

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
October 2, 2024

Foothill, Toyon Room

EXECUTIVE COUNCIL MEETING

3:00 - 5:30 p.m.

1) Approval of Agenda

- Council approved agenda

2) Introduction of new Council members

3) Approval of Minutes from 6/26/24

- Council approved minutes

4) Approval of Financial Statements - next meeting

5) Changes to FA Financial Signatories – approved

- Wells Fargo required approval by minutes to process the removal and addition of signatories to the account. The first is the removal of Lisa Marcus as a signatory, the second is to add Erika Cervantes, the Office Manager, as a new signatory, and the third is to remove the financial advisor and signatory of the savings account. Wells Fargo can move forward with removing and adding signatories to move forward with acquiring a credit card for both Tim Shively (FA President) and Erika Cervantes (Office Manager).
- The council approved the three changes to the account.

6) Approval of FA Annual Budget – approved

- An Excel sheet with the proposed AY24-25 FA Budget was presented to the council, in the budget sheet, the AY23-25 proposed budget and actuals were shown. Tim provided a breakdown of the different categories and explained why some proposed monetary allotments went up and or down compared to the previous year.
- This year's (AY24-25) proposed budget is \$521,000 compared to last year's (AY23-24) proposed budget was \$471,250.00, with the actuals being over \$499,090.81.
- Several questions and concerns arised during the discussion. There was a disclaimer that the proposed budget can change slightly as the budget excelsheet shown was as of July 2024 and has had and will have minor changes in the coming months.
- Executive Council approved the proposed FA budget for the AY24-25.

7) Approval of De Anza Conciliator

- Felisa Vilaubi is the De Anza Conciliator for the Fall Quarter; she is taking Illan Glassman's after stepping down.
- Executive Council approved the appointment of Felisa V. as the De Anza Conciliator for the Fall Quarter.

8) Foothill Senate Locking Doors Resolution

- The Academic Senate from Footill College has come up with and proposed a resolution in response to the police wanting tasers. The resolution makes it clear that the faculty as a whole, both Senate and Faculty Association, are moving in the direction of wanting basic security measures that everyone can benefit from, “Don’t talk to us about tasers until you do the stuff on the ground first.”
- FA suggested a few amendments to the resolution:
 - Verbiage on “...something about focusing on spending all this money on tasers. Whereas this should be prioritized.
 - The lock should be user-operable from the inside, and access control is appropriate in a logical and individual center location.
- Jordana G. was asked to report suggested amendments to the Academic Senate meeting.
- Individual Faculty can add their name to the resolution as a sponsor.
- The Executive Council approved moving forward with the proposed resolution.

9) Committee Openings

- FA Reps and or Faculty are needed to fill openings and vacancies in various areas within campuses, committees, and councils.
- Openings/vacancies: (Vacancies/openings will be filled at various times throughout the academic year)
 - Facilities Director Joel Cadiz, an FA rep, is needed for the employee focus group.
 - 1. Daniel S. 2. Sunghae
 - Chancellor’s Advisory Meeting on October 25th, 2024.
 - Fatima Jinnah
 - DA College Council
 - DA Due Process
 - FH Due Process
 - FH Travel and Conference
 - Laura Gamez - TBD
 - DA
 - DDEAC
 - HRAC
 - FTWT

10) District Budget Update

- At the last DBAC meeting, the District reported on the adoption of the 24-25 budget.
- The budget included the 1.07% salary increase for all employees received, and the District agreed to keep employee contributions to health benefits in the plan year 2025 constant (no change from the plan year 2024)
- On opening day, Chancellor Lambert mentioned that FHDA is in a healthy financial position, and the adopted budget reflects that.
- There was a slide in the District’s presentation about key strategies, ongoing allocations, and one time use funds. Last year, the District used the District Enrollment Management Committee to strategize on how to maximize the revenue through the student center funding formula. This year, the funds allocated through DEMC (a 10% augmentation to the 1320 budget) are given to campuses to offer additional courses. In addition, both campuses were given additional funds (\$1.8M for DA and \$1.6M for FH) to offer classes that maximize funding through the SCFF. In the adopted budget, these funds are identified as ongoing funds, but there is only a one-year commitment to use these funds in this way. Whether these funds are available for course offerings in future years is to be determined.
- The District also identified ongoing funds that they are committed to using for one year only related to the cost of health benefits now that the Rate Stabilization Fund (RSF) will be depleted by the end of 2024. Historically, the RSF was a pot of one-time dollars that was used to control employee contribution requirements for health benefits.

- The district is spending a million dollars of ongoing funds this year to improve the Wi-Fi on both campuses. Kathy discussed the graphs the district provided in the Adopted Budget slides, which show different models of projected district revenue under the Hold Harmless plateau and the revenue we could generate with SCFF. We will not get any more money until the money that we generate through the funding formula exceeds the Hold Harmless plateau.

11) Negotiations/Contract Review Update

- This is the last year of the three-year contract, and we are going to open negotiations for 2025-28. There is a new Vice Chancellor of Human Resources, Dianna Rose, who will lead the District side of the negotiations.
- A survey will be sent out to all faculty about what type of changes they'd like to see in the contract. The district has asked only to bring forward important issues and has asked to roll over the majority of the contract. Results and decisions will be shared with the district in October or November.
- Separately, the negotiations team will be working with Pat Hyland, current Interim Vice Chancellor of HR, to work on the Professional Achievement Award system. Email and survey are expected to go out in October asking if people are in favor of the team negotiating for a change in the PAA system. The negotiation hopes that the PAAs become regular salary steps but do not have to apply for them. Kathy hopes to have this resolved and negotiated before/by January 2025.
- The request came from Felisa V. to ask/negotiate with the district regarding the ability to get paid over 12 months for faculty on 10- and 11-month contracts.

12) President's Report

- Tim Shively and Jim Nguyen attended the Bay Faculty Association meeting, and one of the topics that were discussed was the mention of the new PACT director, Evan Hawkins, who is formally the executive director at San Jose City College.
- Evan provided a report on the legislation that had either made it through or had been vetoed by Governor Newsom. In his report, he did not mention AB 2277 (Bill would have increased the maximum part-time load from 67% to 85%) and the veto of it.
- The conversation around another district having an issue with reimbursement of Department of Health Care money and not following guidelines.
- District reserves were mentioned as the largest district reserves in terms of a percentage of their income, with the mention of some that were over 80% reserve.
- In need of a De Anza Council Representative for Fall and Winter while Eric is out on sabbatical.
- Tim S. will meet with the new Vice Chancellor of Human Resources, Diana Rose.
- Mice infestation is still happening in the FA office.

13) FH Governance Update

- MIPC's first meeting is on Friday, October 4th, 2024.
- Waiting on information on Accreditation.
- Fatima J. stated that Foothill Academic Senate has requested all who are virtually joining their meeting to share their location address, home or not. She has asked how this can be regulated or if there is a workaround to this policy. Voting members have to be within the district perimeters, and one way around it is faculty are using their office address vurses a public/private space.
- At the Foothill Senate meeting, it was mentioned that the second RSI training that was built as cohorts and meets three times (6 hours), according to the MOU, is now morphed into cohort and three 90-minute workshops.

14) DA Governance Report

- RAFT meeting approved the emergency library position, and to comply with the code, a certain amount or area is required per student population.

- Working on getting another position due to retirement, there has been a deficit of librarians since last spring.
- Senate reviewed local degree patterns related to the new GED patterns and decided to lean on the minimum for additional requirements.
- The Curriculum Committee is looking for volunteers for the second round of common course numbering.

15) Equity Task Force

- Felisa V. and Laura G. met with the Peninsula Conflict Resolution Center over the summer and went over meeting options. The company provided a few options that would work for the FA committee. The committee will decide what option will work for the group.
- Both Felisa V. and Laura. Brought up thoughts on staggering the leadership in the task force and how its been going. This is the third year for both, and I would like to encourage others to think about taking over next year.

16) Part-time Report

- Over the summer, questions/concerns regarding unemployment and a few other issues came up.
- At the start of school, the issue regarding adding students to classes and clarification around it.
- Questions regarding health benefits have been brought up but will be covered in a Zoom meeting on October 17th for all who are interested.
- Meeting on November 7th, 2024, regarding RIP.
- AB2277 Vetoed, Governor Newsom listened to false statements and persuaded his vote.

17) PAC Update

- PAC internship program with faculty mentorship from Raymond Brennan and Robert Stockwell has five student interns; they work 6 hours a week in the fall, 5 hrs a week in the winter, and 4 hours a week in the spring with an estimate of \$14k.
- Kudos to Raymond Brennan for all his hard work and efforts with AB2277.
- PAC is working and has endorsed Forest Peters candidate for Board of Trustees.
- Few ongoing working groups: an election working group for the Forest Peters campaign and a budget working group working on budget allocation.

18) For the Good of the Order

- A question was brought up regarding receiving FA news if not a member; the answer is no, they need to be a member to receive FA news email.