



MEMORANDUM OF UNDERSTANDING
Between Yuba Community College District (YCCD) and the
Faculty Association of Yuba Community College District (FAYCCD)

Subject: 2025-2026 Evaluation Implementation

Date: October 15, 2025

This Memorandum of Understanding (MOU) is entered into between the Yuba Community College District (District) and the Faculty Association of Yuba Community College District (FAYCCD) to establish an agreement regarding implementation of faculty evaluations, specifically student surveys, evaluation timelines, faculty training, and the use of institutional research data. Both parties agree to the following provisions to ensure clarity, fairness, and consistency during the evaluation cycle.

The parties agree to the following terms:

1. Pilot Period

The 2025-26 academic year evaluation process will be a pilot program for the Diversity Equity and Inclusion (DEIA) competencies as we work through implementation of changes.

During the pilot period, a "Needs Improvement" on Professional Growth Item 3(c) on Forms FT-2A, FT-2B, FT-2C:

- Will not trigger a Performance Improvement Plan (PIP)
- Will not automatically translate to "Needs Improvement" or "Unsatisfactory" for Professional Growth on the FT-1 Summary Form

This pilot does not impact other areas marked "Needs Improvement" on Forms FT-2A, FT-2B, or FT-2C.

2. Training and Support

- The District will provide training by October 31, 2025 that will include evaluation and tenure review regulatory requirements and the DEIA competencies and criteria framework developed by the California Community Colleges Chancellors Office (CCCCO).
- The District will provide examples of proficient responses as training tools.

3. Student Survey Ratings

- For student surveys that utilize scantron forms, such as with face-to-face classes, ratings shall follow an A-E format, with blank responses representing "Not Applicable."
- The Office of Instruction at each college will print the appropriate survey questions for in-person surveys labeled A-E and provide scantrons for student completion.

Yuba College
2088 North Beale Road
Marysville, CA 95901

Yuba Community College District
3301 E. Onstott Road
Yuba City, CA 95991

Woodland Community College
2300 E. Gibson Road
Woodland, CA 95776



4. Timelines

- College Institutional Research Directors will provide each faculty member with their individual instructor-level student success and retention data (both aggregated and disaggregated) by:
 - October 15 (Fall Semester)
 - March 15 (Spring Semester)
- Small sample sizes (15 students or less in disaggregated data) need not be included in the analysis.
- Student survey data shall be provided to faculty no later than:
 - November 15 (Fall Semester)
 - April 15 (Spring Semester)
- Faculty Self Study (Form FT-3) shall be submitted by:
 - November 30 (Fall Semester)
 - April 30 (Spring Semester)


5. Use of Data for Self-Study (Form FT-3) Reflection

Faculty may use a variety of data sources when completing their self-study, including but not limited to:

- Student survey data
- Aggregated faculty success and retention data
- Disaggregated faculty success and retention data (where sample sizes permit)
- Departmental data
- Other relevant institutional, departmental, or individual measures

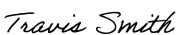
YUBA COMMUNITY
COLLEGE DISTRICT

FACULTY ASSOCIATION OF
YUBA COMMUNITY COLLEGE DISTRICT


Shouan Pan (Oct 15, 2025 16:58:33 PDT)

Oct 15, 2025

Shouan Pan, Ph.D.
Chancellor



Oct 17, 2025

Travis Smith, Ph.D.
FAYCCD President

Yuba College
2088 North Beale Road
Marysville, CA 95901

Yuba Community College District
3301 E. Onstott Road
Yuba City, CA 95991

Woodland Community College
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MOU-2025-002 Evaluations Revised Dates

Final Audit Report

2025-10-17

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 Agreement completed.

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