

YFA NOW

President's Window



As we enter the depths of fall term, small wonder that there's a lot going on, some things worthy of reporting:

1. Vaccine/weekly testing mandate: 73% of the faculty who responded to the YFA poll on this issue favor the mandate. On September 8 I reported this number to the Board. The other constituency groups—CC and MJC Senates and LTAC—reported similar numbers. During the Special Board Meeting on September 20, faculty spoke for and against the mandate. Perhaps the Board will decide on this issue at the October 20 meeting, which is scheduled to be held in person at Columbia College.

2. Board Meetings: Board Meetings take place on the second Wednesday of each month, are open to all, and include a public comment period. To see past Board meetings, check out the [Yosemite Community College District YouTube channel](#).

3. COVID Activity: Many faculty have requested that they be made aware of COVID cases as District became aware of them. YFA passed this request on to Human Resources, and HR agreed to this request. Know when the union receives this COVID case information, it reports it to all faculty. These reports will continue indefinitely.

4. Part-Time Office Hours: After years of working on part-time faculty getting paid for holding office hours, as many part-time faculty have always done, YFA and District successfully negotiated this item, which went into effect at the beginning of this semester. Payroll recently sent an email that explains how part-time office hours are handled.

Here are some specifics:

- Part-Time Office hours will be paid as earned with each payment you receive for an assignment.
- If an assignment contract is for four payments, then office hours will be for four payments.
- Office hours are reported to the retirement systems.
- Part-time faculty will not receive a separate or inclusive contract for these hours as they are set by the YFA contract and applicable to all Part-time Faculty.
- If an assignment is contracted through a hand-typed contract, the office hours will be paid with each pay claim received for that contract.

5. Division Meeting Attendance: Per Article 4.2.2, full-time faculty are required to attend division meetings. This article includes a lengthy list of responsibilities. Faculty have questioned having to perform all of them. YFA checked with legal counsel about both the mandatory attendance at division meetings and the questions raised about the list. Legal counsel confirmed this requirement and added that not *all* items apply to *all* faculty, but faculty must do any that apply, subject to any other limitations in the CBA (for example, limits on how much participatory governance one must do.)

6. Benefits Benefits Benefits: As you probably know, this round of negotiations is devoted primarily to finding a solution to the benefits conundrum. District wants faculty to share in the cost, meaning full-time faculty not on the Kaiser plan will contribute toward benefits monthly. YFA does not see this option as a good solution to the issue, especially because YCCD is currently healthy with funds. In mid-August, the YFA and District negotiations teams started to meet bi-weekly to find a creative solution. The YFA team feels up to the task.

7. Spring Return to Campus: District has informed us of the goal to greatly increase operations on campuses during the upcoming spring term, with an increased number of on-ground sections. YFA requested that District provide faculty the plan in writing so faculty can know what to expect. We look forward to receiving it.

Need a Change?

By
Dimitri Keriotis

Years ago, when I came to YCCD as a youngin', a senior faculty member pulled me aside and said, "This district has a lot of good things for faculty to take advantage of, like sabbaticals and banked leave. Take advantage of these options because they'll do two things: 1) keep you sane; 2) help you make it to the later years in one piece." At the time I didn't know what he was talking about; I'd landed a great job doing what I loved to do at a great place. How would I ever need anything else? Ode to sweet naiveté.

If you're a full-time faculty member, and you feel like you need a brief change or just time to step away from the norm for a while, consider a sabbatical or using banked units.

Sabbaticals (Article 9) come in two sizes, one semester or two semesters. Applications are due in October. If approved, District covers 85% of your salary for one-semester sabbaticals and 70% for two-semester sabbaticals. I've seen colleagues take the cut in pay and others use banked leave to receive one hundred percent

of their salary. A sabbatical project allows faculty to explore areas to expand their repertoire in ways that enrich the faculty member, the college, and ultimately our students. After completion of the project, a comprehensive sabbatical report is submitted to District.

The other option, banked leave (Article 10) just requires that you choose to bank overload or summer work. Once you have a semester banked (the max allowed), you can request to take a semester off. With administrative approval, the time is yours to use as you wish. Your time is your time. You receive your full salary for that semester, and no report is due.

So, if you're feeling like you need a break or need some time to rejuvenate, consider one or both of these options. Doing so might keep you sane and help you work another forty years.

Reemployment Preference

By
Steve Choi

How did this process get established? How long has it been in place? Why is it necessary? Is it negotiated? Is it required by law?

SB 1379 - Reemployment Rights was signed by the governor on September 30, 2016. This new law brought reemployment rights for part-time faculty. The legislature left it to the individual college districts to negotiate with the part-timers' bargaining unit, in our case, Yosemite Faculty Association. The re-employment preference was codified and added to the Faculty Contract (CBA) for July 1, 2017 - June 30, 2020. Upon re-examination and in consultation with YFA's legal counsel, YFA renegotiated with the District regarding the Re-Employment Rights found in article 7.3 of the YFA/YCCD CBA. This new language allows part-timers the ability to teach up to a 67% load and clarifies how classes are distributed to full-time faculty as overload.

In essence, part-time faculty are given points for the number of courses taught. These points are then used to determine order of course selection. Part-timers with more points choose courses first.

District IT has calculated points from 2004 to the present for all part-time faculty members. After the initial point tabulation, division secretaries keep the lists up to date.

How do the point calculations for part-time faculty work?

Points are earned per term (Summer, Fall, Spring) based on term load since Fall 2004. The point-system shall allocate

- i. One (1) point for load less than 34%;
- ii. Two (2) points for load between 34% and 50%, inclusive;
- iii. Three (3) points for load greater than 50%.

Who needs access to the data?

Part-time faculty, full-time faculty in charge of scheduling within their departments, division secretaries, and deans.

Is there a frequency of when this process should be executed?

District IT should soon wrap up its computation and send the information to the divisions. Moving forward, the list should be distributed every September by the division secretaries. Please keep in mind that our colleges schedule out almost a year in advance. If a list is distributed in September 2021, it may not be applied until the Summer 2022 schedule.

There is a series of questions that equate to points. If those questions need to be modified, who is authorized to make those changes? Is there a process that needs to be followed for modification of the questions that determine points?

Human Resources would like all point total questions to be sent to: humanresources@yosemite.edu . This email is monitored daily. HR will work with part-time employees to ensure everyone's point total is accurate.

Please give us an example of how to build a schedule with full-timers and part-timers

Administration of Justice Program

| Full-Time Faculty | Part-Time Faculty with Points | Part-Time Faculty without Points |
|--|---|--|
| Alfred – Most Senior Faculty as determined by date of hire | Darlene – 25 points | Ida – Has not had a 2 nd evaluation |
| Bob – 2 nd Senior Faculty | Eugene – 24 points | Jackson – Has not had a 2 nd evaluation |
| Charlene – 3 rd Senior Faculty | Fred – 20 points | |
| | Georgia – 16 points | |
| | Henrietta – 14 points | |
| If two full-timers were hired on the same date, HR has a list of who has seniority in this situation | If part-timers are tied in points, the date of hire should be used as a tie-breaker | |

Parameters: There are 29 sections available.

Rules:

1. Full-Time Faculty have to make load first.
2. Full-Time Faculty and then Part-Time Faculty with points choose one class (caveat – the faculty have to be able to teach the course i.e. – online certified, in the instructor’s wheel house, day/time availability; the faculty member has submitted grades on time, certified rosters, notified the division or instruction office of absences,

does not have persistent student complaints, has not violated a section of California Education Code 87732, or failed to complete FLEX.) Once everyone has chosen or bypassed a course, the selection starts again with full-timers picking one overload followed by part-timers with points. This continues until those who want to be at or near a 67% load are there. If there are left over classes, part-timers without points are assigned courses.

Here we go: (Remember: There are 29 sections available)

Alfred, Bob, and Charlene choose five classes to make load

That leaves us with fourteen sections.

Alfred and then Bob and then Charlene choose one overload

That leaves us with eleven sections.

Darlene and then Eugene and then Fred and then George and then Henrietta choose one class.

That leaves us with six sections.

Alfred and then Bob and then Charlene choose one overload.

That leaves us with three sections.

Darlene and then Eugene and then Fred choose one overload.

Zero sections are left.

AJ Spring Load for Full-Timers and Part-Timers

| Full-Time Faculty | Part-Time Faculty with Points | Part-Time Faculty without Points |
|--|--------------------------------------|---|
| Alfred – five classes plus two over load | Darlene – two over load | Ida- no classes |
| Bob – five classes plus two over load | Eugene – two over load | Jackson – no classes |
| Charlene – five classes plus two over load | Fred – two over load | |
| | Georgia – one over load | |
| | Henrietta – one over load | |