



President's Report

Optimism One

Today is the first day of my second year as YFA President, which prompts me to reflect on the last year: what went well, what could have been better, and what more I can do to best serve faculty while maintaining my overall health in body, mind, and spirit.

The beginning was a tsunami of emails and questions and committees and decisions battering me against the rocks, tossing me about, and sometimes making me wonder if the sheer volume of water was too great, too powerful. During this time, Brian Greene, YFA's Past President (and certified lifeguard?), often came to the rescue, keeping me afloat through the worst of the waves, then patiently coaching me through my initial dog-paddling stage.

By winter break, my freestyle stroke improved. I still got pulled under from time to time, but I was able to remain calm, hold my breath when needed, and read the tides in such a way that allowed for more swimming with the current than against it.

Now, I'm far from being qualified to cross the English Channel without aid (and why would I when I have an entire Executive Board to support me?), but I do feel much more comfortable and confident in the water. And in the coming year, I look forward to learning to surf.

Have a great summer. ~Op

Negotiations Update - Brian Greene

Note: The following was already sent to all faculty on April 21, 2026.

YFA and YCCD held our last negotiation session of the semester on Friday [April 17]. It was a productive meeting, and we made some progress on a few key areas. We have scheduled additional sessions in May and June in hopes of keeping up the momentum and reaching agreement before our contract expires at the end of June. While the overall direction is positive, progress on some important areas, including full-time health benefits for 2026-27, remain stalled. With summer upon us, we want everyone to be aware that absent an agreement, full-time faculty will have to pay any monthly premium above the \$2,200 cap starting in October. The Blue Shield PPO base plan will be \$181 above the cap, while Kaiser HMO will be \$78 above. Everyone should plan accordingly.

To be clear, there is still plenty of time for YFA and YCCD to reach an agreement to address this situation. As a reminder, the current benefits cap was set in 2023 as part of the three-year agreement. With that agreement ending, a new agreement is needed that takes into consideration not just inflation and COLAs, but also how our benefits compare to what's provided by other community colleges. The data shows YCCD spends less on faculty benefits than the average California community college. All of which demonstrates that increasing the cap is justified and necessary to ensure YCCD continues to offer a competitive benefits package.

With regards to part-time faculty health benefits, the existing agreement that reimburses eligible faculty up to \$1,000/month is set to expire this summer. What comes next is still being negotiated, and we hope to reach an agreement soon.

As negotiations continue into the summer, know that YFA is committed to reaching a comprehensive agreement that makes tangible progress on a host of items, including health benefits for full- and part-time faculty. Thank you for your continued support as we work on behalf of all faculty.

Inside the CBA: Grades + End of Work Year

Submitting grades in a timely manner is not only important to students and counselors when it comes to satisfying prerequisites, transferring, or guidance; it is a contractual requirement.

Whether one does or does not meet the deadline in submitting grades can be included in one's evaluation ([Article 6.6.6.e](#)).

Whether a part-time faculty member accrues points or not is determined, in part, by whether their grades are submitted in accordance with college deadlines ([Article 7.3.2.e.3.a](#)).

Full-time faculty members can be denied overload if they do not, among other things, submit their grades on time ([Article 7.3.4](#)).

On a positive note, "The work year for an instructional or non-instructional faculty member shall end once the faculty member's accountable time has been met and final grades are turned in (if applicable)" ([Article 3.2.2](#)).

Calendar

5/1 @ 5 pm (CC) & 6 pm (MJC) - Commencement
8/18 @ 12 pm - YFA General Training