

1  
2  
3  
4  
5

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE YOSEMITE COMMUNITY COLLEGE DISTRICT  
TO THE YOSEMITE FACULTY ASSOCIATION  
December 10, 2024**

6 This Memorandum of Understanding (“MOU”) between the Yosemite Community College District  
7 and the Yosemite Faculty Association is expressly made pursuant to the Education Employment  
8 Relations Act and the Collective Bargaining Agreement between the parties. The purpose of this  
9 MOU is to memorize and confirm additional revisions and modifications to the 2023-2026  
10 Successor Collective Bargaining Agreement.

11  
12 Specifically, in addition to the Tentative Agreements that have been previously executed, the  
13 parties further agree to the following:

14  
15 1. **Global Changes**

- 16 a. Capitalize “District” throughout the agreement for consistency;  
17  
18 b. Remove “2021 Amendments” from the footer;  
19  
20 c. Remove references to sections that no longer exists (e.g., sections 4.1.3 and 4.1.5).  
21  
22 d. Standardize capitalization of “Appendix.”  
23

24  
25 2. **Article 3:**

- 26 a. Grammatical Correction: remove comma from “member, but”.  
27  
28 b. Replace “District” with “Administrative” and replace “6010” with “4010”.  
29  
30 c. Remove “4.5” and replace with “4.6” in section 3.3.  
31

32  
33 3. **Article 4:**

- 34 a. Grammatical correction: replace comma with colon in section 4.2.  
35  
36 b. Grammatical correction: included a period in section 4.2.1.b.  
37  
38 c. Add “Exceptions are noted in 4.2.1.d.”  
39  
40 d. Add “and activity” to section 4.2.1.d.  
41  
42 e. Grammatical correction: remove “as” and replace with “are” in section 4.2.1.d.  
43  
44 f. Grammatical correction: omitted inclusion of “are” from Tentative Agreement in  
45 section 4.2.1.e.  
46  
47 g. Remove “/” from section header of 4.2.2.1.  
48  
49 h. Grammatical correction: insert “,” in section 4.2.3  
50  
51 i. Grammatical correction: included a comma in section 4.3.4.  
52  
53

- 54 j. Add “directly” to section 4.6.1.  
55  
56 k. Add “appropriate” to section 4.6.1.;  
57  
58 l. Remove “of Instruction” from section 4.6.1.;  
59  
60 m. Remove “Annualized load may include both instructional and non-instructional  
61 assignments.” from section 4.6.1.;  
62  
63 n. Remove “to” from section 4.6.2.3.  
64  
65 o. Add comma to section 4.7.  
66  
67 p. Replace “4.1.3” with “4.2” in section 4.7.  
68  
69 q. Replace “13.3.2” with “13.4.2” in section 4.7.  
70  
71 r. Remove “term” and replace with “course” in section 4.8.3.;  
72  
73 s. Remove italics and underline from “within and” in section 4.10.  
74  
75 t. Replace “Minimum Class Capacity Guidelines” with “Guidelines for Minimum  
76 Enrollment” in section 4.10.1.  
77  
78 u. Remove “Student enrollments above capacity and below 51 shall be at the discretion  
79 of the instructor to help the college meet its enrollment targets and/or for class size  
80 balancing as described in Article 4.7.” from section 4.11.1.  
81  
82 v. Add “percent” to section 4.11.2.2.  
83  
84 w. Remove “36/525” from section 4.11.2.2.  
85  
86 x. Replace “\$948.23” with “\$948.62” in section 4.11.2.2.  
87  
88 y. Replace “hour” with “unit” in section 4.11.2.2.  
89  
90 z. Edit parenthesis to include “54 hours on its COR” in section 4.11.2.2.  
91  
92 aa. Add “Each student results in  $54/525 = 0.1029$  FTES.” to Example 3 of section  
93 4.11.2.2  
94  
95 bb. Add “0.1029” to equation in Example 3 of section 4.11.2.2.  
96  
97 cc. Replace “\$2,376.99” with “\$2,376.00” in section 4.11.2.2  
98  
99 dd. Remove “(See Article 4.8.5)” from section 4.11.2.3.c.  
100  
101 ee. Replace “unit” with “faculty” in section 4.11.3.2.  
102  
103 ff. Add “Each student results in  $54/525 = 0.1029$  FTES.” to Example One of section  
104 4.11.3.3.  
105  
106 gg. Add “for” to section 4.11.3.3.a.

107  
108  
109  
110  
111  
112  
113  
114  
115  
116  
117  
118  
119  
120  
121  
122  
123  
124  
125  
126  
127  
128  
129  
130  
131  
132  
133  
134  
135  
136  
137  
138  
139  
140  
141  
142  
143  
144  
145  
146  
147  
148  
149  
150  
151  
152  
153  
154  
155  
156  
157  
158  
159

hh. Grammatical correction: Replace “Students” with “students” in section 4.11.3.3.a.

ii. Add “0.1029” to equation in Example One of section 4.11.3.3.

jj. Replace “\$2,037.42” with “2,036.57” in section 4.11.3.3.;

kk. Remove “, and” and replace with “. It” in section 4.11.3.3.

ll. Add parenthesis to mathematical equation in section 4.11.3.3

mm. Remove “(0.1029)” from section 4.11.3.3.

nn. Replace \$2,037.42 with \$2,036.57 in 4.11.3.3

oo. Add “Each student results in  $54/525 = 0.1029$  FTES.” to Example Two of section 4.11.3.3.

pp. Add “0.1029” to equation in Example Two of section 4.11.3.3.

qq. Replace “\$2,376.99” with “\$2,376.00” in section 4.11.3.3.

rr. Include omitted language from 2020-2023 agreement, “Hourly Pay: Paid hours for large part-time and overload classes shall be multiplied by the load factor as calculated above.” in section 4.11.3.3.

ss. Add comma after “Duties include” to section 4.12.1.

tt. Remove extraneous “and” from section 4.12.1.

uu. Retitle “4.11 – Large Class Accommodations” as “4.11 Extra Student Stipends and Large Class Accommodations” in section 4.12.1.

4. **Article 6:**

a. Replace “1” with “2” in section 6.4.

b. Remove “(See Article 4.1.3 and 4.1.5)” from section 6.6.3.h.

5. **Article 7:**

a. Remove Article reference “4.1.1” and replace with “4.3” in section 7.3.3.

b. Remove “be” and replace with “by” in section 7.3.4.

6. **Article 9:**

a. Remove “Article” and replace with “Appendix” in section 9.2.

b. Remove Appendix “D” reference and replace with reference to Appendix “E” in section 9.4.

c. Add “a” to section 9.4.B.

160  
161  
162  
163  
164  
165  
166  
167  
168  
169  
170  
171  
172  
173  
174  
175  
176  
177  
178  
179  
180  
181  
182  
183  
184  
185  
186  
187  
188  
189  
190  
191  
192  
193  
194  
195  
196  
197  
198  
199  
200  
201  
202  
203  
204  
205  
206  
207  
208  
209  
210

- d. Add hyphen to spelling of “full-time” in section 9.5.
- e. Correct spelling of “one half” in section 9.5
- f. Removed capitalization of “sabbatical leaves” in section 9.5.
- g. Update the numbering of Sections 9.6.1 and 9.6.2.
- h. Remove “(Option C)” from section 9.6.2.
- i. Include the following inadvertently omitted last three paragraphs of section 9.6.2 Additional Earnings language from the CBA 2021 Amendments document:

Faculty members on a “working sabbatical” do not need to complete this request form.

The District and the Association recognize that faculty members often serve as authors, consultants, artists, and other independent roles in addition to their role in the District. This section shall not restrict a faculty member from earning additional compensation from activities participated in during the term of the sabbatical leave that are unrelated to the stated purpose of the sabbatical leave.

Income derived from leave-related activities after the term of the sabbatical leave shall not be restricted by the application of this section. (See District Procedure 3710- Securing of Copyright, 3715 Intellectual Property and Article 34.4).

- k. Add hyphen to spelling of “full-time” in section 9.7.
  - l. Add a hyphen to “Appendix E-1” in section 9.5.3
  - m. Remove “an” and replace with “their” from section 9.18.
  - n. Capitalize “Sabbatical Leave Report” in section 9.22.1.
  - o. Add hyphen to “Appendix E-3” in section 9.22.2.
  - p. Add hyphens to “return-to-campus” in section 9.23.
7. **Article 11:**
- a. Add hyphens to the spelling of “mother-in-law”, “father-in-law”, “son-in-law”, “daughter-in-law”, “brother-in-law”, and “sister-in-law” in section 11.1.
  - b. Add hyphen to “short-term” in section 11.2.7.
  - c. Add hyphens to spelling of “out-of-state” in section 11.5.
  - d. Add hyphen to spelling of “one-way” in section 11.5.

- 211 e. Add hyphens to spelling of “out-of-state” in section 11.5.3.  
212  
213 f. Add hyphen to spelling of “one-way” in section 11.5.3.  
214  
215 g. Add hyphen to spelling of “thirty-six”.  
216  
217 h. Add the following inadvertently omitted language to section 11.8.2.3: “... leave to  
218 which the parent may be entitled.”  
219  
220 i. Add hyphen to spelling of “short-term” in section 11.13.  
221  
222 8. **Article 12:** Remove comma in between “disability” and “or” in section 12.7.  
223  
224 9. **Article 13:** Add accents to spelling of “résumé” in section 13.3.1.  
225  
226 10. **Article 14:**  
227  
228 a. Remove commas from section 14.1.B.  
229  
230 b. Remove “of” from section 14.1.B.  
231  
232 c. Remove underline from “not including” and “other” in section 14.1.D.  
233  
234 d. Capitalize “Step” in section 14.1.D.4.  
235  
236 e. Move paragraph beginning with “This article section shall be...” to follow Example 3  
237 in Article 14.2.2.2.  
238  
239 f. Revise section numeral, from “14.2.2.4” to “14.2.2.3.”  
240  
241 g. Add “A-2” to section 14.4.2.  
242  
243 h. Add “Certificated Salary Schedule to section 14.4.2.  
244  
245 i. Replace “Annual” with “Certificated” in regard to the 175-day salary schedule In  
246 section 14.4.2;  
247  
248 j. Remove italics from language in section 14.6.3.1.  
249  
250 k. Replace “employee” with “member” in section 14.6.3.2.  
251  
252 l. Disregard and delete the note in Article 14.9.2 that indicates “New AT stipend  
253 language for MJC to be included in App A-3”  
254  
255 m. Remove “Citation” from section 14.9.4.  
256  
257 11. **Article 15:** Add “are counted” to section 15.1.2  
258  
259 12. **Article 18:**  
260  
261 a. Add hyphen to spelling of “full-time” in section 18.3.  
262

- 263           b. Add hyphens to spelling of “back-to-back” in section 18.3.  
264  
265 13. **Article 19:** Replace “is” with “are” in section 19.5.1.  
266  
267 14. **Article 21:**  
268  
269           a. Remove “the” from section 21.4.2.  
270  
271           b. Add “college” to section 21.6.3.  
272  
273           c. Add a period to section 21.6.6.  
274  
275           d. Remove “s” from “maintain” in section 21.6.7.  
276  
277 15. **Article 23:**  
278  
279           a. Renumbered section “23.5.1” as “23.5” and section “23.5.2” as “23.5.1.”  
280  
281           b. Revise section reference from “28.9.3” to “23.9.3” in section 23.5.1.  
282  
283           c. Add the language, “shall be provided to the Association” to section 23.5.1.  
284  
285           d. Remove “H” from section 23.8.1.  
286  
287 16. **Article 27:** Add hyphen to spelling of “above-described” in section 27.5  
288  
289 17. **Article 28:** Remove “s” from “negotiations” in section 27.5.  
290  
291 18. **Article 30:** Add hyphen to spelling of “camera-ready” in section 30.1.  
292  
293 19. **Article 31:** Revise section numeral from “31.3.1” to “31.2.1”  
294  
295 20. **Article 34:**  
296  
297           a. Include section numeral 34.1.  
298  
299           b. Title case revision to section 34.1 header “Academic Freedom”.  
300  
301           c. Revise District Policy reference from “6030” to “4030” in section 34.1.  
302  
303           d. Revise District Policy reference from “5580” to “5-8081” in section 34.1.  
304  
305           e. Revise District Policy reference from “6030” to “4030” in section 34.3.  
306  
307           f. Grammatical correction of word “Divisions” – from “Divisions” to “division” in section  
308           34.4.3.  
309  
310           g. Remove apostrophe from “communities” in section 34.4.  
311  
312           h. Revise District Policy reference from “2710” to “3715” in section 34.4.  
313  
314 21. **Article 37:** Replace “Article 37.10” with “Article 37.8” in section 37.3  
315

316 22. **Article 39:**

317

318 a. Capitalize “The” in section 39.3.

319

320 b. Capitalize “when” on section 39.3

321

322 c. Add “faculty” to section 39.4.B.1.

323

324 d. Remove “for” from section 39.5.

325

326 23. **Article 40:**

327

328 a. Remove “Attached” from section 40.2.2.

329

330 b. Remove “APPENDIX K” from section 40.2.2.

331

332 c. Add “ten” to section 40.2.4.

333

334 d. Add parenthesis in section 40.2.4.

335

336 24. **Appendix A**

337

338 a. **Appendix A-1 & A-2 [SALARY SCHEDULES]:**

339

340 i. Use the correct 2024-2025 table, reflecting an increase of 5.3123% instead of  
341 5.31225%;

342

343 ii. Attach the correct 175-day schedule as posted on the District website;

344

345 iii. Update and format the salary tables so that they are uniform;

346

347 iv. Replace “Certificated Adjunct/Overload Daily Rate Salary Schedule” schedule  
348 with a Y-Rated non-instructional hourly schedule for faculty hired prior to  
349 2016. This schedule converts the “Daily Rate” to hourly by dividing the daily  
350 rate by six (6).

351

352 b. **Appendix A-4:** Insert the new YFA logo;

353

354 25. **Appendix B:**

355

356 a. Update Appendix B to include the current class capacity form and process  
357 (attached).

358

359 **b.** Replace Appendix B-2 Class Size Capacity with the placeholder sheet that contains  
360 the following language:

361

362 “Appendix B-2: Class Size Capacity 11/25/24

363

364 To ensure compliance with the CBA, the updated “snapshots” of Class Capacities for  
365 MJC and Columbia College are currently being verified by YCCD and YFA. This  
366 page will be replaced with the updated snapshots once the verification of all class  
367 sizes is completed.

368

369 Until such time as the updated and verified snapshots are placed here, the 2020-  
370 2023 Appendix B class capacity snapshots, and any subsequent YFA/YCCD verified  
371 updates, remain in effect.”  
372

- 373 c. In the first paragraph, update reference from Article 37.8 to 37.5.
- 374
- 375 d. Remove the following list from step 4. “:  
376 a. Original to YFA Office  
377 b. MJC faculty, attach a copy to the eLumen workflow.  
378 c. Columbia faculty, email to the Curriculum Specialist.”  
379
- 380 e. Add “to the YFA Office Via email: [yfa@yosemite.edu](mailto:yfa@yosemite.edu). YFA will typically forward  
381 completed forms to the appropriate college within two business days.” to step 4.
- 382 f. Add new step, “5. New and updated course capacities are effective with the next  
383 curriculum cycle.
- 384 g. Add “the” and “Office” to clarify who should be contacted with questions.  
385

## 386 **26. Appendix C**

- 387
- 388 a. Add hyphen to spelling of “three-year” in Appendix C-3d.
- 389
- 390 b. Remove “as such” from Appendix C-3d.
- 391
- 392 c. Replace “APPENDIX C-5f” with “Appendix C-5h” in Appendix C-5.
- 393
- 394 d. Replace “APPENDIX C-5g” with “Appendix C-5i” in Appendix C-5.
- 395
- 396 e. Replace “APPENDIX C-5h” with “Appendix C-5j” in Appendix C-5.
- 397
- 398 f. Replace “APPENDIX C-5i” with “Appendix C-5k” in Appendix C-5.
- 399
- 400 g. Remove “s” from “interacts” in Appendix C-5.
- 401
- 402 h. Add “you” to Appendix C-5f.
- 403
- 404 i. Remove “(see Article 4.1.3 and 4.1.5) from Appendix C-6.  
405

## 406 **27. Appendix E:**

- 407
- 408 a. Revise Appendix reference from “APPENDIX D1” to “APPENDIX E-1” in Appendix E-  
409 2.
- 410
- 411 b. Remove “APPENDIX S(d)” and replace with “Appendix E-4” in Appendix E-3.  
412

## 413 **28. Appendix G:** Delete Appendix G;

## 414 **29. Appendix H:**

- 415
- 416
- 417 a. Amend Faculty Service Area and Reduction in Force Timeline to indicate: “FSA  
418 applications due by October **1st15<sup>th</sup>**.”  
419
- 420 b. Relabel Appendix H as Appendix G due to remove of the original Appendix G.  
421

## 422 **30. Appendix I:**



423  
424  
425  
426  
427  
428  
429  
430  
431  
432  
433  
434  
435  
436  
437  
438  
439  
440  
441  
442  
443  
444  
445  
446  
447  
448  
449  
450  
451

- a. Relabel Appendix I as Appendix H due to removal of Appendix G.
- b. Remove “Date Forwarded to Senate Approved”.
- c. Remove “Faculty:”.

31. **Appendix J:** Relabel as Appendix I due to removal of Appendix G.

32. **Appendix K:** Remove MOU 2013-2024 – Adoption of Revised Articles 3, 4;

33. **Appendix L:** Delete Appendix L.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

Yosemite Community  
College District

Yosemite Faculty Association

  
\_\_\_\_\_

Shelley Akiona Traub  
Shelley Akiona Traub (Dec 11, 2024 09:56 PST)  
\_\_\_\_\_

Henry C. V. Gong  
\_\_\_\_\_

Brian M. Greene  
Brian M. Greene (Dec 11, 2024 10:35 PST)  
\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_












# MOU-YFA-Wrap-up-Successor-2024-12-10-final


Final Audit Report

2024-12-11


Created:	2024-12-10
By:	REx Randall Erickson (rerickson@mcdougallawfirm.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAeXgpuvjomQPSY4JSGKF8VPa4KjxWKxfG

## "MOU-YFA-Wrap-up-Successor-2024-12-10-final" History


-  Document created by REX Randall Erickson (rerickson@mcdougallawfirm.com)  
2024-12-10 - 4:47:48 PM GMT
-  Document emailed to REX Randall Erickson (rerickson@mcdougallawfirm.com) for signature  
2024-12-10 - 4:47:55 PM GMT
-  Email viewed by REX Randall Erickson (rerickson@mcdougallawfirm.com)  
2024-12-10 - 4:49:22 PM GMT
-  Document e-signed by REX Randall Erickson (rerickson@mcdougallawfirm.com)  
Signature Date: 2024-12-10 - 4:49:34 PM GMT - Time Source: server
-  Document emailed to Shelley Akiona Traub (akionas@yosemite.edu) for signature  
2024-12-10 - 4:49:36 PM GMT
-  Email viewed by Shelley Akiona Traub (akionas@yosemite.edu)  
2024-12-11 - 4:56:26 PM GMT
-  Document e-signed by Shelley Akiona Traub (akionas@yosemite.edu)  
Signature Date: 2024-12-11 - 4:56:46 PM GMT - Time Source: server
-  Document emailed to Brian Greene (greeneb@yosemite.edu) for signature  
2024-12-11 - 4:56:48 PM GMT
-  Email viewed by Brian Greene (greeneb@yosemite.edu)  
2024-12-11 - 6:31:31 PM GMT
-  Signer Brian Greene (greeneb@yosemite.edu) entered name at signing as Brian M. Greene  
2024-12-11 - 6:35:28 PM GMT
-  Document e-signed by Brian M. Greene (greeneb@yosemite.edu)  
Signature Date: 2024-12-11 - 6:35:30 PM GMT - Time Source: server

 Document emailed to Dr. Henry Yong (yongh@yosemite.edu) for signature

2024-12-11 - 6:35:32 PM GMT

 Email viewed by Dr. Henry Yong (yongh@yosemite.edu)

2024-12-11 - 10:50:47 PM GMT

 Document e-signed by Dr. Henry Yong (yongh@yosemite.edu)

Signature Date: 2024-12-11 - 10:51:05 PM GMT - Time Source: server

 Agreement completed.

2024-12-11 - 10:51:05 PM GMT