

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
October 16, 2024
Toyon Room

3:00 - 5:30 p.m. EXECUTIVE COUNCIL MEETING

Present: Tim Shively, Jim Nguyen, Kathy Perino, Nicole Gray, Jordana Griffiths, Raymond Brennan, Robert Stockwell, Daniel Solomon, Rachel Mudge, Felisa Vilaubi, Laura Gamez, Julie Jenkins, Ellen Judd, Brendan Mar, Fatima Jinnah, Mary Donahue

Absences: Chai Scweikert and Sunghae Jung

Guests: Michelle Wu, PT Faculty Instructor, Engineering

1) Approval of Agenda - approved

2) Approval of Minutes from 10/2/24 - approved

3) Approval of Financial Statements - approved

4) Equity Task Force Update

- Felisa and Laura met and gave some introductions and began planning for a group training; the decision was made to have sessions during the Spring winter FA retreat. The plan is to stagger the meetings into one session per day.
- There is still a push to find others to take over the task force for the start of the new academic year.

5) FA-PAC Update

- Robert Stockwell shared the current PAC budget for 2024-2025. The PAC is sponsored by voluntary donations from faculty above and beyond membership dues. The primary expenditure is the internship program. PAC funds add up to roughly \$14,500 a year (10 months), which goes to pay intern coordinators and faculty mentors.
- FA-PAC Intern salaries are paid by student governments (ASFC and DASG) from their student representation/advocacy fees. This year ASFC has dedicated approximately \$4k (one dedicated Foothill intern) and DASG has allocated \$12,639 (dedicated to five De Anza interns).
- The FA-PAC has made two key endorsements in this election cycle, including Forest Peterson for the Board of Trustees and Patrick Ahrens for State Assembly. The PAC

contributes to these campaigns by dedicating intern resources and by recruiting and placing 50+ volunteers.

- As per FA-PAC bylaws, the Executive Council approved the PAC's five voting members (Tim Shively, FA President; Robert Stockwell, FAPAC Chair; Jim Nguyen, De Anza Full-Time faculty representative; Kerry Ryer, Foothill Full-Time faculty representative; and Daniel Solomon, District Part-Time faculty representative) and the FA-PAC budget for 2024-2025.

6) District Budget Update

- Kathy Perino reported that at the last DBAC meeting, the District clarified the difference between the ending balance stated in the FHDA Adopted budget and the reports filed with the Chancellor's office (CCCCO). The FHDA adopted budget shows a \$36M ending balance in fund 14 (General Fund), but the 311-report filed with the Chancellor's office shows an unrestricted fund balance of \$51M. The difference is due to the fact that FHDA has TWO funds that fall into the category of unrestricted funds, which means they can be spent on anything. The FHDA adopted budget has a separate fund 15 with \$15M which are also unrestricted dollars. The total of fund 14 (\$36M) and fund 15 (\$15M) is equal to the amount reported on the 311 report with the Chancellor's Office.
- Legally, FHDA is only required to have a 5% reserve, which is about \$11M. The Chancellor's office recommends a higher amount in reserve. They recommend that we have two months of operating expenses in reserve (about 16%), and that is about \$35M. So, if we just look at fund 14, we aren't far off from that. But if we include fund 15 which is also unrestricted funds, then we have above the recommended amount in reserve.
- Perino also reported that our 50% law compliance came in at 50.7% last year. The DBAC committee requested guidance from the district budget team in terms of how many full-time faculty hires in the coming year should be from instruction vs. non-instructional positions.

7) Negotiations/Contract Review Update

- The negotiations team sent out a survey regarding the PAA process. The majority of people agreed we should negotiate an alternative to PAA. The negotiations team met with District leadership to brainstorm alternatives, and these discussions are continuing through the fall quarter.
- The original goal was to have this new system set up before Winter 2025, but it is very unlikely with the amount of additional work needed to go into the new change.
- FA and the District will open negotiations on the 2025-28 Agreement this fall as well

8) President's Report

- Banking issues with Wells Fargo. Wells Fargo has denied a line of credit under the FA banking account. Tim Shively is looking into banking with a different bank.
- The FA website went down in early October because it went as an unpaid invoice due to the company sending them to the prior FA president's email address (to which FA does not have access).
- We have preemptively purchased The FAFHDA.NET domain to prevent any potential confusion which might arise with other organizations.
- Office Manager Erika Cervantes was unable to send over 1k emails at once/in one day but is now on an exception list.
- FA has bathrooms! Upscale porta potties have been placed outside the FA building. No tentative date as to when they will be available to use.
- Outlook invites to the FA meeting show the meeting starts at 2:30P; however, the meeting will continue to start at 3P. 2:30P is to help with meeting overlaps in the meeting room.
- Council Replacements
 - (2) Council replacements are needed for the Fall Quarter, two De Anza full-time faculty.
 - Replacement is needed for Ellen Judd as Health Sciences/Horticulture for Winter quarter.
 - Two people are needed for the Due Process Panel (Tenure Review Process) at De Anza.
 - One person for the De Anza Curriculum Committee.
 - One person for the Human Resources Rep.
- Tim met Diana Rose the new Vice-Chancellor and had a lengthy conversation.
- An emergency CCCI meeting was held pertaining to the lobbyist hired by the organization. The organization has agreed to not continue that contract. More information will come after the CCCI conference in late October.
- Tim also met with Chancellor Lambert who mentioned PT Faculty office hours and the Colleges being paid \$700 if those hours were reported. The district has been paying PT Faculty--the formula distinguishes between what portion of part-time salaries are going to teaching and how much are going to the office hours. The district is refusing to report the entire amount to the State. Kathy has a meeting set up with Chancellor Lambert at a later time regarding this issue.
- Tim Shively has been campaigning and attending rallies for Forest Peterson and Patrick Ahrens. We are looking for other Executive Council Members to get involved in the political campaigns.

9) Part-time Report

- AB2277 was vetoed by the governor.
- There will be a listening hour for PT Faculty on October 17, 2024, to review the basic contract and answer any other concerning questions.
- Some people have brought up questions and concerns regarding their summer unemployment applications being denied and Ray is not sure if the issues can be resolved since the 30-day appeal window is closed.
- Questions regarding health care coverage have come up.
- Concerns and frustration have been raised around the topic of overloads and lack of classes for true part-time faculty.
- There have also been advocacy regarding changing the process of scheduling for summer classes so that it mirrors the regular academic year scheduling.
- Raymond Brennan and Sal Breiter (Professional Development Coordinator for De Anza) will be meeting in November to host a few events for PT faculty.

10) FH Governance Update

- Academic Senate approved the Door Lock Resolution.
- The Locking Door Resolution has been renamed to "Resolution on Preventing Mass Casualties" to improve the work and the Senate did approve it.
 - Co-sponsors are still needed/wanted.
 - The Police Chief Advisory Committee is meeting on October 17, 2024, at 4 PM. and the Police and Community Forum on November 14 at 12:30 PM.
- There is a new stipend program to incentivize faculty to fully convert their courses to zero textbook cost or ZTC. There are different categories with different levels of funding. The stipend depends on what you were doing with your course (reinventing it or adapting a few things into zero text). They are trying to move everyone towards zero-cost texts in their classes.
- MIPC reported on accreditation.

11) DA Governance Update

- In as much as Foothill's Locking Door Resolution appears to be moving forward, consultation with the De Anza Senate was recommended.
- The Local Peer Online Course Review Process setup has been approved, but no further movement has occurred.
- Committees need seats filled.
- The Senate President presented the second in a series of "What the Senate Is and Does" presentations.
- The RAPP committee had a budget presentation from the District, which suggested that our funding source is stable for this year. Tim S. asked for additional information on our compliance with the 50% law, but nothing has been provided as

of yet. At the end of the calendar year, the state should be releasing the names of the districts that were audited regarding the 50% law.

- The De Anza Presidential search committee is in motion. At this time no interviews have been scheduled. Once final candidates have been chosen, there will be open forums.
- Sal Breiter (Professional Development Coordinator) started a new mentoring program for new full-time hires.
- The College's Measure G will be starting up again and putting forward a plan for the new arts building. It was stated previously that there wasn't sufficient funding to even meet the current A quad's square footage so the current plan is for a building with less square footage than the Arts currently have. This may change as the plans unfold.

12) For the Good of the Order

- Kathy Perino: The full-time faculty salary schedule is listed as monthly amounts. We are moving to replace it and the contract will now display three annual full-time faculty schedules: a 10-month, 11-month and 12-month salary schedule.
- Mary Donahue: Concerns were brought up regarding class cancellation and lowering the threshold.