



President's Report

Optimism One

We have a lot to celebrate in YFA, including our 50-year anniversary as a faculty union. The grand total of those who took advantage of the free YFA t-shirt was 151, with another forty-six pieces of YFA gear being purchased. The window of opportunity for that deal has now passed, unfortunately. Regardless, I'm looking forward to seeing loads of us wearing our YFA garb. Let me know if you have any great ideas about when would be a good time to represent en masse.

Another reason to rejoice is that we have now secured and supplied a faculty space on MJC's west campus. Yes, we already have one at Columbia College in Toyon 102 (enter with the code 19441) and at MJC's east campus in the Library Annex (enter with a key card [[request here](#)] and then the code 52134). And now, after a year-long odyssey that Brian Greene started for YFA, Yosemite 205 (enter with the code 41770 [my birthday!]) is now an oasis where you can enjoy snacks, drinks, and a respite from the classroom or your office on MJC's west campus. Keep in mind, though, that this is a shared space with our brothers and sisters in CSEA as well as LTAC. To me, this is a positive, allowing all of us to connect with those we might not otherwise encounter.

That's it for now.

~Op

Negotiations Update - Brian Greene

Our first negotiations session of the semester was on January 16. YFA brought forward a proposal on Appendix A-3 (Coaching Stipends), which is connected to the Article 14 (Compensation) proposal we submitted at our December session. YFA is finalizing our remaining proposals and expects to submit them soon.

Full-time health benefits were a key topic of discussion at our January session. Unfortunately, the District reiterated its unwillingness to increase the \$2,200 cap on monthly contributions for full-time faculty health benefits that has been in place since 2023. Given that the current level is \$2,164, the cost for our current plan configuration would exceed the cap next plan year, which starts in October. YFA is aware of how important a competitive benefits package is to our overall compensation picture and believes the District's position is unjustified given recent inflation and YCCD's current budget outlook. Both teams will learn more in early April when we receive the medical benefits renewal quote from SISC. In the meantime, YFA is pressing to proactively find solutions, including bids from other brokers, gathering reliable comparative data, and plan design options.

Inside the CBA: Article 6 - Evaluations

The YFA office gets a lot of action when it comes to evaluations, and we're hoping to give you some basic information that will help, whether you're being evaluated or you're an evaluator. Of course, nothing beats reading all of [Article 6](#) and [Appendix C](#) in our Collective Bargaining Agreement. Keep in mind, though, that the evaluation article is currently being negotiated, so for now, what follows applies to this semester only.

If you're being evaluated, bulletproof your work—both online and in person. Yes, this should always be done, but if you're nervous about something, fix it with more preparation, solid content, and thoughtfully executed lessons.

Next, make sure the timeline is followed ([Appendix C-3a-d](#)), and if it's not, alert us ASAP. If online access to your Canvas shell(s) is warranted, don't forget that evaluators are limited to two weeks ([Appendix C-5.4.a.i.](#)).

If you receive a "needs improvement" or "unsatisfactory" evaluation, don't panic. But if you are feeling some kind of way about your evaluation, contact your respective YFA Vice President ([Derrick Wydick](#) at CC; [Erin Black](#) at MJC). They can guide you through the process. Additionally, your improvement plan must be created with you and your dean in concert, not just by the dean ([Article 6.9.4](#)).

Finally, your dean must send your completed evaluation report three business days before your scheduled meeting ([Article 6.10.2](#)).

If you're the evaluator, the biggest issue we see is that sometimes deans do not include faculty input in the final evaluation report. That's a big no-no. You did the work. You're a discipline expert. Your insights matter. Therefore, what you say should be included, whether it's positive or negative ([Article 6.9.2](#)).

Please let us know if you encounter anything that smells fishy.

Calendar

- Wed., Feb. 4 @ 3-5 p.m. - YFA Executive Board
- Wed., Feb. 18 @ 3-5 p.m. - YFA Rep. Council