

**Yuba College-American Federation of Teachers**  
**Post Office Box 2001**  
**Marysville, California 95901**



**Date:** February 15, 2022

**To:** Yuba Community College District

**From:** Yuba College–American Federation of Teachers Local 4952

The Yuba College Federation of Teachers (AFT) hereby sunshines the following:

<i>Bargaining Agreement Article No. or other</i>	<i>Article Title</i>	<i>AFT Initial Proposal</i>
4	Workload/Assignments	<input type="checkbox"/> Clarifies seniority list rules for Woodland Community College Distance Education instructors
4.5 (New)	<i>Design And Delivery of Online Instruction (New)</i>	<input type="checkbox"/> Provides for allocation of sufficient resources to support part-time faculty in design and delivery of high-quality online instruction in most effective manner possible

7	Salaries/Benefits	<ul style="list-style-type: none"> <li><input type="checkbox"/> Proposes clarifying revisions related to the Salary Schedule adjustments based on the state-provided COLA</li>   <li><input type="checkbox"/> Clarifies provisions related to District and College Service</li>   <li><input type="checkbox"/> Increases District and College Service stipends to more appropriate levels</li>   <li><input type="checkbox"/> Eliminates part-time faculty parking pass charge</li>   <li><input type="checkbox"/> Provides for new stipend structure for instructors who teach more students than normally required</li>   <li><input type="checkbox"/> Proposes formation of new work group related to part-time faculty health benefits</li> </ul>
8	Office Hours	<ul style="list-style-type: none"> <li><input type="checkbox"/> Revises office hours stipend structure to be more appropriate and competitive</li> </ul>
9	Leaves With Pay	<ul style="list-style-type: none"> <li><input type="checkbox"/> Ensures that District meets a prior, unfulfilled commitment to provide timely information about current sick leave balances</li> </ul>
11	Evaluations	<ul style="list-style-type: none"> <li><input type="checkbox"/> Provides clarification regarding appropriate and necessary training for individuals who evaluate part-time faculty members</li>   <li><input type="checkbox"/> Requires District and AFT to jointly develop revised administrative procedure and forms</li> </ul>

13	Duration of Agreement	<input type="checkbox"/> Proposes clarifying revisions
14	No Strike/Lockout	<input type="checkbox"/> Proposes clarifying revisions
15	Personnel Files	<input type="checkbox"/> Proposes clarifying revisions
<i>16.5 (New)</i>	<i>Career Development and Advancement (New)</i>	<input type="checkbox"/> Ensures that District engages with AFT on a regular and meaningful basis to: <ul style="list-style-type: none"> <li>o Enhance capabilities of part-time faculty members, and</li> <li>o Expand opportunities for part-time faculty members to become full-time faculty members at a college</li> </ul>
<i>16.6 (New)</i>	<i>Faculty Resources in All College Disciplines (New)</i>	<input type="checkbox"/> Ensures that District engages with AFT on a regular and meaningful basis to ensure that all disciplines at a college are adequately resourced to fulfill all academic expectations
<i>18 (New)</i>	<i>Intellectual Property (New)</i>	<input type="checkbox"/> Proposes formation of new work group related to part-time faculty intellectual property rights
<i>Appendix 1 (New)</i>	<i>Salary Rate for Public Safety Academy Instructors (New)</i>	<input type="checkbox"/> Requires District to re-evaluate the Salary Schedule placement of certain Public Safety Academy instructors
Exhibit A	YUBA COMMUNITY COLLEGE DISTRICT PART-TIME FACULTY WORKLOAD/ PART-TIME ASSIGNMENTS/ WORKLOAD GRIDS	<input type="checkbox"/> To be developed by District

Exhibit B	YUBA COMMUNITY COLLEGE DISTRICT YC-AFT Adjunct Academic Employees Salary Schedule - Effective July 1, 2022	<input type="checkbox"/> To be developed by District
Exhibit C	YUBA COMMUNITY COLLEGE DISTRICT YC-AFT Adjunct Academic Employees Salary Schedule - Effective July 1, 2022	<input type="checkbox"/> To be developed by District
Exhibit D	YUBA COMMUNITY COLLEGE DISTRICT YC-AFT Adjunct Academic Employees Salary Schedule - Effective July 1, 2022	<input type="checkbox"/> To be developed by District
Exhibit E	List of Current Participatory Governance Committees <del>and</del> Number of Participants	<input type="checkbox"/> To be developed by District