

EXECUTIVE COUNCIL MINUTES
Meeting Held May 3, 2023

PRESENT: Erick Aragon, Steve Batham, Rich Booher, Lydia Botsford, Raymond Brennan, Mary Donahue, Amy Edwards, John Fox, Laura Gamez, Jordana Griffiths, Salvador Guerrero, Julie Jenkins, Rachel Mudge, Jim Nguyen, Kim Palmore, Felisa Vilaubi.

GUESTS: Nicole Gray, Kathy Perino, Daniel Solomon.

M/S Agenda approved as written with addition of item 4a, Grievance Officer Stipend. Vote unanimous.

M/S Minutes approved as written. Vote unanimous.

EXECUTIVE COUNCIL APPOINTMENTS

The Executive Council reviewed the letters of interest for two of the vacant seats, noting that a second De Anza full-time seat and a part-time seat from either campus were still available.

M/S to appoint Philosophy instructor Rich Booher to the full-time De Anza seat and History instructor Steve Batham to the full-time Foothill seat. Vote unanimous.

GRIEVANCE OFFICER STIPEND

Acting President John Fox shared which staff positions currently receive a stipend in addition to release time, which are the President, Chief Negotiator and Assistant Negotiators. Chief Negotiator Kathy Perino then outlined the increasing role and responsibilities of the Grievance Officer over the past several years which justified adding a stipend at the same level as that of the President and Chief Negotiator to the Grievance Officer position.

M/S to approve the addition of the stipend to the Grievance Officer position. Vote unanimous.

FH GOVERNANCE UPDATE

Fox stated that he had nothing to report in this area as he had missed the last Mission I'm Possible Committee (MIP-C) meeting in order to attend the California Community College Independents (CCCI) Conference and that the Foothill Academic Senate meeting had been cancelled for the lack of a quorum.

DA GOVERNANCE UPDATE

Mary Donahue reported that the De Anza Academic Senate had also been unable to get a quorum, which had sparked a lengthy discussion about why this was so.

Donahue inquired if work could be started on setting policies regarding class repeatability if AB 811 were successfully passed into law, which would then allow students to be able to repeat courses in certain areas like art, humanities, foreign languages, ESL and kinesiology.

Perino responded that changes to Board Policy were drafted in the Academic and Professional Matters (APM) committee and that she would bring the item forward at their next meeting.

Executive Secretary Jim Nguyen reported that he had attended the Police Chief's Advisory Council meeting, in which several upcoming events were announced. Coffee With A Cop will be held in De Anza's Main Quad on May 9 from 10:00 – 11:30 am. Run/Hide/Defend Training will be held at De Anza in Conference Rooms A & B on May 16 from 11:30 am – 1:30 pm. A Community Townhall Forum will be held at Foothill in the Hearthsides Room from 12:00 – 2:00 pm.

At the De Anza College Council meeting on April 20 the Measure G Task Force was finalized with administrator, faculty, staff and student representatives. The Task Force will get feedback and make decisions regarding the Arts quad, Events Center and other Measure G building plans. Nguyen noted that the FA Political Action Committee (PAC) was also monitoring this situation and that one of the PAC interns was also a member of the task force.

Salvador Guerrero stated that the Resource Allocation and Program Planning (RAPP) committee had been discussing possible off-cycle faculty hiring in which new full-time faculty would be hired mid-year, with initial service not counting toward tenure. Guerrero inquired what FA's position was on this. Perino responded that this practice was consistent with Ed. Code, which required completion of at least 75 percent of a full-time contract to qualify as a year of tenure.

DISTRICT BUDGET UPDATE

At the April 25 District Budget meeting most of the time was spent with the administration demonstrating a modelling tool from the State Chancellor's Office that allows for entering different assumptions within the many metrics of the Student-Centered Funding Formula (SCFF) to help project out funding through 2026-27. 2026-27 is significant because any districts that are still in Hold Harmless at that time will stop receiving any state COLAs until their funding level reaches that of the SCFF. Perino stated that this tool was very helpful in clarifying the most important factors impacting funding under the SCFF and she polled the council on their interest in inviting Vice Chancellor of Business Services Susan Cheu and Executive Director of Fiscal Services Raquel Puentes to a future meeting for a demonstration. After discussion, it was decided that, given the short number of available council meetings, an off schedule Zoom meeting would be best.

NEGOTIATIONS UPDATE

Perino shared the proposed language on the duties and selection process for Department Chairs that had just been discussed in negotiations. A review of current Department Chair positions indicated that the level of responsibilities varies widely. Some only do scheduling and so these would be renamed as Department Scheduler under the proposal. Some do everything but scheduling, including running department meetings, coordinating Program Review, collaborating with the dean on budget, coordinating part-time evaluations and hiring. These would be renamed as Department Coordinators. Faculty that did both scheduling and department coordination would continue to be named Department Chairs. Perino added that some Career Technical Education (CTE) Department Chairs had further duties that involved working with program boards and grants, which put them into a fourth category. The

Executive Council reviewed the proposed language on the descriptions and the process for selection and duration of the positions. The council expressed their concerns about how the proposed language would work in small and large departments as well as how they would affect those departments that already had well-established and working practices. Suggestions were made for changes that will be brought back to the District at the next negotiations session.

A draft of Appendix Z was shared showing FA's proposal for the reassigned time or additional pay for each department. Perino cautioned that, while this document had been presented to the District today, there had not been time to discuss the proposal and so the District's response was unknown. The Executive Council reviewed the document and made suggestions for some possible adjustments including the inclusion of some non-instructional areas.

PRESIDENT'S REPORT

Fox reminded the Executive Council that elections were coming up and noted those members whose terms were up at the end of this year. Statements are due by Friday, May 19 with elections to be held on June 13 and 14.

The Board of Trustees is working with Santa Clara County to establish a Health Clinic at De Anza, with a feasibility study being conducted on the proposal. Fox noted that, while this offered an exciting opportunity, it could also have an adverse impact on the already controversial Measure G facilities plans and any potential student housing projects.

The Housing Task Force wants the District to apply for funding from a state block grant, however, the District is unwilling to do so because the state Legislative Analyst Office has indicated that there will be no new money for housing and so any current funds should be prioritized to the UCs and CSUs. The District believes that submitting the application will only waste the \$100,000 cost required to hire a consultant to complete the process, with no hope of receiving any of the funds.

The candidate forums for the Chancellor will conclude this week with feedback due by Sunday, May 7.

A few attendees at the California Community College Independents (CCCI) Spring Conference got Covid, including Fox. CCCI did vote to support SB 252, the bill to divest fossil fuel investments from CalSTRS and CalPERS. Perino stated that she also got Covid but had learned a lot at the event about the state's part-time health benefits program and was scheduled to meet with the District via Zoom on May 4 to talk about improvements to the program for next year. This will hopefully be an increase in the employee contributions using the increased funding. Further improvements will be discussed for subsequent years, but Perino will return with more information about how this could work at another meeting. In salary negotiations, only one of the CCCI districts reported that they are going to receive a full COLA passthrough next year. The other districts who have already reached agreement on their 2023-24 compensation will be receiving between 88 and 90 percent of COLA.

A first meeting of the consortium of five south bay districts with West Valley-Mission, San Jose-Evergreen, Gavilan and Cabrillo has been scheduled in Los Gatos on June 10.

PART-TIME REPORT

Associate Secretary for Part-time Faculty Interests Raymond Brennan reported that the annual end-of-year event covering unemployment, health benefits and know your contract had been scheduled for June 8 and 9 from 1:00 to 3:30 pm via Zoom. Brennan added that he was open to suggestions on other items to be included.

AB 1752, which would force all districts to pay part-time faculty using minimum compensation standards, is a full parity bill with an estimated cost of \$537 million. Brennan opined that, because of the cost, the bill was unlikely to pass at this time but would help keep the conversation going in the ongoing effort to address the system inequities.

Perino stated that FA would be creating some five-minute videos on topics of interest for the new FA website. Some of these would be specific to full-time faculty, some to part-time and some to all faculty. Council members should send Perino any ideas they might have on subjects that should be addressed and may be contacted to help in presenting the information once scripts are written.

RESOURCE ALLOCATION GUIDELINES

Laura Gamez reported that she was a member of the Resource Allocation Guidelines (RAG) committee at Foothill, which had been tasked with developing new guiding principles and procedures for prioritizing hiring, space allocation and budgeting. Committee members have been tasked with reaching out to their constituency groups for feedback and Gamez stated that she would be sending out the latest draft of the guidelines to the council after the next RAG meeting on May 4. Gamez stated that, while she had been careful to make sure that the document was not in conflict with negotiable items, she would appreciate hearing about anything she might have missed, as well as any other revision suggestions.

EQUITY TASK FORCE UPDATE

Gamez reported that the Equity Task Force had completed the form regarding Alex Locust's May 17 equity training presentation and hoped to meet with Locust in the next two weeks to finalize everything. The council discussed possible options including an online link to the presentation and/or recording the event. Given the nature of the talk it was decided not to allow an online presence and to record only Locust's initial presentation so as not to inhibit participation.

PAC UPDATE

Nguyen stated that he did not have much to report as updates had already been given on housing and the Measure G Task Force. The Political Action Committee (PAC) is currently recruiting for next year, so Nguyen asked that any potential student intern from either campus be referred to either Bob Stockwell or himself. Interested faculty are also invited to join.

END-OF-YEAR PARTY

The end of year party has been set for June 1 from 4:00 – 7:00 pm and will be held in Shoup Park in Los Altos. An invitation will be sent to all faculty, with completion of an RSVP survey required to help with planning. An alcohol permit will be purchased, although FA will not be providing any alcoholic beverages.

FOR THE GOOD OF THE ORDER

Perino thanked Susan Harding-Palmore for coming to the meeting to take pictures of the Executive Council for the FA website.