



*“When spiders unite,  
they can tie down a  
lion.”*

-Ethiopian proverb

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**Yuba College American Federation of Teachers Local 4952**

**NEGOTIATION UPDATE: 2011-14 Reopeners and 2014-17 Successor Contract**

It is gratifying at long last to be able to say that, on April 9, 2015, the Yuba College District Board of Trustees unanimously ratified the six reopener tentative agreements to its 2011-2014 contract with YC-AFT. The district's failure to ratify tentative agreements reached as of September 2014 made it impossible to begin bargaining the successor contract (that should have been in place July 1, 2014). The following briefly reiterates what is involved in the reopeners to the prior contract:

- The prior limit to placement at step three of our salary scale at the time of hire has been removed. This means ALL relevant experience will be considered at the time of hire.
- One position (unless more are indicated) for part-time faculty participation, with compensation for each member serving, has been

established for numerous new college and district committees. New committees (followed by per semester stipend) are: DC3 - two members (\$825), District Distance Learning Committee - four members (\$425), District IT Committee - two members (\$425), District Calendar Committee (\$425), District Budget Summit Committee (\$825), College SLO Committee - one member for each college's committee (\$425), College Flex Committee - one member for each college's committee (\$425), College Basic Skills Initiative Committee - one member for each college's committee (\$425).

- Stipends for part-time faculty who are asked and agree to: develop SLOs and means of assessment of SLOs, Program Reviews/Vitality Documentation, Curriculum review and development,

Course Outline review and development. In disciplines where there are full-time faculty the stipend is \$300 per course, program, or curriculum. Where there are no full-time faculty the stipend is \$500 per course, program, or curriculum.

- The part-time faculty office hours-system has been made both more certain and more simple. Gone is a fixed amount of funds to be divided among those who apply. Instead a fixed \$250 per semester payment is authorized. This is somewhat more than actual payments to unit members under the old system. The need to apply, who qualifies, required notice to students in the syllabus and a copy to the dean, etc., have not changed.
- Maximum teaching load for part-time faculty is now calculated based on the academic year (not per

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**NEW CLEAR LAKE CAMPUS DEAN**

It isn't often that one of our own adjunct faculty gets named to an administrative post at Yuba College. Yet that is what happened with Annette Lee, who has been teaching part-time at Yuba College Clear Lake Campus and was named Dean of the Clear Lake Campus as of this past January.

Annette has almost completed her CBO certification as a school finance officer, and she is enrolled in a doctoral program in educational administration.

When Dean Lee says she can understand the needs of the Yuba College student, she really means it. After all, she has been a student here. After

graduating from Middletown High School, Annette attended Yuba College before transferring to Sonoma State for her bachelor's degree. She then earned a master's degree in business administration from University of Nevada at Reno.

When Dean Lee says she can understand the needs of the faculty at the Clear Lake Campus, she really means that, also. She was an active member for five years of the Executive Board for Yuba College's union for adjunct faculty, the YC-AFT. She served as campus rep, Vice-President, and Secretary-Treasurer before resigning once she accepted the position as Dean.

Dean Lee has taught in the Business Department since 2007. Before moving back to Lake County to raise her family, she served as a senior consultant at Ernst & Young working in supply chain projects in the biotech industry in Silicon Valley. Dean Lee's husband is a teacher at Burns Valley Elementary School.

It has been two years since the Clear Lake Campus has had a permanent Dean, and the appointment of Annette Lee is hoped to be a turning point in campus's history. Among her first projects will be the re-alignment with Woodland Community College. Dean Lee is enjoying serving as our dean.

## STAFF DEVELOPMENT AND FLEX CREDIT FOR ADJUNCT FACULTY

Title V (55724) allows districts to provide calendar options that can be used for "instructional improvement activities in lieu of regular classroom instruction." Also, these guidelines provide a non-exclusive list of allowable categories that include appropriate out-of-classroom activities that lead to significant instructional improvements. In an Academic Senate California Community College (ASCCC) paper, Lesley Kawaguchi (2012) maintains that as a statewide system where adjunct faculty are often the majority working in individual departments, many are in colleges where their local academic senate barely encourage adjunct participation on campus committees. At Yuba College, this does not appear to be the case. The YCCD Flex Committee and the Yuba College Academic Senate have adjunct representation.

Regarding staff development practices for adjuncts, however, the issue may be more related to adequate compensation rather than representation. Clearly, all California CC's have experienced budget declines during the last several years, and a staff development program for faculty is generally one of the first areas to be cut. When staff

development budgets improve, there is often little or no support for funding adjuncts in their pursuit of professional development. Adequate staff development funding for adjunct faculty, for example, could include financial support for attending their subject conferences or regional workshops.

In another ASCCC report, Davison and Immerblum (2015) explain that the passage of AB2558 establishes guidelines for professional development for all college staff members. One concern may be how colleges define professional development. Some colleges, Davison and Immerblum explain, provide activities such as compliance requirements and consider them as professional development programs. The adjunct orientation at Yuba College often involves compliance requirements such as census reporting and other topics related to Title V regulations. These topics are certainly important, but it may be a better idea to give adjunct faculty a choice of flex credit or monetary compensation for attending these orientations. If adjunct faculty chose a monetary compensation, they can meet their flex requirements pursuing activities directly related to instructional improvement. This

practice would be similar to the choice given to full-time faculty who evaluate adjunct faculty. They are given a choice of flex credit or a monetary compensation.

Davison and Immerblum also explain that one concern that AB 2558 may raise is how colleges define professional development. They report that at Citrus College professional development is tied to student engagement, and at Mt. San Jacinto and West Los Angeles, professional development includes faculty workshops that engage participants in pedagogical discussions.

The YCCD Flex and Staff Development met jointly on March 17, to begin planning of convocation and adjunct orientation. The discussion included ideas to identify key professional development activities that could be integrated within the college community. Adjunct faculty should be strongly encouraged to participate in activities for which they could receive flex credit. As far as the adjunct orientation that often involve compliance issues and general college topics, the adjunct faculty should be given a choice of flex credit or a monetary compensation for their participation.

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## COMPRESSED CALENDAR

Our district is exploring a conversion to a Compressed Calendar. Currently, our fall and spring terms are either 17 or 18 weeks in length. In converting to a Compressed Calendar, the length for both terms will be 16 weeks. The total number of instructional hours per course will remain the same. There will be fewer meetings of each class, but each meeting will last a bit longer. Below is an example of a 3-unit class that meets twice weekly:

Current Calendar Schedule:  
MW Lecture 8-9:15 am  
Compressed Calendar Schedule:  
MW Lecture 8-9:20 am

Changing to the Compressed Calendar will also support adding one or possibly two intersessions. An intersession is a period between college terms when students can concentrate on one class in a shorter, accelerated time frame. Intersession courses can be offered in January or during the

summer. Intersession classes can range from three to eight weeks.

We prepared a short survey to gather your feedback regarding this proposed change. The survey is completely anonymous. The results will be reported in the aggregate only and will never be connected directly to you. Your input is invaluable as we go forward in our planning! Please take the 5-10 minutes to complete the survey. As you can see, there are two versions. If you are a faculty member, please complete the faculty survey only. Similarly, we are asking staff members to complete only the staff survey.

### Survey for Faculty:

<https://www.surveymonkey.com/r/C3SRV7D>

### Survey for Staff:

<https://www.surveymonkey.com/r/CG7CPLM>

If you would like more information related to the Compressed Calendar, including a fact

sheet, please visit <https://planning.vccd.edu/vccd-compressed-calendar> under Resources.

Paper copies are also available if you prefer and the pick-up and drop-off locations are listed below. Results of the survey will be available at the link above in June, 2015.

**Woodland Community College:** Pick Up/Drop Off: Administrative Office (Room 112)

**Colusa County Outreach:** Pick Up/Drop Off: Front Desk

**Yuba College – Marysville Campus:** Pick Up: Mail Room, Pick Up/Drop Off: Vice President's Office (Room 300)

**Sutter County Center:** Pick Up/Drop Off: Dean's Office (Room 217)

**Beale Education Center:** Pick Up/Drop Off: Room 117

**Clear Lake Campus:** Pick Up/Drop Off: Mail Room

-Kayeleigh Carabajal Ph.D.

## MEET AND GREET

This semester YC-AFT is starting a series of Meet & Greets around the district. This is your opportunity to meet with your YC-AFT representatives and colleagues, share your concerns, learn about the union, and have a little snack. We are negotiating now, so make sure your concerns are on the table. The first Meet & Greets were in March at the Sutter

Center. They were held two noon hours in a row, Wednesday and Thursday noon to 1:00, to give part-time instructors a chance to fit the event in with their schedules. We enjoyed talking and sharing pizza with those who came out. We are planning another set at the Marysville campus and the Woodland campus before the end of the semester.

See you there!



## NEGOTIATION, continued from page 1

semester) and explicitly acknowledges that differing loads in the two semesters may be balanced to reach the yearly maximum, currently 20 units.

- Technical changes were made to specify the basis for STRS service credits for part-time faculty.

With the above negotiations concluded, we will shortly commence bargaining over terms of the successor contract. YC-AFT has identified items of interest that include the following:

- Improvement of the salary scale, clarification of district STRS service credit reporting and STRS benefit election policies
- Free parking permits for part-time faculty
- In-house recruitment from part-time faculty for full-time openings
- Inclusion of compensation for Cooperative

Work Experience instruction in our salary scale and seniority system

- Revisions of the part-time faculty evaluation process and documents
- Access to district mailboxes and email systems required to facilitate communication specifically to and among unit members
- Establishing a "hold harmless" provision regarding seniority should unit members refuse Saturday teaching assignments, and protections regarding seniority when classes are cancelled for lack of enrollment shortly before or after the beginning of classes.

Elaine Robinson, Pam Geer, and our CFT field Representative Brian Doyle have been indispensable participants in our negotiations and I am extremely grateful for their efforts and expertise. Support from the remainder of YC-AFT's Executive Board

(EBoard) has been critical as well.

Another indispensable part of the process is informed interest and support from all members of our bargaining unit. Whether or not you are a member of YC-AFT, this work is all done on your behalf with direct benefits to you. Our effectiveness on your behalf is increased by your support and involvement. So I would urge YC-AFT members to contact the EBoard and become more involved. I also urge non-members to join YC-AFT to demonstrate greater support for our advocacy. We really are either pulling together to improve our lives and those of our students, or being manipulated individually to our great detriment. That is the unmistakable lesson from this last round of negotiation. So please consider my urgent request to join us and get involved. Thanks to all who have lent us support!

Doug Harris, Chief Negotiator – YC-AFT

## PRESIDENT'S MESSAGE

The YC-AFT negotiations team is once more at the table working on a new contract. This is a new contract that is based on the contract that expired June 30, 2014. For more information on what is involved in this round of bargaining see the negotiations article on the front page.

What can you do to support the bargaining effort? Join the union, become a member. If you are a member talk to your non-member friends and influence them to join as well. As a member you get to vote on contract agreements, as a non-member you get what the YC-AFT members decide. It costs nothing extra; agency fees and YC-AFT dues are the same



Elaine Robinson, President

## WHO IS NUMBER ONE?

Ask someone working for Yuba Community College District, "What department do you think is the most efficient in the district?" The odds-on-favorite answer is going to be THE PRINT SHOP!

Part-time instructors often interact with more than one community college district. You can hear it in conversations. "\_\_\_\_\_ college has a better evaluation system." "I like the seniority system at \_\_\_\_\_ college." But everyone has the same opinion of the print shop: "YCCD Print Shop ROCKS!" They are fast, accurate, professional, and really nice people who go out of their way for their clients. This is not an opinion held only by part-timers. Full-time instructors, classified staff, and administrators will tell you the same thing.

At present the YCCD print shop is staffed by one full-time CSEA employee, Teresa Green-

wood (19 years at YCCD) and one classified manager, Mike Wieber (16 years at YCCD). In the budget year 2000-2001 the print shop was staffed by two full-time CSEA members, two temporary part-time employees and one classified manager. At that time the print shop averaged 250,000 black print impressions per month (3 million annually). This year they average 365,000 per month (4.38 million annually). Before the fiscal year 2000-2001 average completion time of print requests was approximately 48 to 72 hours. Presently 99% of all print requests are completed within 24 hours. The print shop is also responsible for District USPS mail services. The print shop operating budget for 2001-2002 fiscal year was \$515,736. The print shop operating budget for 2014-2015 fiscal year is \$350,599. What other piece of Yuba Community College district has improved that

deduction amount. There are also lots of member benefits for members that agency fee payers miss out on. Becoming a YC-AFT member is the wise choice. Membership applications are available in the part-time mailbox areas at each campus, from your campus representative (see page 2), or you can contact Mary Benson the membership chair at [mary.benson.ca@gmail.com](mailto:mary.benson.ca@gmail.com).

Joining YC-AFT now is important. It sends a message to the administration that we stand together.

Be an active part of YC-AFT and make a difference.

## THREE HOUR BLOCK ISSUE

There has been some progress on the three hour block issue. As part of the compressed calendar survey students and instructors are being asked about preference for different types of class scheduling. There is an additional student survey, currently located on the home page of the Yuba College web page that allows students to give their input on both the length of classes, days of classes, and start times. The link is labeled "Class Scheduling Survey" and asks students, "If you were in charge of scheduling, when would you schedule classes?" The link leads to a Survey Monkey page, [https://www.surveymonkey.com/r/Schd\\_Survey](https://www.surveymonkey.com/r/Schd_Survey).

YC-AFT is not advocating one particular schedule, but is speaking out against the regimentation that could possibly cripple YCCD if there were not options for all the types of students who take classes. One part-time instructor, who teaches at both the Sutter Center and the Marysville Campus,

stated that the students in her Sutter class were younger, with more flexible schedules and that the schedules at Sutter did not stop them from taking classes. She had noticed this was not the case in her Marysville Campus course. Is this because all those who cannot fit the inflexible Sutter schedule into their lives have to go elsewhere for their classes? We do not want them going to other colleges to meet their needs, but Yuba College has to give them class options that fit with their schedules.

Yuba College administrators who create class schedules have found a way for three hour, once a week morning classes to start at 9:00, to allow for parents of preschool and school-age children to take classes. Since students have started registration for fall 2015, class start times are not easily changed. If you have a morning class in spring 2016, that you would like the start time changed to 9:00, contact your scheduler now.

much? What other part of YCCD operated with that level of efficiency?

The print shop is also responsible for printing the class readers that are ordered by instructors and purchased by students. This service saves students money every semester. The print shop staff is willing to do more. In a discussion about student readers, it was stated that if students could buy directly from the print shop, they could place a pre-paid order and pick it up the next day. This would save the students the cost of the middleman: the bookstore.

As YCCD reorganized the way they do business they should look to the print shop as a model of efficiency and look for more ways to utilize this valuable asset.

