/19/24	Ircft.org	1	updates
	Criminalization of		Powerpoint, zoom backgrounds, and changes to
9/18/24	faculty/students	3	flyer
9/16/24	Ircft.org	0.25	fix calendar site
9/16/24	Preparing Report	0.5	Sept EB Meeting
September	Communication	1	various email
9/16/24	Ircft.org	0.5	Meeting with Rebecca

Adjourned 4:30 PM

Jason Newman, President

Stephanie Rowe, Secretary-Treasurer