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FAN NEWS

FOOTHILL-DE ANZA FACULTY ASSOCIATION
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After 23 years with FA, Elwell set to Retire

If you haven't met FA office manager Susanne Elwell, you probably know her name from the many FA emails we distribute each year. But Susanne is much, much more than the sender of blast emails. Susanne has quietly and consistently had your back, and every faculty member's back, for most of her career.

Susanne began her service to FHDA in 1990 and worked most of the 1990s in the Foothill TV Center, until it closed in 2000. Soon after, in February 2001, Susanne began her duties as FA office manager (just one quarter after I began work with FA as an assistant negotiator).

For FA staff and Executive Council members, Susanne has been the backbone of the FA operation. She knows the contract better than any staff member and can almost always answer questions like "I wonder why that is in the contract?" When no one can remember exactly what was agreed to years ago, she either knows it off the top of her head or can look up the history in the FA database in a matter of moments. As faculty transition in and out of union leadership positions, Susanne has been the steadying force, helping us all learn the ropes. She's been a great listener and strategic thought partner for all of us.

Susanne is retiring at the end of July (she has promised to be on call if we need her). If you happen to see her between now and her official retirement date, make sure you thank her for her years of work for FHDA faculty. Please join us in wishing her the best in retirement!



Please be reminded that instructional faculty are not required to hold office hours during the summer term, as there is no compensation for these hours. Office hours provided to students are voluntary. Should you have any questions, please feel free to reach out to [Kathy Perino](#), Chief Negotiator.

President's Report



Tim Shively FA President

Skip the Loo, Darling`

What a difference four years makes. Prior to the pandemic, when the FA office was a thriving hub of activity, with an Office Manager onsite four days a week and one or more FA officers in for most of most school days, the Educational Technology Services (ETS) building was an—I hesitate to say hourly, but frequent visitation. This was primarily due to the fact that [the union office building \(D140\)](#) (housing FA, ACE and the POA), the second most decrepit building on Foothill campus after the fenced off Griffin House,

is one of, if not the only, free standing structures on either campus without a restroom accessible nearby. While I'm not sure of the D140's date of construction, even the adjacent Edwardian Griffin House had working toilets when it was habitable. I used to appreciate the *momento mori* stroll from the union office to ETS, where the boarded up Griffin, with its rats and woodpeckers, was a constant reminder, timed to our biological rhythms, of the inevitable future ultimately awaiting all District structures and personnel.

On that cheery note, at present, FA personnel no longer have access to ETS, making the restroom by the Tennis Courts, a good hundred meters from our office, the closest option. As I pen this article, suffering at home from the GIT Blues (aka gastrointestinal distress), I shudder to think what sort of time I'd make in a dash from the office to the restroom, and have resolved to start wearing my running shoes and training, preliminary to finding myself in the unfortunate predicament of experiencing the Blues while on campus. In addition, this raises questions of the visiting guest's experience. Recent attendees of FA's "Open Office Hour" were incredulous that the closest facility was a football field away. And while our custodial staff does a fabulous job of keeping it clean and operational, these are certainly not the sort of furnishings wherein one might expect a bidet. No, it's entirely function over form. What will happen when FA moves into full swing next year, including our regularly itinerant procession of not just faculty, staff and students, but legal counsel, Board members, community representatives, business leaders and politicians? If there's a silver lining, given the *FA News's* current electronic format, at least there won't be any hard copies used in the "out" house.

Scatological humor aside, I do have a larger point than just the lack of convenient lavatorial access. It has to do with facility prioritization, and the comparative disregard with which employee and student facility interests are held in our District, of which the FA office's lack of proximity to sanitary WC's is merely symptomatic. This neglect, ingrained in our culture, certainly precedes the current administration. I still recall the then De Anza President's suggestion some decades ago that the College could save considerably on its operational costs if each employee would bring in their own "roll" from home and carry it to the restroom rather than expecting the college to pick up the tab for toilet paper. The assumption being that not only bodily but budgetary waste could be largely attributed to employees. This thinking remains, to some degree, constant, as does a corollary disdain for employees when they stand in the way of institutional "progress."

In trying to resolve our bathroom dilemma, I came up against wall after wall. I first sought to regain access to the ETS building, and was informed that this would represent a security issue, as it is now accessed only by electronic key fob (i.e. no unlocked doors, ever). Even my colleague's suggestion that rather than giving multiple individuals fob access we could instead affix one fob to a big wooden spoon (as do certain restaurants their restroom keys) was to no avail, given that the building is now frequently unoccupied and alarmed. In the past, I had tried to encourage the District and Board to restore the Griffin House with us as an occupant. That didn't go anywhere given the multi-millions it would take to repair that structure (to say nothing of the potential occupant). So this time I turned my attention to the already nearly renovated (with Measure G funds) Carriage House, reasoning that surely we were good enough for a former horse stable. More pointedly, I schemed that the FHDA Archives currently housed there didn't need a restroom, and knew from previous FA functions there that in addition to multi-toilet restrooms, the building also housed a decent sized meeting room. We could simply swap locations!

No, I was told, because the Carriage House is being restored to environmental conditions befitting preservation of the paper archives, and it would also soon house the project managers, construction managers and bond coordinators who would be working on Measure G projects. And here I had naively assumed that a trailer would suffice those purposes as they do on most construction sites. I had forgotten how similar architectural enterprises had taken over the De Anza administration building back in the day. Cubicles were erected in the main entry, and the occupants even had the audacity to hang signs admonishing employees and students for "Quiet Please!" as these important figures went about their obviously more important work.

Speaking of which, a similarly arrogant presentation recently emerged at De Anza's Forum building. Admittedly, the larger space therein had lain vacant for some time, so I don't blame the College for putting it to use, however good. But the manner in which the Gilbane architectural staff were "welcomed" was a bit much. Preparatory to the arrival of said personnel, their office space was spruced up, including a new exterior paint job. Now generally speaking, if it's a matter of aesthetics, and not, say, a repair of structural damage, an entire *building* would be repainted, and not just the fronting of one office. I don't know what can be discerned from the photo gracing the lead of this article, but you can visit and see for yourself how new, neatly brushed paint adorns the Gilbane quarters. And stops abruptly where the faculty offices' peeling and sun bleached facades begin (i.e. at my office). The ACE classified employees union office on the corner is in even worse shape, which I'm beginning to think might be further reflective of institutional sympathies. "You should be thankful," my part-time colleagues might remind me, "that you even have an office." I am, and have shared it with several part-time and retiree colleagues over the years. But I'm also curious as to how my next door neighbors will respond to the annual office flooding that occurs each winter due to a contrary storm drain outside the building and whether that problem might be finally resolved as a result. Perhaps we could house some of those architects in the Foothill classrooms which don't lock from the inside, to see if that will finally do the trick in getting new locks on their doors.

Back at the FA office, there's also an accessibility issue which hasn't been addressed in the past twenty plus years we've been in the building. In typical able bodied fashion, we've gone about our work oblivious to the difficulty a wheelchair bound colleague would have in making it up the staircase to our floor. Then, last September, just as we were ready to reopen the office on a post-pandemic, more permanent basis, our Chief Negotiator suffered an injury, breaking both of her ankles. This necessitated some rescaling of our plans to return, in that we had to continue with meetings on zoom and make other accommodations to keep her looped in. After much suffering and rehab, she was finally able to make it back upstairs this Winter quarter, and has been scheduling Negotiations meetings (some of them anyways) here since. Nevertheless, as much as meetings al fresco with limited mobility colleagues might be less expensive than installing an elevator, a permanent solution needs to be found moving forward. Given the dentists, swimmers, artists and student services advocates battling over Measure G funds, it's unlikely that we would get much traction for creating a new union office building, even if it didn't have a swanky penthouse on the top floor. So rather than relying upon the powers that be to take the initiative (nothing has been done in the way of building improvements to the D140 since the fabulously effective "rat proofing" performed by Facilities prior to the pandemic), I'm hopeful that rattling the bars a bit might get us some attention.

I'm trying to stay positive here, make lemonade with lemons. But I woke up in the middle of a dream the other night (mother nature called) with the idea that since we don't have equipment on the premises, we could begin implementing a system of chamber pots in the office, with a large collection "urn" outside the door. I must have gotten this from a documentary I saw recently about Ancient Rome, which depicted how such urns would then be collected and brought to a central facility, where the ammonia and other chemicals which constitute urine were used for laundering. But it then dawned on me that the same plebes assigned to trodding the linens would probably also be stomping the grapes. Then the analogies to work circumstances started flooding in. Beyond required in-house duties, the surrounding Los Altos Hills community might want to get in on the community college whitening of whites. That is a bit more than this tired pissant cared to further dwell on, and I went back to bed, dreaming of plumbing projects and sewer lines. To rectify such problems, we need just to get, pardon the expression, pissed off, but focused and organized. It's then that we pissants can not only make a stink, but—to paraphrase [a one time AOL-CIO official](#)—raise some welts around the ankles. I will leave you with that for the summer. Take care, rest up, drink plenty of fluids, and we'll see you next AY out by the tennis courts.

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Negotiations Update:

Kathy Perino
Chief Negotiator

RSI Training Agreement Reached

At the last negotiation session of the academic year, FA and the District reached agreement on the new training that will be required for anyone teaching either asynchronous online courses or hybrid courses with asynchronous hours. The requirement will address

identified accreditation issues prior to the campus accreditor visits in Fall, as well as federal requirements. The required training will cover both Regular and Substantive Interaction (RSI) requirements as well as an update on accessibility requirements for online course materials. The training, described below, is essentially the plan developed by the Academic Senates during Fall 23 and Winter 24.

Part One: RSI and Accessibility “course”

Full-time faculty and part-time faculty who attend opening days will complete this part of the training during two of the three Fall 2024 opening days. Opening days are part of the full-time contract, so full time faculty are already paid to be there. Part-time faculty who attend opening days are compensated \$150 per day. Part-time faculty who cannot attend opening days and full-time faculty who are on approved leave (such as PDL) in fall quarter will be able to complete the part one training asynchronously and will be compensated \$300 for completion of part one.

Faculty also have an option to apply for equivalency for part one. That is, if an instructor has evidence of coursework or training from an accredited institution or @ONE, and the outcomes from the coursework or training align with the outcomes of the FHDA training, then an application for equivalency will be available for all faculty. The offices of online learning at each campus are developing this application now, so watch for future messages if you are interested in applying for equivalency. Faculty who are granted equivalency will not be compensated. However, the coursework or training completed elsewhere can be used toward PGA unit requirements (step and column advancement for full-time faculty, column advancement for part-time faculty).



Part One Deadline: To be scheduled for asynchronous online or hybrid courses in Spring 2025, faculty must complete part one of the training by the end of Fall 2024.

Part Two: Course Certification

After completing the training course, faculty have two options to certify a course meets the accessibility and RSI standards. Faculty must certify ONE of their courses, not every course you teach.

The first option is to join a quarter-long cohort while teaching your online course. This cohort is led by an instructional designer from online learning. Throughout the quarter you will share your course with colleagues and work with campus instructional designers to ensure the course meets RSI and accessibility standards. You will participate in three 90-minute synchronous meetings and complete weekly asynchronous tasks between those meetings during which you will monitor instructor-student interaction and implement your communication plan. At the end of the cohort, a rubric will be used to ensure your course meets the required standards. Faculty who choose the cohort option for course certification may choose either two units of PGA or \$500 additional pay.

The second option for course certification is to opt for an official administrative evaluation (J1.B or J1.C). All evaluators must have completed the part one training prior to performing an evaluation. If they have a course evaluated, they must receive ratings of MT (meets expectations) for the items related to RSI and accessibility. Faculty who opt for the evaluation will not be compensated. Full-time faculty who agree to help the dean and complete evaluations of part-time faculty will be paid the contractual rate of \$300 per evaluation.

Part Two (certification) Deadline:

To be scheduled for an asynchronous online or hybrid course in Fall 2025, faculty must complete part two (have a course certified) by the end of Winter quarter 2025. Scheduling of online or hybrid courses in Winter 2026 or beyond requires completion of both Part I and Part II by the time of scheduling for that quarter.

Because we do not know how many faculty will select the cohort option and how many will select the evaluation option, there is a chance that the requests for evaluation will exceed the number that can reasonably be completed to comply with these deadlines. Therefore, we have agreement that if a faculty member requests an evaluation in a timely manner, and the evaluation cannot be completed to comply with deadlines through no fault of their own, the faculty member will not be denied an online teaching assignment

in subsequent quarters.

Summer Cohort Opportunity

To train and certify everyone, the campuses need help from faculty interested in leading the way. The online learning offices are currently recruiting faculty to participate in a summer cohort to complete the training, provide some feedback, help develop the RSI materials, and help with opening day trainings. Each campus is selecting up to 20 faculty who will be compensated \$1500 for roughly 20-25 hours of participation this summer.

If you are interested in participating, please watch for email messages from the Academic Senate and the Office of Online Learning at your campus.

Requirements for late or emergency hires:

The above agreement applies to any current faculty member or anyone hired prior to the start of Fall 2024. FA and the District still need to reach agreement regarding compensation and timelines for late or emergency hires, or for faculty hired for Winter 2025 or beyond. We anticipate that the timelines and compensation will be similar but have yet to iron out the specifics.



Important Deadlines

Following is a list of many, but not all, important contractual deadlines for the 2023-24 academic year. If any of these deadlines apply to you, be sure to mark your calendar and read the *Agreement* text referenced in parentheses (fafhda.org).

The campus conciliator can assist you if you need help:

- De Anza, **Ilan Glasman** (408.864.5574)
- Foothill, **Eric Reed** (650.949.7091)

Questions can also be directed to the FA Office Manager **Susanne Elwell** (650.949.7544)

Please note: if you miss a contractual deadline, even by a single day, you may lose significant benefits or have to wait a full year before becoming eligible again. This calendar is on the FA website under "FA Current Announcements."

The full academic year list of "Important Deadlines"

June 30: Full-time faculty file intent to change salary column for (the next) academic year with campus Personnel Office (Appendix A, B).

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

Aug. 23: Part-time faculty file intention to change salary column starting in the Fall 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 2024-25 to campus Personnel Office (Appendix A, B).

Sept. 20: 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).



Particularly for Part-Timers

Raymond Brennan Part-time Associate Secretary

Welcome to the end of Spring Quarter!

At this juncture, our first priority is to discuss unemployment information. Part-time faculty are eligible for unemployment benefits, including periods between terms. You can also file if teaching was one job among others and you lack a summer class, qualifying for partial benefits to offset income loss. You can file immediately after teaching your last class of the quarter; waiting until grades are posted is unnecessary.

1. For comprehensive assistance with filing initial claims or reopening old ones, visit [Professor John Govsky's Cabrillo College website](#). He provides a step-by-step guide through the unemployment application, ensuring correct responses to each query. When filing, it's crucial to provide the correct phone number: 650-949-7625 for Foothill faculty and 408-864-8711 for De Anza Faculty. When asked for your supervisor, provide your dean's name and use the aforementioned numbers.
 - First-time unemployment claimants should note California's Employment Development Department (EDD) now requires identity verification via ID.me. It's advised to complete this process before filing, requiring an official identity document for verification.
 - If your unemployment claim is denied, please [contact me](#) promptly for assistance with the appeal process to secure your entitled benefits.
2. In health coverage updates, the FA Negotiation team has reached an agreement with the district. Part-time faculty with Reemployment Preference (REP) who taught at least 40% in the 2023 – 2024 academic year now receive equitable health

coverage costs as compared to full-time colleagues.

- Open enrollment for health care is earlier this year—August instead of October—so watch for emails from Human Resources with “Open Enrollment” in the subject line.
 - This enhancement in health coverage funding stems from the governor’s \$200 million ongoing budget allocation for part-time health benefits.
3. Turning to legislative news, Assembly Bill 2277, which would raise the cap on part-time faculty teaching loads from 67% to 85%, has progressed positively through the Assembly Higher Ed Committee, Assembly Appropriations, and an Assembly floor vote without opposition. The bill is expected to move through the Senate with similar unanimous support. The governor will make a decision by September 1st.
 4. The recent part-time listening hour received positive feedback and will become a regular monthly Zoom session throughout the 2024 - 2025 academic year.

The FA stands ready to support you. If you require assistance, now is an opportune moment to engage with the FA. If you’re not already a member, joining now is simple and can be done [here](#). (Membership dues, at 0.45%, are only collected in months when you receive a paycheck.) Have a safe and enjoyable summer. [See you in September!](#)

FA Thanks Our New Members



Nathan Doan DA Geography
Ashley Kipple DA ESL
Thihongha Vuong FH Early Childhood Development
Reese De La Cerda FH Physics

Join FA Today!



FA-PAC 2023-2024 HIGHLIGHTS

The Faculty Association Political Action Committee (FA-PAC) [[FA-PAC – FAFHDA](#)] and the FA-PAC Internship Program (FA-PAC IP) [[FA-PAC Internship Program – FAFHDA](#)] have much to celebrate and much to be thankful for this year.

In fall, we rallied for part-time healthcare at Evergreen, interviewed board candidates, and endorsed [Patrick Ahrens for Assembly](#). We advocated for the Arts facilities at De Anza and student/employee Housing throughout the year. On the budget front, we received a special allocation from DASG enabling us to hire an additional intern, Shreya Rallabandi, for the primary election.

In winter, we conducted a voter registration drive and “Know Your Ballot” and “Political Awareness Day” events at De Anza and Foothill, respectively. We recruited and mobilized more than 100 volunteers for the successful Ahren’s primary election campaign. We attended the FACCC Advocacy and Policy Conference and met with state assembly members and senators. We participated in the March in March. And, last but not least, DASG increased our Fund 46 allocation for 2024-2025 to \$12,639!

In spring, we recruited, interviewed, and hired new interns. We produced video testimonials on the internship program and the importance of the Student Representation Fee (SRF). We boosted the hourly pay for interns next year by \$2.27/hour, from \$17.60/hour to \$19.87/hour.

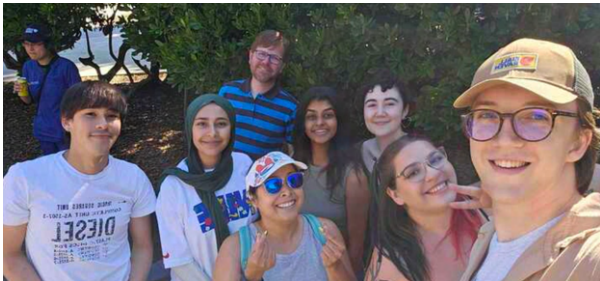
Please allow us to introduce the 2024-2025 intern cohort:

- De Anza Interns: Khadijah Abdalla, Riki Alvarez, Gillian Grubb, Audrey Kim (continuing) and Jeremiah Moli
- Foothill Intern: Shaurya Kadiyala

Other good news: Rami Abukhater will be taking on the role of Intern Coordinator!

We want to give a big thanks to everyone involved in making this such a successful year:

- De Anza Interns: Rami Abukhater, Antonio Facio, Justin Fry, Audrey Kim, Shreya Rallabandi, and Leila Salam
- Foothill Interns: Raiyah Hussain and Molara Mabogunje
- Intern Coordinator: Isabel Caballero Teixeira
- Faculty mentors: Laura Chin, Eric Reed, Daphne Small, Danny Solomon, and Bob Stockwell



We are so proud of our graduating interns! You all “Isabelled” it! You will be missed.

We give special thanks to Eric Reed for his tireless leadership and dedication to the Housing Task Force.

Many thanks to DASG and ASFC for their support, which is vital to the success of the faculty-student collaborative internship program.

We also want to thank PAC supporters whose voluntary contributions [[FA-PAC Voluntary Payroll Deduction Form](#)] fund PAC activities and faculty mentor stipends.

If you’re interested in getting involved in the PAC or the FA-PAC Internship Program, please contact [Bob Stockwell](#). Thanks for your attention!



[Click the image above to hear Leila Salam talk about her experience in the FA PAC](#)



Click the image above to hear Isabel Caballero Teixeira talk about her experience in the FA PAC

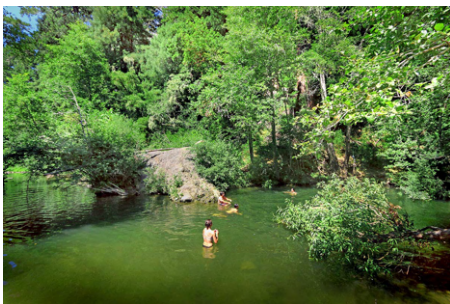
Summer Fun Right Here at Home!

Most of us are familiar with popular spots like Golden Gate Park and the Santa Cruz Beach Boardwalk, but there are plenty of lesser-known gems in the San Francisco, San Jose, and Santa Cruz areas that are well worth exploring this summer. One such hidden treasure is the [Sutro Baths Ruins](#) in San Francisco, where visitors can wander through the remains of a historic swimming complex while enjoying stunning ocean views and scenic hiking trails. For a peaceful retreat, head to [Filoli Historic House and Garden in Woodside](#), where you can stroll through meticulously maintained gardens and explore a grand Georgian-style mansion.



Nature enthusiasts will love [Alviso Marina County Park](#) in San Jose, a tranquil spot perfect for birdwatching, photography, and enjoying the natural beauty of the Bay Area's wetlands. [Mount Umunhum in Santa Clara County](#) offers panoramic views of the Bay Area from one of the highest peaks in the Santa Cruz Mountains, making it a rewarding hike with breathtaking vistas. For a unique island adventure, take a [ferry](#) to [Angel Island State Park](#), where you can hike, bike, and learn about the island's history while enjoying stunning views of the Bay, San Francisco skyline, and Marin County.

In Saratoga, the [Hakone Estate and Gardens](#) provide a serene escape with beautifully designed Japanese-style landscapes and traditional architecture, perfect for relaxation and reflection. For beach lovers, [Natural Bridges State Beach](#) in Santa Cruz offers unique natural features like its iconic rock bridge, tide pools, and a monarch butterfly preserve, all with fewer crowds than other nearby beaches. [The Wave Organ](#) in San Francisco is an acoustic sculpture that produces sounds with the movement of the waves, creating a unique and interactive experience that combines art and nature in a serene setting.



If you're looking to explore majestic redwood forests without the large crowds, [Big Basin Redwoods State Park](#) in Boulder Creek is an excellent choice, offering ancient redwoods, numerous hiking trails, and waterfalls. Similarly, [Henry Cowell Redwoods State Park](#) in Felton is known for its old-growth redwoods and the picturesque [Garden of Eden swimming hole](#), making it a great spot for hiking, picnicking, and enjoying the tranquility of the redwood forest. These lesser-known locations provide unique experiences and opportunities to explore the beauty and history of the Bay Area away from the usual tourist spots, making them perfect for locals seeking new adventures this summer.



We welcome your feedback

Use the "Share Your Voice" link below!

- Feedback on Scheduling Negotiations
- Content Suggestions
- Formatting Suggestion
- Private response to writer or editor (will not be published)
- Letter to editor in response to content. This may be published in a future issue of the *FA News*.
- Request to have your relevant article or information published in the *FA News*. Please include a detailed description of your planned article.
- Any other constructive feedback you would like to provide.

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VOICE

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FUTURE

Share Your Voice: Shape Our Future

Fhda Faculty Association

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