



President's Report

Optimism One

Dear colleagues,

YFA's recent Trivia Night was its usual blast, with lots of friendly smack-talking, good (and free!) food, and prizes for the winners. We already have plans to make the next Trivia Night even better (less pop culture, some focus on our Collective Bargaining Agreement and academic disciplines, and shorter rounds), so I'll hope to see even more of you at Trivia Night in the spring.

YFA is not all fun and games, of course. One of my key goals as YFA President is to inform, engage, and empower YFA's Executive Board and Representative Council, and you, our dedicated, valuable union members.

That goal informed YFA's recent "Taking the Mystery Out of Evaluations." That goal also informed YFA's addition of "Key Areas of Concern" to our website, where you'll see links to a variety of trainings and common processes.

As for future trainings, we're never short of creativity, so you can expect more and soon. At the same time, we're also open to suggestions, so if there is an area of the contract or a common issue you'd like us to address, feel free to let us know.

Stay informed.

Stay engaged.

Stay empowered.

Happy October. ~Op

Negotiations Update - Brian Greene

YFA has continued to meet with YCCD in an effort to resolve our remaining differences regarding the 2026-29 contract. We are meeting again tomorrow (October 2) and expect to provide a more detailed update next week.

Regular Substantive Interaction (RSI)

We've talked about RSI a lot, I know, but it's not for lack of ideas. The issue is related to what's truly required, and that has not been ratified because of the above-mentioned negotiations. Because we do not have current contract language that makes RSI a requirement, YFA recently sent the following letter:

Dear Deans,

In case you missed last week's evaluation training, I'm writing to inform you about an important detail regarding evaluations in Fall 2026. The short of it is that the District and YFA have not come to an agreement on including Regular Substantive Interaction (RSI) as a requirement in the evaluation process in our Collective Bargaining Agreement (CBA); therefore, RSI cannot currently be a fundamental part of any faculty member's final evaluation, especially to determine that a faculty member "needs improvement" or is "unsatisfactory," which would then require a follow-up evaluation.

Yes, as it states in the RSI MOU, "If agreement has not been reached [before Fall 2026], the RSI Review Form remains in place, continuing as a guideline . . . , and evaluations will be conducted as defined in the Collective Bargaining Agreement" (emphasis mine). So, of course, you can mention how a faculty member might consider making changes to include more substantive interaction in their online classes, but since RSI is not specifically addressed in the 2023-2026 CBA, it cannot be the primary focus of an evaluation, and it cannot be a reason why a faculty member receives anything less than a 'satisfactory.'

YFA hopes, of course, that we will conclude negotiations with the YCCD during Fall 2026 so that we can all employ a new and improved Article 6 in Spring 2027. Until then, for evaluations and everything else, please follow the 2023-2026 contract.

If you have any questions, please don't hesitate to reach out.

If any faculty members encounter an RSI-focused evaluation that leads to anything less than satisfactory, please contact YFA.

Part-Time Faculty Corner: Pay Increases

In a previous round of negotiations, YFA successfully argued that if California's Cost of Living Allowance (COLA) was higher than full-time faculty's agreed-to pay increases, then part-time faculty pay "will be increased by the difference between statutory COLA and the full-time salary increase" (Article 14.2.2.2). This is why full-time faculty recently received a 1.7099% increase while part-time faculty received a pay increase of 3.9028%.

Calendar

10/7 @ 3 pm - YFA Executive Board Meeting

10/21 @ 3 pm - YFA Representative Council