Members present: Gina Leguria, Susan Kincade, Leslie Buckalew, Victoria Simmons, Gene Womble, Tom Nomof, Sarah Curl

Absent: Iris Carroll, Jim Stevens, Mike Sundquist, Shirley Campbell

Recollections: Lucy Munoz

Negotiations progress continued on the topics of due process, banked leave and part-time issues. Due to the absences of certain YFA negotiators, it was agreed that any changes to the due process article or part-time article would be limited to grammar only and that a full review of these articles would be tabled until the November 24th meeting. Highlights of the session are outlined below:

1. Recollections and Table Talk from the November 3rd meeting were reviewed and approved with minor changes.

2. Training: It was agreed that negotiations team members from YFA and District would jointly participate in training sessions involving both traditional bargaining and interest-based bargaining. Training consultants and dates were discussed.

3. Due Process Article: Changes to the previous draft of the article were reviewed for grammar and clarity. Under the section dealing with a faculty member’s right to receive information about the place, time and nature of the complaint pursuant to a complaint being filed, it was agreed to eliminate the wording “plus or minus 3 days”, replacing it with “the approximate date of the alleged incident”. Further discussions about substantive changes to the article were tabled until the November 24th meeting.

4. Overload Banking:
   i. Team members tentatively agreed to change contract language in Section 10.2.5 of the contract dealing with cashing out banked hours upon separation from the District. Current contract language states that the dollar amount to be cashed out at the time of separation from the District will be calculated using the certificated overload hourly schedule in effect at the time the hours were banked. It was agreed to change this language to reflect the on-going practice of cashing out accumulated banked leave using the certificated overload hourly schedule currently in effect at the time of payout.
   ii. The teams reviewed the YFA report on the financial impact of the additional accumulation of banked leave. It was pointed out that the money collected from the District for banking is designated in a restricted fund account, whereas the cost of replacement with adjunct faculty is paid for the general fund.
iii. YFA reiterated its interest in increasing the accumulation of banked leave from 1 semester to 2 semesters for the following reasons:

- Additional benefit in contract enhances ability to attract and retain the most qualified faculty at YCCD
- Provides additional safety net for catastrophic illness
- Provides additional flexibility in backfilling load
- Allowing greater flexibility for faculty to pursue other interests
- Allows for possibility of earlier retirement

iv. Discussion ensued about the banking approval process, the composition of the banking committee and staffing problems that result when faculty members request banked leave from small programs as well as programs with limited available adjunct instructors. Because banked leave is tracked at both colleges, the VPI’s from MJC and Columbia were asked to provide historical information at the next meeting on the accumulation and usage of banked leave.

5. Part-Time Article: At the request of YFA to allow adjunct faculty to participate in the state’s long-term disability insurance program (SDI), YCCD reported that while the District does not belong to SDI, it has reached out to private insurance brokers requesting information about voluntary programs that could be made available to adjunct faculty. It was pointed out that part-time faculty who receive this benefit through another employer would not be eligible to participate in such a program. The issue of “priority of assignment” for adjunct faculty will be discussed at the next Dean’s Meeting. The use of student equity funds to fund part-time office hours is still under investigation.

6. Agenda Set for November 24th Meeting:
   i. Check-in
   ii. Review of Recollections/Table Talk
   iii. Solidify Training Dates
   iv. Due Process
   v. Banking
   vi. Part-time Article

Submitted by Tom Nomof