



President's Report

Brian Greene, YFA President

I hope this newsletter finds you well and your semester speeding along successfully. There are a few items I would like to mention:

1) We are in the midst of our first part-time faculty membership drive since 2020. Our part-time members have increased ten-fold since then as we continue to advocate for part-time as well as full-time faculty. One of our big successes has been increasing instructional part-time wages, which are up more than 22% from May 2024 through September 2025.

2) YFA is in a strong financial position thanks to record membership and sound fiscal oversight. The Rep Council is considering investing a portion of our reserves in stocks and/or bonds to provide for long-term returns. We are pursuing a conservative approach that reduces risk while providing opportunities for growth. Share any feedback you may have with your YFA Representatives.

3) YFA is sponsoring a faculty trivia night on March 20th at 5:30 p.m. near MJC East Campus. The goal is to build community and have a good time. Dinner will be provided and all are welcome. More details to follow.

As always, please let me know if you have any questions or comments.

Negotiations Update

Optimism One, YFA Vice President for MJC

On January 23, MJC President Brian Sanders asked YFA and the District to negotiate a plan that will help MJC meet the Accrediting Commission of Community and Junior Colleges (ACCJC) compliance requirements regarding Regular Substantive Interaction (RSI) in our online courses. Since then, YFA has met twice with Mike Smedhammer and MJC's Academic Senate leaders to discuss the definitions and minimum requirements of RSI, but we have not discussed implementation. Implementing the ideas contemplated by President Sanders would have significant workload implications (e.g., mentoring/training, off-cycle evaluation, and possibly mid-semester course revision), so our expectation was that the District negotiations team would come to the table with a proposal on February 28. They did not. Instead, they are hoping a plan will be developed in the above-mentioned workgroup. We are willing to continue meeting with Smedhammer, et al., to discuss ideas; however, working conditions are a mandatory subject of bargaining, and we believe the necessary discussions should occur at the negotiations table without delay.

To be clear, YFA supports the motivation behind RSI. We want all our classes to be robust and effective, and we hope to reach a mutually agreeable solution that meets the ACCJC's requirements. But please know that unless and until YFA negotiates any changes, then all participation to address the new RSI standards is strictly voluntary.

Know Your Contract

Stipends are covered in [Article 14.9 of the CBA](#). By definition, a stipend is for work that is above and beyond your contractual responsibilities, with some exceptions, like stipends for coaches. Otherwise, there are three types of stipends: 1) project-based, 2) instructional hourly, and 3) non-instructional hourly. All stipends are required to be approved by YFA before work commences, and you shouldn't start before you know - and agree to - the terms of the arrangement.

Recently, many stipends have come through as non-instructional pay. That rate is appropriate in situations where there is an expectation of one hour of work for every hour of pay. In contrast, the instructional rate has an expectation of two hours of work for every hour of pay, just like in the classroom. This academic year we re-established a non-instructional hourly rate, which may be lower than that what you've experienced with previous stipends. Always be sure to confirm the rate before accepting any stipend assignments.

Calendar

- March 5 - YFA Exec Board Meeting
- March 19 - Rep Council Meeting
- March 20 @ 5:30 pm - Faculty Trivia Night
- March 31 - First YCCD Cesar Chavez holiday