



YUBA COMMUNITY COLLEGE DISTRICT
SIDE LETTER OF AGREEMENT
Between Yuba Community College District and
Yuba College-American Federation of Teachers, Local 4952

Re: Implementation of Revised Salary Schedules and Related Agreements

This Side Letter of Agreement is entered into by and between the Yuba Community College District ("District") and the Yuba College-American Federation of Teachers, Local 4952 ("YC-AFT") to address changes related to compensation and related working conditions.

In support of implementing the **Summer & Intersession Salary Schedule** (Exhibit 1) and the revised **Fall 2025 (Exhibit 2) and Spring 2026 (Exhibit 3) Salary Schedules**, the District and YC-AFT agree to the following provisions, which also address topics discussed during recent Joint Labor-Management Meetings:

1. New Summer & Intersession Salary Schedule

The new Summer & Intersession Salary Schedule shall reflect **100% parity with the Full-Time Faculty Salary Schedule**. Compensation includes the requirement to hold **two (2) office hours per load unit**.

For example, a Unit Member teaching one three (3)-unit course during the summer session is expected to hold a total of six (6) office hours spread across the timeframe the course is offered. An individual teaching nine (9) units of load would be expected to hold eighteen (18) office hours distributed across the duration of their courses.

2. POCR Validation – Retroactive Compensation

The District agrees to provide retroactive payment for Peer Online Course Review (POCR) validations completed on or after **July 1, 2023**. This date aligns with the retroactive period used when implementing the 2024-2027 collective bargaining agreement.

Validations completed prior to this date occurred under the terms of the previous collective bargaining agreement and are not eligible for retroactive compensation.



3. Step Advancement

Unit Members who have completed **30 load units** since their last step increase will be eligible for advancement in the next regular term, provided they have not yet reached **Step 19**.

4.0 Longevity Steps

4.1.1 A Unit Member at Step 19 will be granted the first longevity step after completing 90 load units since being placed on Step 19.

4.1.2 The second longevity step shall be granted to a Unit Member after completion of 90 load units after receiving the first longevity step.

4.1.3 The third longevity step shall be granted to a Unit Member after completion of 120 load units after receiving the second longevity step.

4.1.4 The fourth longevity step shall be granted to a unit member after completion of 120 load units after receiving the third longevity step.

5. Distance Education Training Stipend

To create parity with the new agreed upon compensation structure in the FAYCCD contract, the Distance Education training stipend will increase from **\$1,000 to \$1,500**.

Moving forward, a **one-time stipend of \$1,500** will be paid to Unit Members who complete all college training requirements as outlined in the applicable College Distance Education Handbook. This includes the completion of a District-sponsored training, once developed in collaboration with the colleges and approved through appropriate District governance.

6. Coaching Stipends

Part-time faculty who serve as coaches will receive stipends in the **same amount and frequency** as full-time faculty coaches.

7. Seniority List by Hire Date

The parties have shared interest in investigating the best practices around moving seniority determination to hire date for all Unit Members.

YC-AFT has expressed that this is a common practice at other community colleges. Similarly the District has committed to examining challenges with seniority within the Public Safety Academy.



8. Transfer Form

The parties agree to **develop an electronic Transfer/Return Rights Form** with workflow functionality to ensure transparency regarding process and status tracking.

This Side Letter will remain in effect for the duration of the current collective bargaining agreement unless amended by mutual written agreement of both parties.

Signed this 23rd day of October, 2025, pending approval by the Yuba Community College District Board of Trustees.

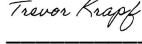
YUBA COMMUNITY
COLLEGE DISTRICT

YUBA COLLEGE –
AMERICAN FEDERATION OF TEACHERS


Shouan Pan (Oct 27, 2025 10:20:30 PDT)

Oct 27, 2025

Shouan Pan
Chancellor


Trevor Krapf

Oct 24, 2025

Trevor Krapf
YC-AFT President


Devin Crosby

Oct 23, 2025

Devin Crosby
Interim Associate Vice Chancellor, HR


Kelly Thomasson (Oct 24, 2025 14:28:08 PDT)

Oct 24, 2025

Kelly Thomasson
YC-AFT Chief Negotiator

YUBA COMMUNITY COLLEGE DISTRICT
SUMMER & INTERSESSION SALARY SCHEDULE FOR PART-TIME FACULTY - 2026/2027

	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
Step	New PT/Unit						
1	\$1,335.02	\$1,393.14	\$1,451.27	\$1,509.40	\$1,567.53	\$1,625.64	\$1,712.82
2	\$1,393.14	\$1,451.27	\$1,509.40	\$1,567.53	\$1,625.64	\$1,683.77	\$1,770.95
3	\$1,451.27	\$1,509.40	\$1,567.53	\$1,625.64	\$1,683.77	\$1,741.88	\$1,829.08
4	\$1,509.40	\$1,567.53	\$1,625.64	\$1,683.77	\$1,741.88	\$1,800.01	\$1,887.21
5	\$1,567.53	\$1,625.64	\$1,683.77	\$1,741.88	\$1,800.01	\$1,858.14	\$1,945.28
6	\$1,625.64	\$1,683.77	\$1,741.88	\$1,800.01	\$1,858.14	\$1,916.23	\$2,003.41
7	\$1,683.77	\$1,741.88	\$1,800.01	\$1,858.14	\$1,916.23	\$1,974.36	\$2,061.54
8	\$1,741.88	\$1,800.01	\$1,858.14	\$1,916.23	\$1,974.36	\$2,032.48	\$2,119.65
9	\$1,800.01	\$1,858.14	\$1,916.23	\$1,974.36	\$2,032.48	\$2,090.61	\$2,177.78
10	\$1,858.14	\$1,916.23	\$1,974.36	\$2,032.48	\$2,090.61	\$2,148.72	\$2,235.91
11	\$1,916.23	\$1,974.36	\$2,032.48	\$2,090.61	\$2,148.72	\$2,206.85	\$2,294.04
12	\$1,974.36	\$2,032.48	\$2,090.61	\$2,148.72	\$2,206.85	\$2,264.96	\$2,352.14
13	\$2,032.48	\$2,090.61	\$2,148.72	\$2,206.85	\$2,264.96	\$2,323.07	\$2,410.27
14		\$2,148.72	\$2,206.85	\$2,264.96	\$2,323.07	\$2,381.20	\$2,468.40
15		\$2,206.85	\$2,264.96	\$2,323.07	\$2,381.20	\$2,439.33	\$2,526.53
16			\$2,323.07	\$2,381.20	\$2,439.33	\$2,497.46	\$2,584.62
17			\$2,381.20	\$2,439.33	\$2,497.46	\$2,555.57	\$2,642.75
18			\$2,439.33	\$2,497.46	\$2,555.57	\$2,613.70	\$2,700.88
19				\$2,555.57	\$2,613.70	\$2,671.82	\$2,758.99
22				\$2,613.70	\$2,671.82	\$2,729.95	\$2,817.12
25				\$2,671.82	\$2,729.95	\$2,788.06	\$2,875.25
29				\$2,729.95	\$2,788.06	\$2,846.19	\$2,933.38
33				\$2,788.06	\$2,846.19	\$2,904.30	\$2,991.48

**Rate includes 2 hours of office hours per load unit*

Exhibit 2

YUBA COMMUNITY COLLEGE DISTRICT SALARY SCHEDULE FOR PART-TIME FACULTY - FALL 2025

	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
Step	New PT/Unit						
1	\$1,558.22	\$1,626.07	\$1,693.91	\$1,761.76	\$1,829.47	\$1,897.45	\$1,999.20
2	\$1,626.07	\$1,693.91	\$1,761.76	\$1,829.61	\$1,897.58	\$1,965.30	\$2,067.05
3	\$1,693.91	\$1,761.76	\$1,829.61	\$1,897.45	\$1,965.69	\$2,033.11	\$2,134.88
4	\$1,761.76	\$1,829.61	\$1,897.45	\$1,965.30	\$2,033.01	\$2,100.96	\$2,202.73
5	\$1,829.61	\$1,897.45	\$1,965.30	\$2,033.11	\$2,101.12	\$2,168.81	\$2,270.55
6	\$1,897.45	\$1,965.30	\$2,033.11	\$2,100.96	\$2,168.44	\$2,236.63	\$2,338.40
7	\$1,965.30	\$2,033.11	\$2,100.96	\$2,168.81	\$2,236.55	\$2,304.48	\$2,406.25
8	\$2,033.11	\$2,100.96	\$2,168.81	\$2,236.63	\$2,304.66	\$2,372.32	\$2,474.07
9	\$2,100.96	\$2,168.81	\$2,236.63	\$2,304.48	\$2,371.98	\$2,440.17	\$2,541.92
10	\$2,168.81	\$2,236.63	\$2,304.48	\$2,372.32	\$2,440.09	\$2,507.99	\$2,609.76
11	\$2,236.63	\$2,304.48	\$2,372.32	\$2,440.17	\$2,508.20	\$2,575.84	\$2,677.61
12	\$2,304.48	\$2,372.32	\$2,440.17	\$2,507.99	\$2,575.52	\$2,643.69	\$2,745.42
13	\$2,372.32	\$2,440.17	\$2,507.99	\$2,575.84	\$2,643.63	\$2,711.50	\$2,813.27
14		\$2,507.99	\$2,575.84	\$2,643.69	\$2,711.74	\$2,779.35	\$2,881.12
15		\$2,575.84	\$2,643.69	\$2,711.50	\$2,779.06	\$2,847.19	\$2,948.96
16			\$2,711.50	\$2,779.35	\$2,847.17	\$2,915.04	\$3,016.79
17			\$2,779.35	\$2,847.19	\$2,915.28	\$2,982.86	\$3,084.63
18			\$2,847.19	\$2,915.04	\$2,982.60	\$3,050.71	\$3,152.48
19				\$2,982.86	\$3,050.71	\$3,118.56	\$3,220.29
22				\$3,050.71	\$3,118.82	\$3,186.40	\$3,288.14
25				\$3,118.56	\$3,186.14	\$3,254.22	\$3,355.99
29				\$3,186.40	\$3,254.25	\$3,322.06	\$3,423.83
33				\$3,254.22	\$3,322.36	\$3,389.91	\$3,491.66

TULAL COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR PART-TIME FACULTY -SPRING 2026

	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
Step	New PT/Hourly						
1	\$1,586.89	\$1,655.99	\$1,725.08	\$1,794.18	\$1,863.14	\$1,932.36	\$2,035.98
2	\$1,655.99	\$1,725.08	\$1,794.18	\$1,863.27	\$1,932.50	\$2,001.46	\$2,105.08
3	\$1,725.08	\$1,794.18	\$1,863.27	\$1,932.36	\$2,001.86	\$2,070.52	\$2,174.17
4	\$1,794.18	\$1,863.27	\$1,932.36	\$2,001.46	\$2,070.42	\$2,139.62	\$2,243.26
5	\$1,863.27	\$1,932.36	\$2,001.46	\$2,070.52	\$2,139.78	\$2,208.72	\$2,312.33
6	\$1,932.36	\$2,001.46	\$2,070.52	\$2,139.62	\$2,208.34	\$2,277.78	\$2,381.43
7	\$2,001.46	\$2,070.52	\$2,139.62	\$2,208.72	\$2,277.70	\$2,346.88	\$2,450.53
8	\$2,070.52	\$2,139.62	\$2,208.72	\$2,277.78	\$2,347.07	\$2,415.97	\$2,519.59
9	\$2,139.62	\$2,208.72	\$2,277.78	\$2,346.88	\$2,415.62	\$2,485.07	\$2,588.69
10	\$2,208.72	\$2,277.78	\$2,346.88	\$2,415.97	\$2,484.99	\$2,554.13	\$2,657.77
11	\$2,277.78	\$2,346.88	\$2,415.97	\$2,485.07	\$2,554.35	\$2,623.23	\$2,726.87
12	\$2,346.88	\$2,415.97	\$2,485.07	\$2,554.13	\$2,622.91	\$2,692.33	\$2,795.94
13	\$2,415.97	\$2,485.07	\$2,554.13	\$2,623.23	\$2,692.27	\$2,761.39	\$2,865.04
14		\$2,554.13	\$2,623.23	\$2,692.33	\$2,761.64	\$2,830.49	\$2,934.13
15		\$2,623.23	\$2,692.33	\$2,761.39	\$2,830.19	\$2,899.58	\$3,003.22
16			\$2,761.39	\$2,830.49	\$2,899.56	\$2,968.68	\$3,072.30
17			\$2,830.49	\$2,899.58	\$2,968.92	\$3,037.74	\$3,141.38
18			\$2,899.58	\$2,968.68	\$3,037.48	\$3,106.84	\$3,210.48
19				\$3,037.74	\$3,106.84	\$3,175.94	\$3,279.55
22				\$3,106.84	\$3,176.20	\$3,245.03	\$3,348.64
25				\$3,175.94	\$3,244.76	\$3,314.10	\$3,417.74
29				\$3,245.03	\$3,314.12	\$3,383.19	\$3,486.83
33				\$3,314.10	\$3,383.49	\$3,452.29	\$3,555.91