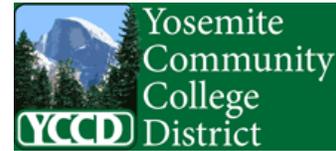




YFA-YCCD Tentative Agreement
Highlights
July 1, 2017—June 30, 2020



1. Salary (10% + 1%)
 - a. On-schedule (i.e., on-going) salary increase
 - i. 2% = retroactive to July 1, 2017
 - ii. 2% = resulting from salary schedule compression (July 1, 2018)
 - iii. 4% = retroactive to July 1, 2018
 - iv. 2% = retroactive to January 1, 2019
 - v. Total = 10%
 - b. Off-schedule (i.e., one-time monies) salary payment
 - i. 1% = off-schedule salary payment
2. New Compensation Model (for the 2020-2021 negotiations)
 - a. Use the Santa Rosa and California Federation of Teachers (AFL-CIO) studies, the Governor's budget, May revise, and other appropriate data
 - b. Mutually agreed-upon target with deadlines
 - i. Fall 2019 meetings to establish target
 - ii. January 31, 2020 target identified
 - iii. Spring 2020 negotiations
 - iv. June 30, 2020 negotiations complete
 - v. July 1, 2020 implementation of compensation formula
 - c. If July 1, 2020 implementation deadline is not met
 - i. One-time only, maximum 6-month extension permitted **AND**
 - ii. Automatic 2% on-schedule salary increase effective July 1, 2020
3. Part-Time/Overload (PTOL) Salary
 - a. Same increases as the full-time salary schedule (10% + 1%)
 - b. PTOL salary schedule change
 - i. Currently, 10-steps in fall/spring and 13-steps in summer
 - ii. Changes to 11-steps year-round
4. Benefits
 - a. Retroactive reimbursement (non-Kaiser options only)
 - i. October 1, 2016 thru September 30, 2017 (\$120)
 - ii. October 1, 2017 thru September 30, 2018 (\$696)
 - iii. October 1, 2018 thru February 28, 2019 (\$360)
 - iv. Total reimbursement = \$1,176
 - b. Two fully-paid options up to \$1,600 thru October 1, 2019
5. Workload
 - a. Credit courses to become 15-equated hours (Some English exceptions)
 - i. Many, but not all, faculty already teach 15-equated hours
 - ii. Faculty currently teaching 18 or 20-equated hours (for example) will start teaching 15-equated hours
 - b. Effective Fall 2019
 - c. ENGL 101, 102, 103 and ENGL 1A, 1B, 1C loaded at 25% for full-time faculty
 - d. Pilot study:

- i. ENGL 105, 106, 111 and ENGL 10 loaded at 25% thru Spring 2020
 - ii. Class size maximums increased to 31
 - iii. Data evaluation on enrollment and success to determine appropriate class size
 - iv. These courses exempt from Spring 2019 class size working groups
 - e. All labs standardized to 0.80
 - i. Most labs increase from 0.75 to 0.80
 - ii. Some labs decrease from 1.0 to 0.80. There may be exceptions, though:
 - iii. Mandate or regulation from an external requirement, accreditation standard, etc.
 - iv. Safety considerations, especially in CTE-related courses
 - v. Pedagogy (e.g., ability to effectively follow the COR, maintain rigor, maintain effective interaction with students, etc.)
 - f. Professional time
 - i. Added the phrase, "Participation in outcomes assessments and analysis, individually and/or in groups"
 - g. Class Size
 - i. All class sizes throughout the District to be reviewed.
 - 1. Class Capacity Work Groups
 - 2. Two (2) discipline faculty (preferably one from each college)
 - 3. Two (2) college administrators (preferably w/ the appropriate Dean)
 - 4. Work groups decide on class sizes (increments of 5 not required)
 - 5. Deadline is May 10, 2019
 - 6. Any class sizes not completed or deadlocked by the work groups:
 - a. Standard class size (in increments of 5 of to 40) determined by YFA-YCCD negotiations on May 15, 2019.
 - 7. Class sizes become effective Fall 2019 and can be revisited after four semesters.
 - 8. New courses must determine class size BEFORE going to curriculum committee.
6. Faculty Evaluations (Article 6)
 - a. Article 6 (Evaluations) apply to both full-time and part-time faculty
 - b. Timeline is more flexible (Appendix C)
 - c. Clarification about 1st and 2nd year probationary faculty evaluations
 - d. Full-time faculty required to write a self-evaluation (prompts provided)
 - e. Part-time faculty are encouraged, but not required, to write self-evaluation
 - f. Added "satisfactory with recommendations for improvement" category to tenured faculty evaluation
7. Part-Time (Article 7)
 - a. Article 7 (Part-Time Faculty) "reemployment preferences" based on SB1379
 - i. Point-accrual system based on load and semesters
 - ii. Retired YCCD faculty teaching part-time awarded points back to Fall 2004.
 - iii. "Satisfactory with recommendations" evaluations:
 - iv. Maintains current points, but does not accrue more
 - v. Required next semester follow-up evaluation

- vi. Existing points determine reemployment preference
 - vii. Once “Satisfactory” (with no recommendations), continues to accrue points
 - b. Mileage reimbursement (locations more than 10 miles away on same day between assignments)
 - c. Part-time office hours
 - i. YCCD to study state funding sources and bring options to YFA.
 - ii. If mutually agreeable, immediately implemented.
 - d. Life insurance (ability to purchase the same life insurance policy as full-time faculty)
- 8. Other Agreements
 - a. College and Career Access Pathways (CCAP)
 - i. YFA agrees to sign-off on CCAP
 - b. Unfair Labor Practice (ULP) Charge
 - i. YFA agrees to dismiss the ULP
 - c. Strike called off
 - i. YFA agrees to not strike on January 14, 2019