

President's Report

State Budget Produces Some Winning Hands for District

by Richard Hansen, FA President

In last month's *FA News*, Governor Brown's May Budget Revision was found to be a mix of "Promise and Disappointment." Now that we are in the final stages of passing a state budget, the outcome is again a mixed bag.

The community colleges will not get the additional \$10.29 million unallocated base funding that the Senate proposed and will have to settle for the \$75 million in the governor's May Budget Proposal. Allocated proportionally on the basis of full-time equivalent students (FTES), this will bring about \$1.8 million to Foothill-De Anza and will be subject to negotiations that FA intends to initiate this summer.

Another source of additional funding comes in the form of a restoration of part-time faculty office hours to their pre-recession level, bringing \$3.66 million to the system. While the allocation model for these funds will be complicated, with the large number of office hours per part-time FTE (full-time equivalent) negotiated two years ago, Foothill-De Anza should get a substantial share of this funding, and FA will work to ensure this money is used to benefit part-time faculty in some way. It should not simply supplant current office hour expenses. Maybe it can fund additional office hours to bring part-time faculty, currently at 83.5 percent, closer to the negotiated 87.5 percent compensation parity rate.

FA Summer Hours

During the six-week summer session, beginning the week of June 27, the FA office hours will be Tuesday through Thursday from 8:30 a.m. to 4:00 p.m. Since campus conciliators are not on duty during the summer, faculty who need assistance should call the FA office at 650.949.7544.

Make no mistake, this is a major victory. The part-time faculty categorical budget items – office hours, medical benefits, and compensation equity (equal pay for equal work) – were initiated in the early 2000s and never progressed beyond what was meant to be a first installment of funding. Worse, these line items have been slashed during every economic downturn.

Year after year, faculty advocates have pressed for additional funding in these areas, and while the legislature has often been receptive, no governor has responded ... until now!

In contrast, the Assembly's \$21.9 million for additional full-time faculty didn't make it to the final budget for next year. While disappointing, we must not forget that a substantial allocation for full-time faculty was included in the current year's budget, and this, too, was a major victory. It is a welcome sign to see the state recognize the role of faculty, both full- and part-time, in the success of our students.

Complementing the progress on funding for faculty in support of student success, \$2.0 million is allocated in 2016-17 for the system's Equal Employment Opportunity (EEO) Program. The need to diversify faculty ranks became more immediately urgent thanks to the infusion of funds in the current year for additional full-time faculty positions. Over the past year, in her role as General Counsel in the Chancellor's Office, Foothill's new president, Thuy Nguyen, deserves credit for stimulating this effort.

In support, FA has repeatedly called for improvement in the quality of faculty professional life as an essential component of the EEO effort to attract talented candidates from

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Non-Instructional Load Task Force Begins Its Work

Kathy Perino, FA Chief Negotiator

The load task force began in the Spring of 2012. It has taken four full years to resolve multiple load and class size issues on the instructional side of the house. During these four years, some non-instructional faculty eager to resolve issues related to their workload have contacted the FA members of the task force for assistance. The District has also informed FA it would like to resolve the multiple inconsistencies between the campuses in terms of how workload is handled in non-instructional positions. So now that the work on the instructional side of the house is complete, the non-instructional load task force begins.

Librarians and counselors (general, psychological services, and DSPS/DRC) make up the majority of non-instructional positions in the District, but there are others to consider, too. Though the titles often differ by campus, they include those jobs related to student government advising, professional development, program directors, and articulation to name a few. There are over 100 full-time

non-instructional faculty in the District, and the load task force has been asked to review the workload of all of these positions.

Our review will include the number of work hours that make up the full time position, as well as how many hours must be scheduled on-campus and how many are left to "professional contributions." For instructional faculty, the typical faculty member's weekly workload consists of 15 hours in the classroom, 15 hours of prep, and 4 office hours. Professional contributions such as committee work and student advising are not quantified, but all occur outside of the other 34 hours.

Currently, non-instructional faculty job positions specify a range of work "options": from a 30-hour work-week to a 40-hour work week; similar positions, two counselors for example, with different hourly requirements; for some faculty committee work included as part of weekly work hours; and some job descriptions don't state the number of work hours per week at all. Thus, the first goal of the non-instructional load task force is to develop an understanding of the current workload rules and expectations for each non-instructional position. Then, as with the work of the instructional load task force, our goal will be to resolve any inconsistencies between similar positions, either on the same campus or between the two campuses.

The non-instructional load task force hopes to conclude this work by the end of the 2016-17 academic year, if not earlier. Non-instructional faculty can expect to be contacted by FA so that we can better understand these positions in our efforts to fairly represent all faculty.



Perino



Hansen

Opening Day PT Compensation

Negotiations of the 2016-19 Agreement will most likely not conclude until mid-Fall quarter of 2016. However, the District and FA have reached a tentative agreement on many articles including Article 27: Calendar. Under the 2013-16 Agreement, part-time faculty who voluntarily attended College Day, the second of two opening days, were compensated 100 dollars for attendance. Under the new agreement, part-time faculty will be compensated 150 dollars per day for attendance at each of the two opening days, District Day and/or College Day. The compensation assumes six hours of attendance per day. Part-time faculty attending fewer than six hours per day will be proportionally compensated.

Because the new language will not be implemented until the full 2016-19 Agreement is ratified by both the faculty and the Board, it is still unclear if this compensation will be available for Fall 2016 opening days. FA is hoping the District is willing to pay part-time faculty attendees at Fall 2016 opening days retroactively, once the Agreement is ratified.

FA Scholarships Awarded

Once again, two outstanding students have been awarded FA scholarships, De Anza student Alyssa Valdez and Foothill student Heather Kornblum.

Valdez is a Liberal Arts major who looks forward to pursuing bachelor's and master's degrees in communication as well as a career in film/television production, and who foresees her degrees as being "emblems" of "perseverance, capability, and authenticity." Having taken a variety of classes before declaring her major, she is currently one unit over the limit for financial aid eligibility. But despite financial hardship and great trials balancing work and study, including having to drop out temporarily to pay the bills, Valdez values scholarship for its own sake and sees education as the ticket to actualizing her future self. She embraces research, analysis, scholarship, and values skillfully used language as a transformative

asset. Her own self-transformation was deeply influenced by her meeting Dr. Angela Davis, who forever imprinted these words in her mind: "I'm no longer accepting the things I cannot change. I am changing the things I cannot accept."

Kornblum has completed 76 units with a cumulative 4.0 and received an academic award for outstanding achievement in Spanish. As a single mom, member of the Foothill College Honors Institute, and part-time teacher's aid, she is expert at juggling the rival demands of home life, schoolwork, and earning a paycheck.

Her future career is to be a clinical psychologist; of particular interest to her are questions of the differences in how people view sex and intimacy. Among her goals are to facilitate the ability of parents to have honest conversations with their children about physical intimacy, on the one hand, and on the other its invidious representations in our media culture, including sexual stereotypes, internet porn, and so on. Kornblum has also submitted a presentation proposal to the Honors Research Symposium at UC Berkeley about ways of mitigating the psychological and physical risks associated with casual sexual encounters. Further, she is interested in helping families, both intact and separated, "find a space" to examine their human connections.

Kornblum has applied to both UCs and CSUs for transfer in fall 2016.

PAA Checklist

Professional Achievement Award (PAA) applications (*Appendix I*) are due July 1. Use the checklist below to avoid the common PAA application mishaps:

- Be sure to attach to or after page 1 of *Appendix I* the Professional Growth Activities report form from your campus personnel office. It should confirm a total of at least 9 quarter units earned within the previous four years.

- Include complete copies of the three required, current evaluations: (1) J1 administrative; (2) J1 peer, and (3) J3 student (if practicable). Even if your campus personnel file contains these current evaluations, you must attach copies to *Appendix I*. If any one of these three are missing, the District will view the application as incomplete. Also check that each evaluation was copied correctly, e.g., all pages of a back-to-back version are included.

- Be sure your evaluations are the most "current" ones in your campus personnel file; they should be dated within the prior three years.

- Make sure your evaluations are completely signed and dated. For example, the J1 requires several signatures and dates and all must be filled in.

- Make a copy of your entire PAA application for your records. It may provide you some level of protection if any application pages are inadvertently lost.

- Deliver the completed application to your division dean or manager prior to the July 1 deadline. Be sure to **get and take with you** the signed and dated "Tear Sheet" (p. 3 of the application). This page is the only verification you'll have that you turned in the application on time.

CalPERS Fall Open Enrollment

- Informational packets will be sent to all employees at their home address in late summer. Included will be instructions for enrolling online through Secova. A letter will soon follow with the required access pin number. Contact the Benefits Unit (650.949.6224, MyBenefits@fhda.edu) if the packet does not arrive or with any other questions.

- 2016 Open enrollment for all employees will take place September 12 to October 7. During this time, any desired changes to benefit coverage can be made. For those not making changes, the current benefit options will roll over.

- This enrollment is for coverage during the 2017 calendar year, beginning January and ending December.

JLMBC Update: Good News So Far

by Lisa Markus, FA Vice-President

As part of the 2015-16 compensation agreement, if the overall medical benefits premium increase is less than 9 percent, then the 2017 part-time faculty, full-time employees, and pre-97 retiree contributions for medical benefits will remain at the 2016 levels. CalPERS released preliminary rates in May showing an increase considerably lower than 9 percent when weighted for FHDA enrollment. The final rates will be approved at the June CalPERS Board meeting, after this FA News goes to press.



Markus

In the unlikely event the overall final increase is in excess of 9 percent, the Joint Labor Management Benefits Council (JLMBC) will convene to negotiate the 2017 employee contributions. Since this is highly unlikely, faculty should plan for the 2017 contributions to remain at the 2016 levels.

The Blue Shield NetValue plan will be eliminated for 2017; the current four members impacted will be automatically transferred to the Blue Shield Access Plan, but they can change at open enrollment. Also of note is that in 2017 Kaiser plans to open three medical centers in Santa Cruz County (Santa Cruz, Scotts Valley, and Watsonville).

2016 Open enrollment for all employees will take place September 12 to October 7. During this time, any desired changes to benefit coverage can be made. For those not making changes, the current benefit options will roll over. This enrollment is for coverage during the 2017 calendar year, beginning January and ending December.

VEBA/Post-97 Trust update

More progress has been made on setting up the Voluntary Employee Beneficiary Association (VEBA) Trust account for Post-97 retirees.

In June 2016, the VEBA board of trustees met and determined that the trust will start paying out at a rate of \$100 per month, backdated to January 2016, for those eligible post-97 retirees over age 65. Eligible retirees will be notified. As part of the 2015-16 compensation agreement, \$800,000 of one-time money will be deposited in the VEBA Trust in 2017. This additional one-time funding is projected to extend the life of the fund by two to six years, depending on the rate of return.

FA Staff, Council Election Results

FA Officers: At its June 15, 2016 meeting, the Executive Council appointed FA officers for the 2016-17 academic year. Richard Hansen, De Anza Mathematics, was appointed to the office of President; Lisa Markus, De Anza Mathematics, was appointed Vice President; Amy Edwards, Foothill Biology, was appointed Executive Secretary; and Mary Ellen Goodwin, De Anza ESL, was appointed Associate Secretary for Part-time Faculty Interests.

Executive Council: Joining or continuing on the Council are Steve Batham, Foothill Business and Social Sciences; Karen Erickson, Foothill Biological and Health Sciences; Mary Ellen Goodwin, De Anza Language Arts; Meredith Heiser, Foothill Business and Social Sciences; Kim Palmore, De Anza Language Arts; Katherine Schaefer, Foothill Business and Social Sciences; Tim Shively, De Anza Language Arts; Robert Stockwell, De Anza Social Sciences and Humanities; and Sue Yoes, De Anza Language Arts.

FA thanks the faculty who have stepped forward to take on these leadership roles.

Part-time Faculty: Summer Health Benefits Reminders

Kathy Perino, FA Chief Negotiator

The following reminders are for part-time faculty participating in the District's health benefit plans. The employee contribution will be handled differently for the summer months depending on the employment status and/or medicare eligibility of the part-time faculty employee.

Part-time faculty with an assignment in spring quarter, summer session, and fall quarter will continue to have the employee contribution deducted from the payroll check, provided the pay for each month is enough to cover the employee contribution. Because part-time faculty with a Fall assignment do work in September but do not receive a paycheck in September, faculty in this group will receive a notification from the District that he/she must submit payment for the September employee contribution directly to District benefits. September payment can be made via check or credit card. No additional paperwork is required for faculty with assignments in spring, summer, and fall.

Part-time faculty not teaching summer session (or any other term) fall into "non-pay" status in those months not on the district payroll. The end of the employment contract is considered a life qualifying event, and because there is no guarantee of employment in the following term, the District is legally required to offer COBRA coverage to eligible part-time faculty for the summer. (Note: Part-time faculty who are 65 or older and medicare eligible, or part-time faculty with a dependent that is medicare eligible are not allowed to participate in COBRA coverage, so a Direct Pay exception is available.

Therefore, beginning July 1, all part-time

faculty under age 65 who do not have a summer assignment will receive a notice that they are eligible for COBRA coverage. Part-time faculty wishing to maintain coverage over the summer should submit the accompanying form to the Benefits Unit. These faculty members should expect the bill from their provider, often Kaiser or Anthem Blue Cross, and should be aware that the bill is often delayed four to six weeks. Once the bill is paid, faculty can submit the bill and proof of payment to the District Benefits Unit and the District will reimburse the employee for the District share of the health care cost. Upon returning to active (paid) status with the District, faculty who elect COBRA coverage will have to complete paperwork with the Benefits Unit upon return to paid status.

Medicare eligible part-time faculty, or part-time faculty with a medicare eligible dependent, with no summer assignment will receive a Direct Pay notice from the district as of July 1. Similar to the COBRA group, employees will receive a bill from the provider and make a payment directly to the provider. Faculty can submit the bill and proof of payment to the District Benefits unit and receive reimbursement for the District share of the health benefits. Part-time faculty in Direct Pay status will be automatically transitioned back to active/paid status in the Fall term, assuming they have an assignment in Fall.

Faculty with questions may wish to review the explanations and forms maintained by the Benefits office here: <http://hr.fhda.edu/benefits/e-forms.html>. Or one may contact the District Benefits Office at MyBenefits@fhda.edu, or the FA office 650-949-7544.

FA Welcomes New Foothill President

FA would like to extend a warm welcome to Thuy Thi Nguyen, the new President of Foothill College. Nguyen, who will start her position July 1, has worked for California community colleges for the past twelve years.

Nguyen has degrees from Yale and UCLA and started her law career at a small law firm in Emeryville, providing legal assistance to school districts. In 2003, she became general counsel for Peralta Community Colleges and later served as interim president/CEO of the Community College League of California, the chief advocacy organization for community colleges. Since 2015, Nguyen has served as the interim general counsel for the California Community Colleges Chancellor's Office.

Nguyen is the first Vietnamese American to become a community college president in

State Budget . . .

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underrepresented socio-economic groups. To this end, FA is working through the California Community College Independents (CCCI) to prioritize funding for both additional full-time faculty positions and part-time faculty compensation equity in budget advocacy.

To round out the 2016-17 budget picture, advocates were successful in restoring, to pre-recession levels, CalWORKS with an additional \$8.68 million and the MESA and Puente Programs with an additional \$2.37 million. There are also allocations of \$2.5 million for financial aid outreach on behalf of the new baccalaureate programs, one of which is Foothill's Dental Hygiene BA, and \$15 million for the California College Promise Innovation Grant Program under AB 1741, a bill currently making its way through the legislature.

All of this funding represents a shift of ongoing money out of the one-time Deferred Maintenance/Instructional Equipment budget line item, which started at the \$289 million level in the governor's January Budget and now sits at \$184 million in the final budget. With only \$34.5 million of this huge sum coming from one-time sources, faculty advocates were quick to call for a better use of these funds, and to a large degree, they succeeded.

Another success is found in the removal of the 60 percent cap on the use, for ongoing

Start Planning Your PDL Now!

If you are considering a Professional Development Leave (PDL) beginning in the 2017-18 academic year, it's not too early to start working on the application: by October 15, 2016, 4:30 p.m., you must submit *Appendix P1*, the PDL application, to the District Human Resources Office. One important tip: don't give it to someone else to turn in and don't forget to get and keep the date-stamped "Tear Sheet" as proof of on-time delivery.

Before starting to plan your PDL, read *Article 17* and look over *Appendix P1*. Here's how to distinguish its five sections: Section I Objective—how you will be affected by the PDL; Section II Activities—what you will do each quarter of the PDL; Section III Verification—how you will demonstrate completion of the PDL; Section IV Benefits to the Employee—how you will use or apply the PDL; Section V Benefits to Students/District—how students/District will be impacted by the PDL; Section VI Dean's Comments/Signature—how your dean/administrator views the PDL.

More detail on applying for a PDL will be in the September issue of FA News.

purposes, of the college share of the \$200 million Workforce allocation. This opens the possibility of using more of these funds for full-time Career and Technical Education (CTE) positions, both classified and faculty. The split of these funds remains at 60/40, the May Budget proposal, with 60 percent going to the colleges and 40 percent to the regional infrastructure.

Finally, FA will also be tracking the one-time funds coming to the District. From the \$184 million remaining in the Deferred Maintenance/Instructional Equipment budget item, Foothill-De Anza should receive about \$4.5 million. In addition, \$105.5 million is designated in 2016-17 for Mandate Reimbursement, a one-time payment for unfunded college and district costs related to fulfilling state requirements, and the District's share should amount to about \$2.5 million.

With the ink drying on the 2016-17 budget, attention is already turning to the next budget. The first meeting of the State Chancellor's Office Workgroup on the 2017-18 Budget Change Proposal (BCP) is set for Tuesday, June 21. Here we go again!

KYC Summer Deadlines

June 29: Full-time faculty file intent to change salary column for next academic year with campus Personnel Office (*Appendix A, B*).

June 30: Full-time faculty submit written requests for reassignment (*12.2*) or campus transfer to HR Vice Chancellor (*13.2*).

July 1: Full-time faculty submit Professional Achievement Award application to division dean (*38.2.1, 38.3*).

Aug. 26: Part-time faculty file intention to change salary column starting in the Fall 2015 Quarter with campus Personnel Office (*Appendix B.1, C, E, G*).

Sept. 15: Full-time faculty submit completion of requirements documentation for salary column change in academic year 2016-17 to campus Personnel Office (*Appendix A, B*).

Sept. 23: Part-time faculty submit completion of requirements documentation for column change in the Fall Quarter (next academic year) to campus Personnel Office (*Appendix B.1, C, E, G*).

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Letters and articles from District faculty are invited. FA, 12345 El Monte Road, Los Altos Hills, CA 94022. Ph: 650.949.7544 Email: ElwellSusanne@fhda.edu Website: <http://fa.fhda.edu>

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