

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE YOSEMITE FACULTY ASSOCIATION
AND THE YOSEMITE COMMUNITY COLLEGE DISTRICT**

August 18, 2025

This Memorandum of Understanding between the Yosemite Faculty Association and the Yosemite Community College District is made pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties, and fully resolves the 2024-2025 re-opener negotiations. Unless otherwise stated, the following agreements are intended to apply only to the Articles set forth below. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed.

**ARTICLE 4
Workload**

1. **Composition and Creative Writing.** Starting effective Fall 2025 and continuing thereafter, Article 4.2.1.d (Composition and Creative Writing: ENGL 102, 105, 106, and 111 at MJC; ENGL 1B and 10 at CC; and ENGL C1000 and C1001 at both colleges; or their equivalents) will be updated to reflect that all sections (taught by full- and part-time) will be paid at the equivalent to 25% load (i.e., 67.5 hours).

2. **Part-Time Office Hour Pay and Summer Full-Time Office Hour Pay.** Full-time summer office hour language will move to Article 4.4 and shall also include full-time faculty who work in the summer. Effective with the execution of this MOU, Article 4.4.4 shall read as follows:

4.4.4 Full-time instructional faculty shall provide 10 minutes of compensated office time per week for each unit of lecture/lab/activity taught during the summer session. Full-time instructional faculty will be provided a stipend for office hours during the summer term, calculated at the rate of \$40 per hour.

This necessitates a modification to Article 7.5.1 so that it shall read as follows:

7.5.1 Part-Time Office Hours will be compensated at \$40 per hour. Part-Time Faculty shall provide 10 minutes of office time for each unit of lecture/lab taught. For every unit taught, there will be 10 minutes of compensated office time, per week.

3. **Course Modality Preparations.** Starting effective with the Fall 2025 semester, Article 4.5.1 will be edited to reflect that each course modality (in person, online, hybrid/hyflex) counts as a separate preparation; and clarify the Article language to reflect that the new activity unit hour definition is a separate preparation.

4.5.1.E An online section, hybrid section, Hyflex section, and a face-to-face section of the same course name and number shall all count as separate preparations.

4. **Lab Parity Workgroup.** Both parties agree to establish and identify members of a lab parity workgroup during Fall 2025. The charge of the workgroup will be to evaluate laboratory parity. This workgroup will be composed of faculty and administrators, and will use the contractual requirements for courses, statewide comparison data, Course Outlines of Record, and other relevant information to make parity recommendations. The workgroup will provide the negotiations teams with monthly progress updates and submit its recommendation on or before March 30, 2026.

5. **Part-Time Health Benefits.** The parties' agree to resolve YFA's Jun 5, 2025, part-time health benefits grievance as follows:

a. The District agrees to reimburse the following single-district, part-time faculty for health insurance premiums, up to \$6,000 per term, including part-time faculty member's or their dependents' insurance benefits provided by another employer other than a community college district, pursuant to the terms of the parties' April 15, 2024, MOU ("MOU"):

b. The above-listed part-time faculty members must still be otherwise eligible for reimbursement under the MOU (e.g., provide all requested documentation, confirm minimum load eligibility).

c. Starting effective with the Fall 2025 semester, and continuing thereafter, a part-time faculty member, multi-district part-time faculty member, or their dependents whose premiums for health insurance are paid by an employer other than a community college district are not eligible to participate in the program.

d. The District will process all applications for the above-listed faculty and provide all reimbursement payments to eligible faculty by November 1, 2025.

e. Upon execution of the reimbursement payments, YFA will withdraw its grievance with prejudice.

6. **MJC RSI Compliance and Off-Cycle Review.** As part of this comprehensive agreement, the parties agree to execute and implement the enclosed MOU, "MJC RSI Compliance and Off-Cycle Review."

Yosemite Community College District



Yosemite Faculty Association



