

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
January 15, 2025

De Anza, Admin 109

3:00 - 5:30 p.m.

EXECUTIVE COUNCIL MEETING

In Attendance: Raymond Brennan, Mary Donahue, Laura Gamez, Jordana Griffiths, Julie Jenkins, Fatima Jinnah, Sunghae Jung, Brendan Mar, Rachel Mudge, Jim Nguyen, Kathy Perino, Chai Schweikert, Tim Shively, Daniel Solomon, Bob Stockwell, Felisa Vilaubi

Absent: Laura Gamez

Guests: Mark Landefeld

1. **Approval of Agenda**
 - Motioned and Unanimous approval by the committee
2. **Approval of Minutes from 12/4/24**
 - Motioned and Unanimous approval by the committee
3. **Update on unit requirements and its impact on Athletics by Mark Landefeld**
4. **Open positions**
 - The deadline to apply for any of the open positions is Friday, January 17th, 2025.
 - One person applied for the conciliator position.
5. **FA Resolution (In support of undoc/intl students and employees)**
 - Before the holiday break, Tim S. was contacted by a faculty member who wanted to produce a resolution in support of undocumented students and immigrant students in general and wanted this to be FA's resolution. Tim suggested that his group could write the resolution and ask the Faculty Association to endorse it, but if it were to be specifically FA's resolution, changes to the resolution would need to be free to edit. Upon reading the resolution, Shively determined to write a statement of support for undocumented students and employees, on FA's behalf.
 - Once approved and passed as a statement of support by the FA council, it will be distributed to the Board of Trustees, college presidents, Academic Senates, and other unions.

- Suggested changes to resolution; typo and change of wording to “to the district will live up to...” in the third paragraph.
- Motioned to approve with changes, first by Bob S., second by Felisa V.
- A unanimous vote by the committee to approve the resolution.

6. Negotiations/Contract Review Update

- The FA team met last week and met twice a month with the district to start the negotiation process for the three-year agreement. The district issued its list of interests:
 - Article 6: Evaluation
 - Article 7: Part-time Faculty
 - Article 10.8: Primary Duties and Professional Contributions
 - Article 16: Leaves
 - Article 22, 22A, 23A, 24: benefits, Salaries for Faculty Employees and Retirees
 - Article 38: Professional Achievement Awards
 - Other/Possible New Provisions

- Interests need to be approved by the board; the list went to the board on Monday, January 14th, 2025, for approval.
- The negotiation team is still working with the district to understand why these articles were chosen.
- Both teams have requested a salary study, salary schedules compared to other districts class size study, and class sizes compared to other districts.

7. President's Report

- Tim S. showed the committee the draft agenda for the FA retreat in February 2025.
- Administrative procedures and board policies will be submitted to the board for approval in the coming meetings. Some main points included are academic freedom and freedom of speech, investigation procedures, and harassment procedures.
- Tim S. attended a meeting with Foothill President Whalen, VP of Student Services Laurie Scolari, and VP of Finance Bret Watson, Academic Senate President Voltaire Villanueva and BIPOC Center Supervisor Pauline Brown over options on how to support undocumented students and employees.
- De Anza has a new Curriculum Policy which eliminates courses that aren't offered at least once every three years. Apparently other colleges and districts follow similar policy.
- At the board meeting on Monday, January 13th a number of speakers spoke on the Board's proposed resolution on behalf of undocumented students. The resolution passed.

- Tim S. and Jim N. will be attending a grievance internal review soon and wish to apprise the Council in the event that they do not prevail in the process and an arbitration request may be forthcoming. They cannot discuss any further details at this time.
- Tim S. will be meeting with Omar Torres, the new De Anza president, and will bring up the importance of hiring a HEFAS counselor and the training with Santa Clara University and Hillel of Silicon Valley the De Anza Dean of approved.

8. Equity Task Force Update

- Felisa V. and Laura G. finalized details with the Peninsula Resolution Conflict Center for their workshop at the retreat.
- Thoughts have come up about a possible book club, but the task force has not decided if it is something they can take on.

9. Part-time Report

- PT Zoom talk is scheduled for January 23, 2025; however, it is the same day and time as the De Anza's President reception. Raymond B. will provide an update on whether it will be switched to another day or if an additional Zoom time will be added for those who are planning to attend the reception.
- WEP is eliminated after 25 years!
- Some faculty applied for unemployment over the break and confronted some issues, but these have now been resolved.

10. FH Governance Update

- Academic Senate:
 - Police Chief Acosta attended the meeting to speak about security and safety; however, the conversation did not provide any reassurance.
 - The Police department has taken inventory of all the locks on both campuses, and they have distinguished which of those are working (i.e. lock from the inside) and which are not. Felisa V. asked if there was a way to verify their claims. Changing the locks can be up to a three-year process at both campuses.
 - The conversation around tasers came up and the Chief mentioned that the only reason why the tasers came up is because of the California mandate that officers are given tools to de-escalate problems.
 - Questions regarding emergency preparedness policy came up, but nothing has been updated.
- MIP-C:

- The committee made recommendations to President Whalen about what positions to hire. President Whalen took those recommendations with some minor changes and those positions are six tenure track hires plus two positions from last year that did not get filled. The positions include: accounting, theater arts, horticulture, ethnic studies, ESL, and biology (new), and the two open positions from last year are vet-tech dvm and computer science.

11. DA Governance Update

- RAP:
 - The committee has moved the Political Science position and the HEFAS counselor position to high on the priority list. The committee meets on Tuesday, January 21st to make final decisions before the list goes to College Council, and then the president will make the final selection.
- Senate:
 - Continued the discussion regarding the difference between F and FW grades, possible changes in wording to differentiate the two, and when to give that grade to the student.
 - Discussion around what the year will look like with the Senate budget and how they would like to use/spend the money.
 - The bylaws were brought up in a discussion because they currently state that a part-time rep gets a certain amount a quarter, the same amount as anyone who works for RAPP through the senate. Anyone who is part-time and represents a division should get paid and this should be brought up with the dean. The discussion will continue.

11) PAC Update

- Meetings scheduled for the end of January, February, and a possibility for March and are open to all members.
- PAC has been asked to weigh in on the Stevens Creek Blvd. remodel. Mary D. has requested that they ask for remodel/work done during the winter and summer break or nothing during the first four weeks of school.
- PAC has been asked to participate in the special election for San Jose for Council 3.
- The internship program is meeting regularly.
- A lot of interest in tasers, and there is a work group that will be meeting on a regular basis.

- The campus housing group is meeting on Friday to get people up to date on their findings.
- Mercy Housing Project: the application process opens up soon, with a lottery pick on March 2nd, 2025, and the winners must meet specific requirements. More information can be found at 231grant.org

12) For the Good of the Order