

# NEW FACULTY WELCOME EVENT

## FALL 2019

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# Today's Schedule



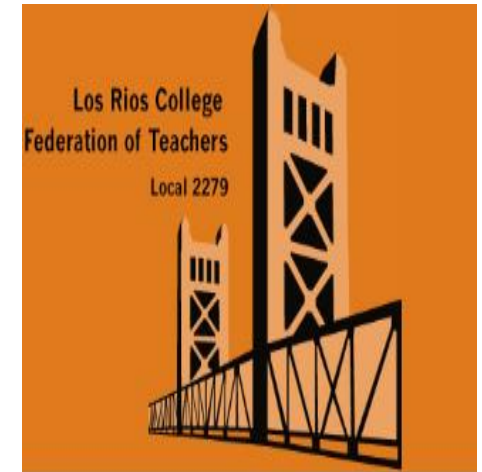
|            |  |
|------------|--|
| 8:00- 8:25 | Registration & Breakfast                       |
| 8:25       | Opening Remarks & Welcome                      |
| 9:15       | New Employee Handbook                          |
| 9:25       | The 3-legged stool: LRCFT, Academic Senate, HR |
| 10:30      | Cosumnes River College Police                  |
| 10:40      | Technology Break                               |
| 11:00      | Student Panel                                  |
| 12:00      | <b>Lunch</b>                                   |
| 1:00       | Faculty Panel                                  |
| 1:45       | Staying Legal                                  |
| 2:15       | Closing  |
| 2:30       | College Breakouts                              |

# Part I: Los Rios College Federation of Teachers (LRCFT)



# Los Rios Union Representatives

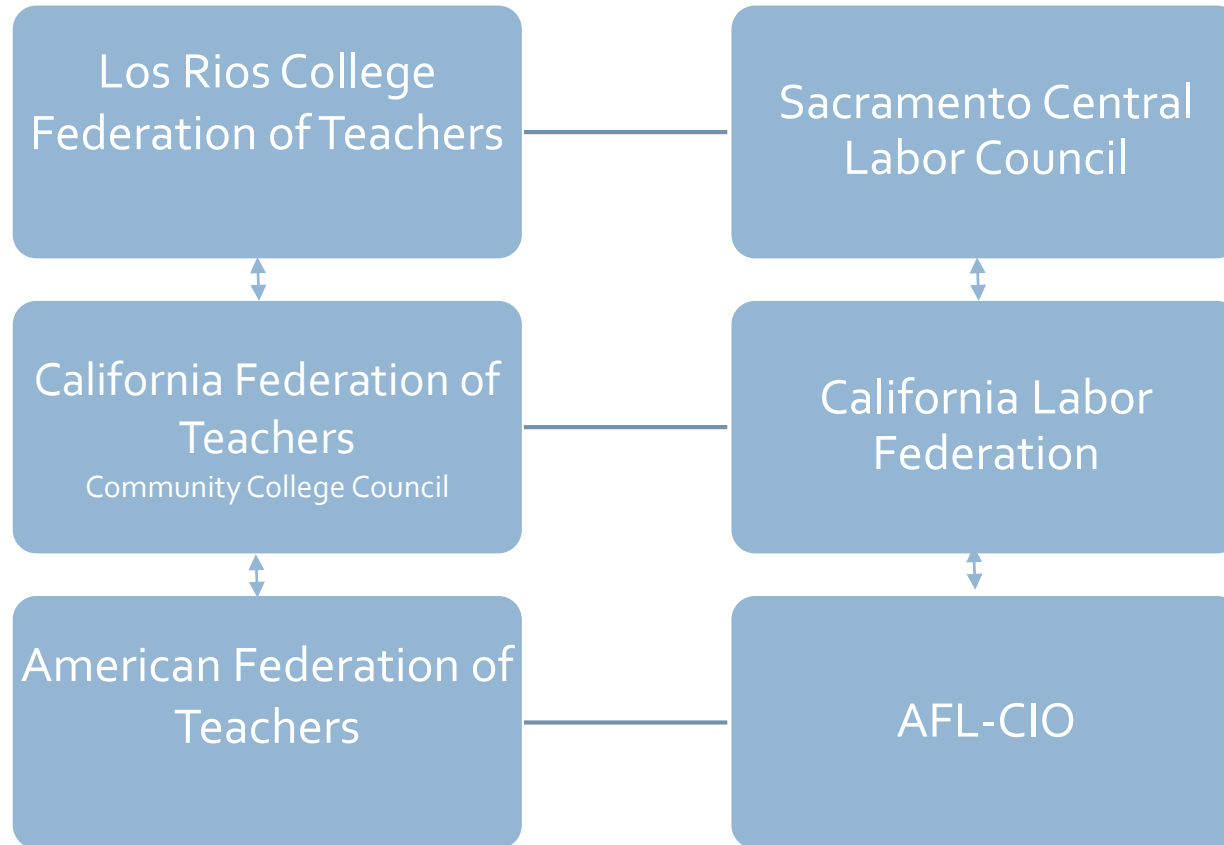
- Dean Murakami, LRCFT, President, ARC Psychology Professor
- Robert Perrone, LRCFT, Executive Director
- American River College: Oranit Limmaneeprasert, English As a Second Language Professor
- Cosumnes River College: Jason Newman, History Professor
- Folsom Lake College: James Telles, Communication Studies Professor
- Sacramento City College: Annette Barfield, Counselor
- LRCFT, Executive Board meetings: 1st & 3rd Wednesdays, 3 to 5 PM.
- Location: AFT 2279, 2126 K Street, Sacramento
- Dues: \$128.65 per month



# Purpose of LRCFT

1. We work together to negotiate the issues of salary, benefits, and working conditions.
2. Enforce the contract. Representation to resolve disputes, grievances, and disciplinary action.
3. Provide a collective voice to City, State, and Federal governments that affect education, policy, budget, working conditions and retirement.
  - California Federation of Teachers
  - Faculty Association of California Community Colleges (FACCC)
  - Sacramento Central Labor Council

# Union Structure



# California Federation of Teachers

- March for California's Future
- PROP 25 On Time Budget Initiative
- PROP 30
- PROP 55 Children's Education and Healthcare Protection Act of 2016

# Sacramento Central Labor Council

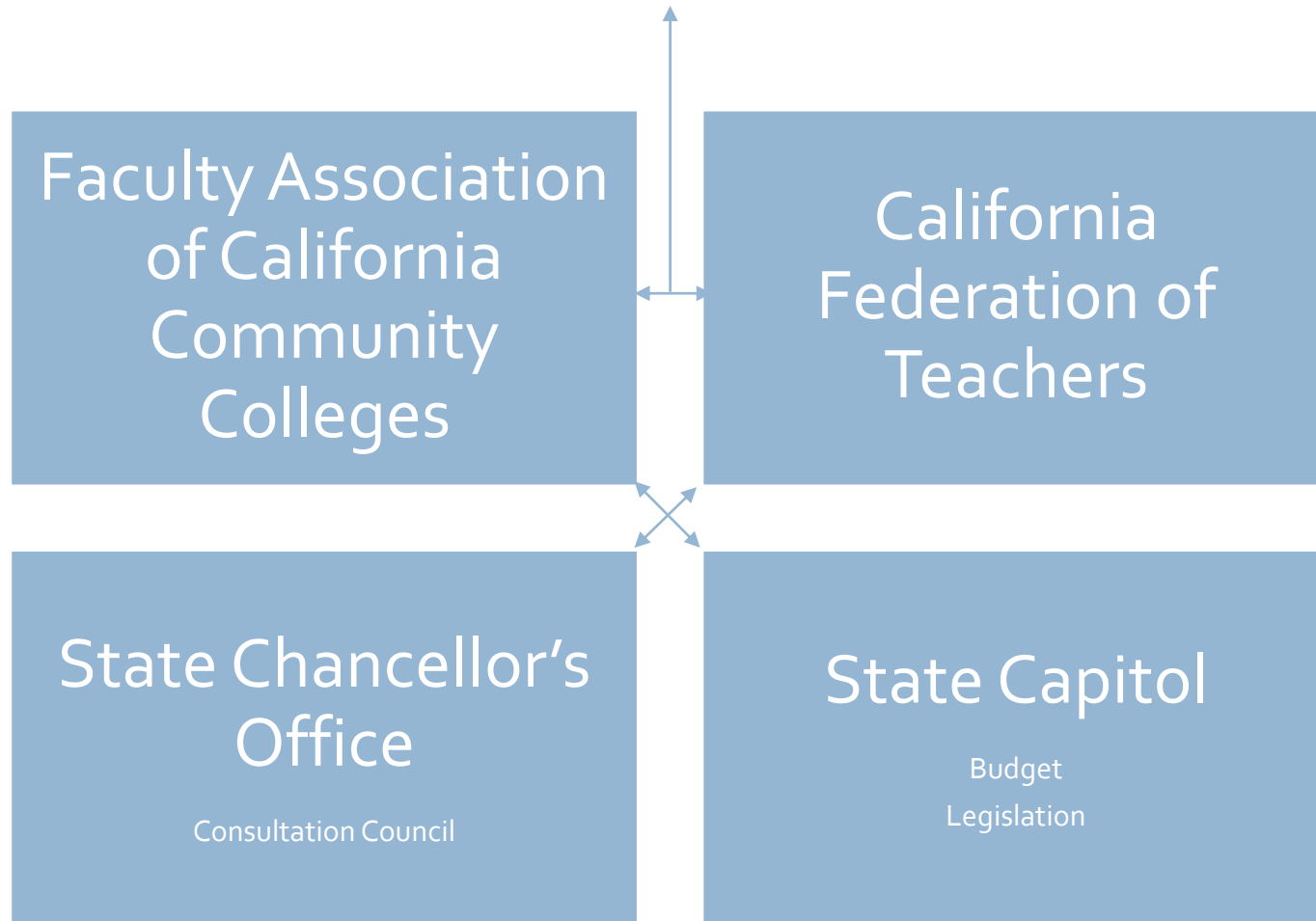
- 160,000
- PROP 30/32
- Elections
- Big Box Ordinance
- King's Arena
- Minimum Wage
- Immigration
- Community Services



# FACC

- Nonpartisan professional membership association that advocates solely for all community college faculty
- Endeavors to work cooperatively with all community college faculty organizations
- Budget
- Policies
- Professional Development
- \$210/year (First year free)
- <http://www.faccc.org/>
- Los Rios College Federation of Teachers Health, Benefits, & Retirement Conference
- Advocacy & Policy Conference
- Veteran's Summit
- Part-Time Faculty Symposium
- Great Teacher's Seminar
- Counseling Conference
- Diversity Conference
- Academic Freedom Conference

# LRCFT



Los Rios College  
Federation of  
Teachers

**Sacramento Central  
Labor Council**

**Capitol**

- Budget & Legislation

**City Council & County  
Board of Supervisors**

# Benefits of LRCFT Membership

- \$1 million Professional Liability Insurance
- New members only: \$12,000 group term life insurance for one year
- Voting rights for LRCFT, officers and contract ratification
- Access to conferences and workshops sponsored by LRCFT, CFT, AFT
- AFT member discounts and services

# Resources

- Web
  - [www.LRCFT.org](http://www.LRCFT.org)
  - [www.cft.org](http://www.cft.org)
  - [www.aft.org](http://www.aft.org)
- Contract
- Union News Publications
- Email Updates
- Your Campus Representatives

# Part 2: Academic Senate



# Academic Senate Defined

Academic Senate means an organization whose primary function is to make recommendations with respect to academic and professional matters (Title 5 §53200).

It is provided for by both California Education Code and California Code of Regulations, Title 5—a result of the Community College Reform Act, AB1725 (Vasconcellos, 1988).

# District Academic Senate Mission

The Los Rios Community College District Academic Senate (DAS) fosters the effective participation by all faculty members in all statewide, area A, and local **academic and professional matters**. The Senate develops, promotes, and acts upon policies and issues responding to district and statewide concerns identified from the state academic senate, its own examination, from local college senates, and from its senate-led committees...

**It serves as the official voice of the faculty** of the Los Rios CC District with the state academic senate, district Chancellor and Board of Trustees in **academic and professional matters** described in **Title 5, Section 53200**. The District Academic Senate strengthens and supports the local senates at American River College, Cosumnes River College, Folsom Lake College, and Sacramento City College.

<https://employees.losrios.edu/our-organization/committees/district-academic-senate>



# Title 5 § 53200

## “10+1”

### Academic Matters

1. Curriculum (course development, prerequisites)
2. Degree and certificate requirements
3. Grading policies
4. Educational program development
5. Standards/policies regarding student preparation and success

### Professional Matters

6. College governance structures related to faculty roles
7. Faculty involvement in accreditation
8. Professional development
9. Program review processes
10. Institutional planning and budget processes

## ...and the “+1”:

11. Other academic and professional matters as mutually agreed upon between the governing board and the Academic Senate.

# Title 5 § 53200

**Consult Collegially** means that the district governing board shall develop policies on academic and professional matters through either or both of the following:

1. Rely primarily upon the advice and judgment of the academic senate,

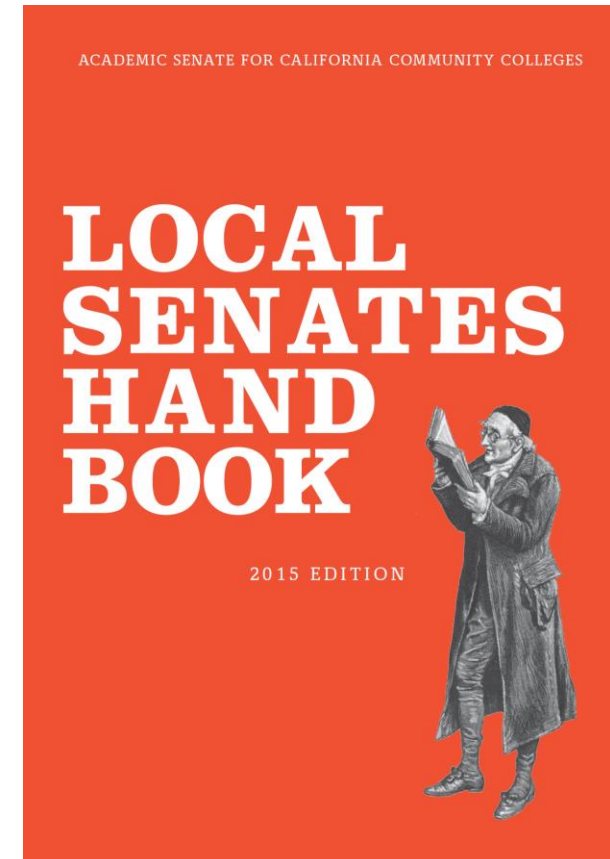
OR

2. The governing board, or its designees, and the academic senate shall reach mutual agreement by written resolution, regulation, or policy of the governing board effectuating such recommendations.

# Local Senates Handbook

More detailed information can be found here:

<https://www.asccc.org/papers/handbook2015>



# Academic Senate Presidents

|                     |  |          |
|---------------------|--|----------|
| DAS: Gary Aguilar   | <a href="mailto:Aguilag@arc.losrios.edu">Aguilag@arc.losrios.edu</a> | 484-8501 |
| ARC: Alisa Shubb    | <a href="mailto:ShubbA@arc.losrios.edu">ShubbA@arc.losrios.edu</a>   | 484-8468 |
| CRC: Gregory Beyrer | <a href="mailto:BeyrerG@crc.losrios.edu">BeyrerG@crc.losrios.edu</a> | 691-7607 |
| FLC: Paula Haug     | <a href="mailto:HaugP@flc.losrios.edu">HaugP@flc.losrios.edu</a>     | 608-6691 |
| SCC: Gayle Pitman   | <a href="mailto:PitmanG@scc.losrios.edu">PitmanG@scc.losrios.edu</a> | 558-2154 |

# Meetings

All meetings are open to the public.

DAS – 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays, 3-5 pm, District Office Main Conference Room

ARC – 2<sup>nd</sup> and 4<sup>th</sup> Thursdays, 3-5 pm

CRC – 2<sup>nd</sup> and 4<sup>th</sup> Fridays, 12:30-2 pm

FLC – 2<sup>nd</sup> and 4<sup>th</sup> Tuesdays, 3-5 pm

SCC – 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> Tuesdays, 12-1 pm

# Part 3: Human Resources (HR)



# Role of HR

- Recruitment
- Employment
- Training & Professional Development
- Compliance: Union Contracts, Ed. Code, Title 5, Board Policy, State and Federal Employment Laws
- Maintain personnel files
- Salary placement/advancement
- District Office – Chancellor's Office, Human Resources, Payroll, Benefits, Fiscal, Grants, IT, General Services, FM and WED/EDC



# Compensation

- Initial Placement on the Salary Schedule and Subsequent Movement
- Extra Income Opportunities
  - Overload
  - Summer
  - Stipends

# Performance Review

- What Is It?
- How Does It Work?
- How Can a Person Be Successful?
- Who's on my Evaluation Team?

## Process

- Pre-Review Conference
- Self Study (not in first year)
- Workstation Observations
- Student Reviews
- Mid-Semester Meeting
- Review Team Conference
- Performance Review Conference

# Faculty Workload

- What does a typical classroom faculty load consist of?
- What is a typical work week?
- What about a Counselor, Coordinator, Nurse, or Librarian?

# Police





With Microsoft's new

# Student Panel

Moderator: Oscar Mendoza Plascencia, CRC Student Life Supervisor

|     |  |
|-----|--|
| ARC | Laurie Jones and Kevin Hill            |
| CRC | Medelin Vasquez and Bryan Mai          |
| FLC | Lorena Flores and Ana-Paula DeOliveira |
| SCC | Sheku Baryoh and Simrit Sandhu         |

# Faculty Panel

Moderator: Gary Aguilar, District Academic Senate President

ARC            Alisa Shubb, Academic Senate President  
                  Oranit Limmaneeprasert, LRCFT President

CRC            Greg Beyrer, Academic Senate President  
                  Jason Newman, LRCFT President

FLC            Paula Haug, Academic Senate President  
                  James Telles, LRCFT President

SCC            Gayle Pitman, Academic Senate President  
                  Annette Barfield, LRCFT Present

LRCFT        Dean Murakami, President

# General Counsel





# The General Counsel's Office

- Provides legal services to the Los Rios Community College District Board of Trustees
- Advises the Board and employees on matters of legal significance.
- Serves the District with integrity, knowledge of the law, and supports the educational mission of our colleges.

# Areas of Responsibility

- Draft policies and regulations [losrios.edu/about-us/board-of-trustees/policies-and-regulations](https://losrios.edu/about-us/board-of-trustees/policies-and-regulations)
- Review and prepare contracts
- Represent the District in court and administrative hearings
- Provide training and seminars on legal topics
- Advocate for the district before the state and federal governments

# Employees with Disabilities

- The District and the Colleges work to ensure our employees can perform the essential functions of their jobs.
- The Fair Employment and Housing Act.
- The Americans with Disabilities Act.

# Employees with Disabilities (Cont.)

- We engage in the interactive process with qualified persons with disabilities.
- We look for reasonable accommodations that will allow employees to perform the essential functions of their jobs.
- Employees with disabilities should contact the ADA/504 Officer who can be found here: [losrios.edu/about-us/our-values/equity-and-diversity/compliance-officers](https://losrios.edu/about-us/our-values/equity-and-diversity/compliance-officers)

# Unlawful Discrimination, Harassment, Sexual Harassment, and Retaliation

- We create and maintain a safe environment free of discrimination, harassment and retaliation.
- Discrimination is treating someone in a protected class differently than other persons based on that characteristic rather than on individual merit.

# Unlawful Discrimination, Harassment, Sexual Harassment, and Retaliation

- Harassment is severe or pervasive conduct based on a protected class that changes the nature of someone's employment or education.
- Sexual discrimination or harassment means unwelcome sexual advances, requests for sexual favors and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting that is:
  - Severe or pervasive; OR
  - A required term of an individual's employment, academic status or progress.

# Unlawful Discrimination, Harassment, Sexual Harassment, and Retaliation

- Retaliation means taking action that negatively affects a person in their employment or education.
- We will:
  - Investigate
  - Take action to prevent any further misconduct
  - Remedy negative consequences of the misconduct
  - Impose discipline as appropriate.

*Congratulations!*



*Congratulations!*

From the  
Academic Senate  
Los Rios College Federation of Teachers  
&  
Los Rios Community College District