



President's Report

Brian Greene, YFA President

One of the items YFA has been working on is ensuring the stipend approval process is consistently followed. Article 14.9 of the contract requires that all stipend agreements be in writing and approved by YFA. This is for several reasons:

1. To ensure faculty receive the correct compensation for work performed;
2. To ensure recipients were selected fairly;
3. To ensure stipends are distributed consistently (i.e. all faculty doing the same project receive the same compensation);
4. And to ensure faculty know and understand the required deliverables.

Common stipends, such as for serving on hiring committees in the summer, are approved ahead of time and don't require individual approval. In contrast, most stipends do require specific YFA approval. While administrators are ultimately responsible for following the process, it is important for faculty to confirm their stipend has been approved in writing by YFA before work commences.

Please let me or your YFA Rep know if you have any questions.

Know Your Contract

The rehire points process is a few years old and we're still getting used to it. At first glance, the process detailed in Article 7 can seem complicated. In practice, it's more straightforward:

- Full-time faculty (called Tier A for this process) in a given area get their base load plus an opportunity to take one overload assignment.
- Then part-time faculty with two successful evaluations (Tier B) have a right of first refusal for one class each in order of their accrued points.
- If there are still classes, the rotation repeats until everyone in both tiers reach their load caps.
- At that point, part-time faculty without two successful evaluations (Tier C) have an opportunity to get classes. (In the summer, Tier C is included in the initial rotation.)

This process was negotiated as a result of legislation from the state. Careful observers will note several consequences: full-time faculty are only entitled to a second overload class after everyone in Tier B has a class or declined to teach. Similarly, part-time faculty will have a single class unless the rest of Tier B (and Tier C in summer) has a class or declined to teach. You'll also notice that the existing language only applies to instructional faculty. (Temporarily, regular seniority is used for non-instructional faculty.)

The rehire points lists are on the [YFA website](#). Tier B and C are distinguished by the completion of two evaluations, but that isn't noted on the lists. YFA has requested it be added.

It's important to point out that there's an ongoing disagreement about how to assign classes in Tier B. YFA maintains that the letter and spirit of Article 7 relies on the number of points to determine how to assign classes. The district argues that deans have discretion when assigning classes in Tier B. This is a critical difference with wide-ranging implications for part-time faculty. YFA is working to resolve the matter as expeditiously as possible but we do not yet have a timeline. Please reach out to your faculty representative if you have any questions or concerns about Article 7 and the rehire process.

Calendar

- Nov. 1 - YFA Executive Board Meeting
- Nov. 15 - Representative Council Meeting