



President's Report

Brian Greene, YFA President

YFA hosted a workshop on October 9th regarding 403(b) and 457(b) retirement options available to YCCD faculty. Big thank you to Professor Nate Rien for facilitating the workshop and covering some of the benefits and considerations faculty should think about before investing through these programs. Based on feedback from the workshop, YFA approached the District regarding ways we can improve the enrollment process and also the plan options themselves. Payroll was already researching this topic and hopes to make the overall process better in the future. We will keep you posted on any improvements.

YFA is working on a couple workshop ideas for the rest of this academic year. Please let me know if you have any suggestions.

This month, we'll see the last of the retro payments from our successful 2023-24 negotiations cycle. Faculty with instructional PTOL assignments paid in July and August 2024 should expect to see the 8% retro from those payments on the Nov. 10th payroll. On another payroll note, the Extra Student Stipend payments for summer 2024 were paid on the Oct. 10th payroll. Note that for 2024-25, the Extra Student Stipend is up about 1% from last year, to roughly \$59.90 per student/unit (\$179.69 per student for a three-unit class). Remember: faculty have discretion to add a small number of students above the class capacity and should do so cautiously and only when pedagogically sound.

Negotiations Update

Shelley Akiona Traub, YFA Lead Negotiator

You may have noticed that the completed successor CBA is not yet published. YFA is waiting for YCCD to provide two things: the remaining verified salary tables, and an MOU which itemizes the minor changes to the CBA (i.e. grammar, numbering, typos, etc.). Meanwhile, YFA is verifying the current class capacity list provided by the District last week. Your YFA team is working hard to ensure that all updates to the new agreement are accurately recorded, and we expect to publish the successor CBA before the month is over.

In October, we held two negotiation sessions. The YFA/YCCD subcommittee has begun reviewing evaluation forms, and progress is being made towards condensing forms and language. This will simplify the process for faculty and deans. The District sunshined this article for this round, and YFA is awaiting any substantive language change proposals they may have. At the table, YFA continues discussion on several items of importance: 1) Securing office hour pay for FT faculty who teach in the summer while off contract; and 2) Secure pay parity for PT English composition instructors who historically receive 13 hours less pay per course than their full-time colleges. At our last session, YFA received a conceptual proposal from YCCD to make changes to the part-time employment preference process (Article 7). That proposal suggests moving away from points and towards a teaching seniority process. The proposal is extensive, and YFA has just begun reviewing it to prepare a counterproposal.

Our next session with YCCD is set for November 22nd. Watch for next month's newsletter for our next progress report.

Know Your Contract

The new Article 4.11 of the CBA covers the Extra Student Stipend as well as the updated large lecture provisions. The Extra Student Stipend only applies to students 41 through 50, so ten students maximum. Large lecture multipliers apply in situations with more than 50 students and are in addition to the Extra Student Stipend. These are typically doubles, triples, or quads, and must be scheduled by mutual agreement with your dean. The current process is modified from the pilot and pre-pilot large lecture incentives in important ways. For example, 4.11.3.2 requires a target enrollment capacity to be mutually agreed upon during initial scheduling. The initial enrollment target can be refined prior to the course commencing, again by mutual agreement. Faculty need pay close attention to the target they agree to because they will be paid for that amount regardless of how many students actually enroll in the course. It is important to work closely with your dean's office as everyone gets used to this new process.

Calendar

- November 6 - YFA Exec Board Meeting
- November 11 - Veterans Day
- November 13 - Rep Council Meeting