YFA REPRESENTATIVE COUNCIL Minutes
09/16/2026

Minutes prepared by Laura De León, YFA Secretary

YFA Faculty Office—MJC East, Library Annex, Rm. 102
Zoom: https://us06web.zoom.us/j/9408787604

Meeting called to order at 3 p.m.

Consent Agenda

- Approval of Representative Council Minutes from April 15, 2026
- Approval of Op's summer-hours overage of 12.75 hours for YFA governance
- Approval of 20% reassigned time for Hardev Dhillon in her role as Treasurer

Motion: Leslie
Second: Ben
Approved unanimously

Action/Discussion/Continuing Projects

- **Welcome New YFA Representative Council Members**

  New Representative Council members were welcomed:

  - Erin Dark-Herold
  - Erik Silva
  - Sabino Salas
  - Cynthia Duclo was not present but will also be joining YFA as the SLAE representative next month.
- **Representative Reports**
  - An Ellucian update is forthcoming. Members were encouraged to monitor implementation and training.
  - Concerns were raised regarding safeguards surrounding the use of AI, informed in part by faculty experiences with Starfish.
  - College Council discussions have included ways AI may reduce workload; faculty also noted that AI can create additional workload for instructors.
  - YFA has drafted an AI proposal for inclusion in the contract.
  - Discussion included a possible change for studio classes from 33% to 40%.
  - Faculty raised concerns about AI use and student identity/attendance in fully online courses.
    - Discussion included whether CORs could provide for required in-person dates or assessments.
    - Math was cited as an example of courses designated 99% online to allow for in-person exams or synchronous assessments.
    - The District has indicated that it does not yet have sufficient information to take further action.
  - Questions were raised about the use of Insight for SLO assessment, including whether faculty are contractually required to use the program.

- **YFA 2026–2027 Budget to be approved — Hardev Dhillon**

  Hardev presented the proposed YFA budget. 2026 is an audit year.

Motion to approve: Iris
Second: Haleh
Approved unanimously

- **Headshots for YFA Website — Optimism One**

  Op reported that the YFA website is being revamped, including updated photos of YFA representatives. Members who have not yet done so were asked to send a selfie or headshot to Lex as soon as possible.

- **Checking and Calculating Banked Hours — Brian Greene**

  Brian reviewed the purpose, value, and process for banking overload hours.

  Two primary reasons to consider banking overload were discussed:

  1. Value of banked time: Faculty are banking time rather than receiving payment for overload. Because full-time faculty compensation is higher than part-time/overload compensation, banked time ultimately has greater value when used as part of the regular full-time workload.
  2. Safety net: Banked time can provide flexibility if a class does not run or if a faculty member needs to reduce workload for personal reasons.

  Faculty were encouraged to independently monitor their banked hours because the District's accounting process is largely manual.

  Banked-hour balances can be viewed through MyMJC or Connect Columbia → Self-Service → Employee → Leave/Banking.

  - 270 instructional hours is equivalent to a full semester.
  - Non-instructional banking is calculated on a 2:1 basis.
  - Faculty may bank up to 108 hours / 6 units per semester, with a maximum of 162 hours per year.
  - Summer assignments are not eligible to be banked.
  - Banked hours may take time to post. Faculty should follow up to ensure that hours are recorded accurately.

  The system currently displays the balance but provides limited transaction history. Faculty should:

  - Check their balances regularly.
  - Save emails documenting requests to bank overload.
  - Retain monthly banking notifications.
  - Follow established procedures when requesting that time be banked or when applying to use banked leave.

  Brian noted that HR has indicated that improvements to the system are expected.

  Faculty approaching separation from the District were encouraged to consider using accumulated banked time prior to leaving.

  Lab parity should not affect the amount of time banked.

  Faculty experiencing problems with banked leave should first consult their Dean's office and contact YFA if additional assistance is needed.

- **New YFA Swag — Optimism One**

  New YFA promotional items are being distributed, including:

  - YFA bookmarks
  - Notepads
  - Lip balm
  - Mugs

- **Appointment of New Negotiations Team Member — Optimism One**

  With Derrick retiring, a vacancy will open on the Negotiations Team.

  While new Executive Board members transition into their roles, Dimitri Keriotis, former YFA President and former Lead Negotiatior, was nominated to fill the vacancy.

  Motion: Haleh
  Second: Erin
  Approved unanimously

- **YCCD Strategic Plan — Optimism One**

  Discussion focused on the proposed YCCD Strategic Plan.

  - Columbia College's plan includes significant projected enrollment growth.
  - Concerns were raised regarding unfunded FTES's associated with that growth.
  - The Strategic Plan is expected to go before District Council for a vote next week.
  - Faculty were encouraged to submit any additional comments.

Announcements and Updates

- **President's Report — Optimism One**
- **Vice President's Report — Erin Black (MJC)**

  Erin reported that she met with faculty throughout the summer. Issues raised included:

  - Part-time faculty not receiving course assignments in accordance with their points/order.
  - Questions regarding the Reduced Workload Program.
  - Questions concerning hiring processes.
  - Faculty evaluation procedures.

  YFA is working with the deans to develop evaluation training for both faculty and deans in collaboration with the VPI's office. Training will be forthcoming.

  Trivia Night

  - Trivia Night will be held Thursday, September 17.
  - Food will be provided by YFA, with Twisted Pig as the vendor.
  - Vegetarian options will be available; vegan options will not be available [lame].
  - Sodas and water will be provided.
  - Beer and other drinks will be available for purchase.
  - Members may bring a guest.

- **Vice President's Report — Brian Greene (CC)**

  Administrative and Pay Issues

  - YFA is currently assisting approximately five faculty members with pay-related problems, including incorrect payments and stipend issues.
  - Faculty should check their end-of-September paycheck for the negotiated increase.
  - Faculty teaching PTOL should also check the October 10 payment.

  CCAP Agreements

  Brian reviewed concerns related to CCAP scheduling and its potential impact on existing faculty and students.

  - CCAP agreements cannot displace existing faculty or students.
  - YFA has concerns, based on available data, about whether displacement is occurring.
  - The District and colleges have expressed a different interpretation of the situation.
  - YFA has requested additional information regarding CCAP offerings in English, Psychology, and some Math and History courses.
  - Additional data will be shared with Representative Council.
  - YFA has developed proposed contract language addressing CCAP to establish clearer faculty protections and oversight. This language, however, is not currently on the table.

- **Negotiations Update — Brian Greene**

  - Negotiations encountered a roadblock after making progress throughout the summer.
  - The previous contract expired in June, and YFA is awaiting a written response regarding the agreement currently under consideration.

  Brian also discussed lawsuits occurring around California involving compensation for part-time faculty preparation and grading time. Some YCCD employees are involved in litigation.

  - The lawsuits raise questions about how unpaid preparation and grading time results in part-time faculty receiving less than minimum wage.
  - YFA is not involved in the litigation.
  - YFA anticipates that compensation for part-time faculty will need to be reconsidered in a future round of negotiations.

- **Membership Update — Hardev Dhillon**

  As of September 10, 2026:

  - 308 full-time members
  - 154 part-time members

- **Treasurer's Update — Hardev Dhillon**
  - Update given. YFA is on solid financial ground.

- **Faculty Liaison Update – Vacant position.**

Council & Committee Reports

Please submit written reports ahead of time and then provide a summary at the meeting, as needed.

- District Council- Erin Black/Brian Greene - 8/26/26
- DFAC - Optimism One/Brian Greene - 9/16/26
- College Council

Iris Carroll (MJC) - 4/13/26, 9/14/26
Joe Manlove (CC)

- MJC Professional Development Committee - Erika Buck
- MJC Resource Allocation & Facilities Committee -John Davis
- MJC Student Success & Equity Committee - Aman Duggal - 8/21/26
- MJC Technology Committee - Darren Combee - 9/15/26
- MJC Online Education Committee - Nita Gopal
- Policies & Procedures - Erin Black

Other Business

- Other - Open forum
- Highlights/Take-Aways - All
  - Appointment of Dimitri Keriotis to the Negotiations Team.
  - Faculty should regularly check banked leave balances and paychecks. Faculty were encouraged to consider using the banked leave program when appropriate.
  - Check the end-of-September paycheck for the negotiated increase.
  - Faculty were encouraged to review and provide comments on the YCCD Strategic Plan.(add link)

Adjournment

Meeting adjourned at 4:58 p.m

Attendance

Representative Council

Agriculture	Nicole Morris		Language Arts (B)	Vacant	
Arts, Performance, and Humanities (A)	Leslie Collins	x	Library	Iris Carroll	x
Arts, Performance, and Humanities (B)	Haleh Niazmand	x	Physical Education and Recreation	Demitrius Snaer - Fall Vacant for Spring	
Behavioral & Social Sciences	Marvin Jackson		Science, Engineering & Math (A)	Mike Adams	x
Business & Computing	Leslie Vaughan (Subbing for Nancy Sill)	x	Science, Engineering, Math (B)	Jennifer Richmond	x
Child Development	Yumi Lee	x	Special Programs	Ben Riley	x
Counseling	Hanna Louie		At-Large Columbia College (A)	Tim Elizondo	x
Health Professions	Vacant		At-Large Columbia College (B)	Spencer Potiker	
Industry, Trades, and Public Safety	Eric Silva	x	At-Large PT @ CC	Sanaya Kaur	x
Language Arts (A)	Erin Dark-Herold	x	At-Large PT @ MJC	Sabino Salas	x

Executive Board

President	Optimism One	x	Member-at-Large (MJC-A)	Chandra Howard	x
Vice President (CC)	Brian Greene	x	Member-at-Large (MJC-B)	Tom Nomof	x
Vice President (MJC)	Erin Black	x	Member-at-Large/Coll. Council Rep (CC)	Joe Manlove	x
Secretary	Laura De León	x	Past President	Brian Greene	x
Treasurer	Hardev Dhillon	x	Lead Negotiator (non-voting)	Brian Greene	x
College Council Rep (MJC)	Iris Carroll (Fall)	x	Faculty Liaison to the Board of Trustees	Vacant	