

YFA REPRESENTATIVE COUNCIL Minutes - APPROVED
11/19/2025

Consent Agenda

- Approve Rep. Council meeting minutes [10/15/2025](#)
 - The YFA Rep Council Meeting was called to order at 3:00 pm by President Optimism One. ○ President One declared quorum, and asked for a motion to approve the minutes from the October 15th, 2025 YFA Rep Council Meeting. Derrick Wydick motioned to approve the minutes. Iris Carroll 2nd the motion. The YFA Rep Council voted unanimously to approve the motion. The motion carries.

Action/Discussion/Continuing Projects

- Executive Assistant Position – Optimism One
 - YFA is in search of new Exec Assistant because the most recent Exec Assistant hire has been terminated. After discussion with the Exec Board, the consensus of Optimism One and the various members of the Board, the new hire was not the “correct fit” for us. One shared his thoughts about consulting a temporary agency to become acquainted with qualified applicants who may be a “perfect fit” for YFA without the big commitment we have made in the past with the last two hires. Since last week, One has been in contact with three different agencies, with some conversations in Zoom, and he thinks this may be the route YFA should take to acquire the next Exec Assistant.
 - The standard of compensation for a temp agency versus paying an employment directly is vastly different. The last Exec Assistant was paid \$30 per hour, so we would pay between \$28-\$30 per hour for a new hire to start; however, for a temp agency, YFA would pay \$44 - \$50 per hour because the temp agency is covering all of the other hiring concerns such as background checks and drug testing.
 - One is considering allowing all three agencies to send qualified applicants to YFA for interviews, and he is not partial to any one agency over the other. He only wants a temp to permanent hire as an ideal plan. ○ A suggestion was made to contact Kevin Alavezos, Professor of Business Information & Technology, to ask for recommendations of recent Business Administration Graduates who may be available to interview for the YFA Exec Assistant position. This suggestion was echoed by other Rep Council members. One committed to contacting Kevin Alavezos.
 - One did share that one downfall of the temp agency is the pre-negotiated fee that YFA would have to pay regardless if we chose to hire the temp prior to the agreed upon hours being completed. One agency, PrideStaff, stated that after 520 hours, 13 weeks, (520 hrs x \$50 = \$26,000), YFA could hire the temp as a “Free Agent”, and YFA would not owe PrideStaff any more money. There were other agencies that were willing to prorate the agreed upon fee, but not as much as PrideStaff.
 - The goal is to hire a new Exec Assistant by December to get at least 3 weeks in before the new year to be ready to go for Spring 2026.
 - A robust discussion followed.
- Rep Reports
 - Optimism One introduced Erin Dark-Harold, SLAE Rep-Sub for Chaundra Howard, and she introduced herself to the Rep Council. One also introduced Diana Mendezuniga, Arts, Performance, and Humanities, Rep-Sub for Jim Sahlman, and she introduced herself to the Rep Council, and she is filling in for Leslie Collins.
 - Various YFA Reps took turns discussing how they represent YFA in their schools and areas. A robust discussion followed.
 - Ben Riley, Special Programs /Student Services: Counseling YFA Rep, discussed Counseling’s 20th Annual Holiday Adopt-A-Child Program for the CARE Students. Most of the CARE students are single mothers, and

this campaign provides Christmas gifts for their kids. Riley stated that the campaign goal was to take care of 41 families this year. The CARE Program is requesting a \$50 gift or gift card, but all gifts are accepted. He encouraged Reps to share this information and the recent email about the 20th Annual Holiday Adopt-A-Child Program with their schools and areas.

- One asked if gift cards could be given instead of shopping for gifts, and Riley stated that gift cards could be purchased on the computer through link provided in the email sent by Leticia Blanco, 11/19/2025, titled "Announcement: 41 Students Still Awaiting Adoption for the CARE Adopt-A-Child Program". All donations are due by December 5th.
- An Exec Board member suggested that instead of asking YFA to make a donation to the CARE Program, maybe the individual Exec Board Members could make a collective donation when they meet on December 3rd. One also committed to endorsing the Announcement: 41 Students Still Awaiting Adoption for the CARE Adopt-A-Child Program in his next YFA Newsletter.
- During the YFA Reps reports, a discussion developed in regard to RSI procedures after a successful review. The dilemma seems to be that for some departments, the Deans are appearing in online courses and staying in the course for several weeks, and some deans are actually viewing content after being in the course for 3-4 weeks. Another discussion item was the ongoing issues with AI. The Rep stated that faculty does not have any guidance from the district as to what is acceptable and what isn't in terms of faculty using AI in their pedagogical practicum. The Rep stated that some faculty were posting announcements, comments to students, and assessments that were clearly AI, and she wanted to discuss when if ever guidance would come to regulate faculty's usage of AI.
- One stated that deans' presence in the Canvas shells for faculty who successfully passed their review is not supported in the MOU. For a regular cycle evaluation, according to our contract, deans have a limited period of time that they can be in a shell. Deans are not authorized to just sit in an online course for an unlimited period of time. One has tried to contact Michael Smedhammer to discuss this issue, and he will continue to reach out until he is able to connect with him. Op is addressing this issue with the Distance Education Admins (DEA) and will update Rep Council when he has information. One assured Rep Council that he has been conveying our concerns to DEA, and the admins have been addressing those concerns when they receive them because RSI is a work in progress.
- Erin Black rehearsed the RSI completion dates: October 29th Deadline for 1st Review; all faculty shells needed to have been opened to their Reviewers prior to 10/29 to complete that review. Next, if faculty members did not pass the first review, then the Dean would review the course and could offer some support. Today, November 19th, the Deadline for the 2nd Review. Lastly, if faculty does not pass the 2nd Review, December 7th is the Deadline for the 3rd Review. Please share this information with your areas. ○ A robust discussion on RSI followed.
- One and Black attended a conference a few weeks ago and heard a conversation about AI as it pertains to faculty unions. Sadly that the focus was AI in general, but please be advised that YFA and unions in the like are tuning in and investing AI regarding how it affects workload.
 - To detect AI and document AI in student work is extra work beyond grading in general. Next, reporting and possibly meeting with students creates more workload issues.
 - Another possible issue is the dilemma of claiming more workload, but some faculty are using AI to create pedagogy as well as using AI to assist in grading student work.
 - One stated that AI is a multifaceted argument that YFA is keep a close watch on, and although negotiations just stated last Friday, it hasn't come up yet. However, if it is not mentioned in this round of negotiations, it definitely will come up in the next round of discussions.
 - A small discussion followed. During Spring Institute Week, Lucus Bogle, our Vice Chancellor of IT, will be conducting AI trainings/workshops.

- School Meeting Visits - Erin Black

- Erin Black would like to visit your school meeting, so please contact her with a day a time, so she can visit your school or area to introduce herself and let people know what the VP of YFA does for faculty. She asked for feedback regarding CCAP.
 - Follow-up request: What is the percentage of high school students, who take CCAP classes and graduate, that come back to MJC and take MJC courses? Black stated that she would investigate the data she received from Brian Greene, and she would update Rep Council later. Greene stated that the information Black will be looking for, YCCA CCAP retention, does not exist. He stated that requests for that data have been made in the past, but the request has yet to be granted.
- 50 Years of YFA - Shirts, Etc.? - Op
 - 2026 is the 50th Year Anniversary of YFA. Optimism One asked the Rep Council for their feedback on creating a 50 Years of YFA Shirt. Erin Black is investigating the cost of different types of shirts, hats, etc. One expressed a concern not to over indulge in SWAG, but a few commemorative items would be fine.
 - The Rep Council consensus was to allow faculty to have a choice of shirt. Nicole Morris, Agriculture, shared how online store fronts work, and she suggested that YFA have a store front that offered Rep Council a discount of whatever Exec decides, and then each member can use that discount to purchase commemorative shirts and items of their choice. Each faculty member would place his or her own order.
 - Congratulations to Nicole Morris for volunteering to be the point person for the 50th Years of YFA Commemorative Shirts and Stuff Campaign! Thank you Nicole!
- Rep Handbook - Erin Black
 - Erin Black and Brian Greene have revised the Rep Handbook. The goal was to bring the Handbook up to date and reorganize the content to make it more user friendly. In the Handbook, Reps will be able to read duties assigned to their roles as YFA Representatives.
- Yosemite 205: The Saga Continues - Op
 - Due to uncertainty about the other groups that would be sharing Yosemite 205 with YFA, we decided to reset the process and request a separate, dedicated space for faculty. The Executive Board felt strongly that having our own room would give faculty the privacy and flexibility needed to conduct YFA business when necessary. As a result, YFA submitted a new room request last week. The process may take some time, but once completed, YFA will have its own Faculty Lounge on West Campus.
- Academic Calendars: [2026-2027](#) (Board-approved); [2027-2028](#) (tentatively adopted) - Op
 - Optimism One gave a presentation of the Academic Calendars. Please check your email from Judy Wagner, 11/13, titled: Board Approved Academic Calendar 2026-27 and Tentatively Adopted Academic Calendar 2027-28.
- Post-Season Coaching Stipends - Op
 - Optimism One discussed the issue with the Coaching Staff not being compensated for work done beyond the 16-week Season. One tried to discuss this issue with Brian Sanders, but Sanders was not interested. One then took this issue to the Chancellor, and mentioned it in his Board Report. The Board was not enthusiastic about this issue either. One is still pressing this issue to the district. Therefore, Post Season Coaching Stipends are needed to compensate coaches for their extra work. One's Goal is to get something in place for Coaches in the Post Season.
- Holiday Parties - Wednesday, December 10, 11:30 - 1:30, Buckeye 104 at Columbia College and the YFA Lounge on east campus at MJC - Brian & Erin
 - This year the cuisine is Thai Food for the Holiday Party. Please let your school or your areas know the dates and times of the events. Thank you Brian Greene and Erin Black for advertising and coordinating the Holiday Parties!

Announcements and Updates

- Faculty Liaison Update - Steve Choi
 - Steve Choi shared that he is currently working on a case, and when he is able to speak about it, he will share it with YFA.
- Treasurer's Update - Hardev Dhillon
 - Hardev Dhillon gave a timely report of YFA's finance. Optimism One and Hardev Dhillon opened up a Flexible CD of \$100K, which matures next October, and it is with B of A.
- Membership Update - Hardev Dhillon
 - Currently, YFA has 305 Full-Time Faculty and 170 Part-Time Faculty Members.
- Negotiations Update - Brian Greene
 - The first in-person negotiation session was last Friday. For the for meeting, things went well; however, the district was a little aggressive. Greene mentioned that since the district seemed to play hardball with some of the issues, we will play hardball on all of the articles as a result. We have a workgroup established for lab parity. YFA received 43 responses from a survey as of 11/19, which encompassed about 4-5 labs. YFA was able to obtain some statewide data on lab parity, which was very helpful for our cause of increasing lab parity. We hope to have some progress by the end of this round.
 - The other workgroup is on evaluations. Both workgroups will be meeting next week.
 - There are 3 MOUs that we are re-negotiating: 1.) CCAP (Please send feedback to Erin Black) 2.) Rising Scholar / React Center Re-negotiating how those classes work (Derrick Wydick is the point person for feedback) 3.) Part-Time Health Benefits (Please send feedback to Scott Taylor and Sanaya Kaur), the agreement that we have runs to the middle of 2026 and the rest of this academic year.
 - Greene further explained some of the issues involved in Part-time Health Benefits.
- Vice Presidents' Reports
 - Erin Black
 - Erin Black shared a quick snapshot of her current duties at MJC. She has been attending evaluation meetings with faculty who have been assessed as "Needs Improvement". She encouraged YFA Reps to share with their school or areas that she is willing to attend evaluation meetings with faculty who have been placed on a "Unsatisfactory Needs-Improvement Plan" to help support them.
 - Derrick Wydick
 - Derrick Wydick shared a quick update of his current duties at CC. Wydick encouraged Reps to share with their areas that if people have not received an agreed upon Stipend for completed work to contact him or Erin Black. He also stated that faculty needed to save their emails with Stipend documentation. He also discussed the Retirement workshops that he facilitated at MJC and CC earlier in the semester, and for newer faculty on 11/18.
- President's Report - Optimism One
 - Optimism One has shared so much in this meeting in previous topics. Please see above for his contributions.

Council & Committee Reports

- District Council - Derrick Wydick - [10/20/25](#), [11/14/25](#)
- DFAC - Brian Greene - [11/06/25](#)
- College Council
- Iris Carroll (MJC) - [10/13/25](#), [10/27/25](#)
- Joe Manlove (CC) - no report
- MJC Professional Development Committee - Erin Dark-Herold - [10/23/25](#) & [11/6/25](#)
- MJC Resource Allocation & Facilities Committee - Lori Marchy/John Davis - no report

Other Business

- Other - Open forum
- Highlights/Take-Aways – Holiday Parties / Yosemite 205 / Send CCAP Feedback to Erin / Negotiations are ongoing:

Lab Parity / YFA 50th Year Anniversary

Michael Leamy - [11/19/25](#)

o District Technology Advisory Committee -

Michael Leamy - no mtg

o MJC Online Education Committee - Nita Gopal - no

Adjourn: Meeting adjourned at 4:58pm

o MJC Student Success & Equity Committee - Aman Duggal - [10/17/25](#) o MJC Technology Committee - report

o Policies & Procedures - Steve Choi - no report

Representative Council

Agriculture	Nicole Morris	x	Language Arts (B)	Laura De Leon	X
Arts, Performance, and Humanities (A)	Leslie Collins Diana Mendeszuniga (sub)	X	Library	Iris Carroll	X
Arts, Performance, and Humanities (B)	Haleh Niazmand		Physical Education	Jim Stevens (fall) Demtrius Snaer	x
Behavioral & Social Sciences	Marvin Jackson	X	Science, Engineering & Math (A)	Mike Adams	x
Business & Computing	Nancy Sill	X	Science, Engineering, Math (B)	Jennifer Richmond	x
Child Development	Yumi Lee	X	Special Programs	Ben Riley	x
Counseling	Hannah Louie	X	At-Large Columbia College (A)	Tim Elizondo	x
Health Professions	Gina Wells	X	At-Large Columbia College (B)	Spencer Potiker	

Industry, Trades, and

Public Safety Vacant At-Large PT @ CC Sanaya Kaur x

Chandra Howard Erin Dark-Herold (sub)

x

x

Language Arts (A) **Executive Board**

At-Large PT @ MJC Scott Taylor

President	Optimism One	x	Member-at-Large (MJC-A)	Lori Marchy	x
Vice President (CC)	Derrick Wydick	x	Member-at-Large (MJC-B)	Tom Nomoff	x
Vice President (MJC)	Erin Black	x	Member-at-Large/College Council Rep (CC)	Joe Manlove	x
Secretary	Theresa Stovall	x	Past President	Brian Greene	x
Treasurer	Hardev Dhillon	x	Lead Negotiator (non-voting)	Brian Greene	x

College Council Rep (MJC)	Iris Carroll	x	Faculty Liaison to the Board	Stephen Choi	x
---------------------------	--------------	---	------------------------------	--------------	---