

MINUTES  
FOOTHILL-DE ANZA FACULTY ASSOCIATION  
Executive Council Meeting  
March 19, 2025

**De Anza, Admin 109**

3:00 - 5:30 p.m.

EXECUTIVE COUNCIL MEETING

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

**Absent:** Erick Aragon, Jim Nguyen

**Guests:**

**1) Approval of Agenda**

Motioned and Unanimous approval by the committee.

**2) Approval of Minutes from 3/5/25**

Motioned and Unanimous approval by the committee.

**3) District Budget Update**

No budget update: the negotiations team and District did not meet this week but will be meeting next week.

*Benefits:* Every ten years the district conducts an audit of dependent eligibility verifications. The next audit is in Spring. Notifications with additional information will be sent by the Benefits Department soon.

The team continues to work on alternatives for dental coverage. Many dentists are dropping Delta Dental, making it hard to find dentists who are in the Delta Dental network. The issue seems most acute in the Santa Cruz area.

**4) Negotiations/Contract Review Update**

*Negotiations:* The Negotiations team is working on Article 10, Primary Duties and Professional Contributions (PAA/PGA), and anticipates progress in the months ahead.

*Contract Review:* Responding to faculty concerns that RSI training part II at De Anza exceeded agreed-upon time commitments, the Negotiations team and the district agreed to provide additional compensation to faculty who completed the winter training. Faculty who completed RSI training part II in the winter quarter will be compensated for their additional work: \$750 or 3 PGA units. Future RSI part II training time at De Anza has accordingly been reduced to be consistent with the MOU. Future Faculty members who complete the revised RSI training part II at De Anza will receive \$500 or 2 PGA units. The Negotiations team is also working to resolve an issue pertaining to CalSTRS and their hesitancy (again!) to count PAA toward pensions for recent retirees.

## **5) President's Report**

Due to a recent fraud attempt, FA is re-establishing its checking account.

FA is looking to appoint an interim Vice President during the spring quarter.

FA adopted the District Sanctuary resolution at the 3/5/25 meeting. The Trustee President decided not to agendize the item at the 3/10/25 Board of Trustees meeting. This decision prompted significant public comment and discussion. The Sanctuary Resolution (to be reviewed and finalized by a committee of key stakeholders) will be submitted for consideration at the April Board meeting.

At the Chancellor's Advisory Council meeting on 3/21, there is a second reading of a proposed change to Board Policy 2340 pertaining to how items are agendized: "... if there is a majority of the board that wishes to have an item on the agenda, it shall be put on the agenda."

Tim S. is publishing an article in the upcoming *FA News* responding to the Community College League of California's report on the 50% Law.

## **Vice President's Report**

Educational Technology Advisory Committee (ETAC)/AI Integration at FHDA: The district is actively exploring the integration of Artificial Intelligence (AI) into its operations. While district-wide adoption strategies are under consideration, individual instructors and Academic Senates are encouraged to determine AI's role within their classrooms. For more details, visit the AI at FHDA website.

New District Technology Plan: Preliminary ideas for the upcoming District Technology Plan have been shared. Notably, there are slides focusing on students and faculty, accessible here: [bit.ly/3E2w5nP](https://bit.ly/3E2w5nP).

Police Chief's Advisory Committee (PCAC)/Know Your Rights Forum: A forum was held on February 26, 2025, addressing protocols for potential ICE (Immigration and Customs Enforcement) presence on campus and discussing responses to mass shooting scenarios.

Locks, Doors, and Security Enhancements: The district aims to install new locks and door security systems by spring break. "Lock blocks" have been implemented in many Foothill College classrooms; similar installations may be necessary in areas like the L-Quad, administrative classrooms, and the Advanced Technology Center (ATC) at De Anza College.

Prioritization of Sensitive Areas: While there's an understanding of the need for enhanced security in sensitive zones such as ECOT at De Anza, current efforts are focused on high-traffic areas and mass shooting preparedness.

ICE Protocols: Kris Whalen emphasized the establishment of a communication plan ("phone tree") to ensure faculty have clear contacts, eliminating the need to personally escort individuals to the president's office. Some faculty have expressed the desire for the capability to lock doors from the inside to prevent ICE entry.

Campus-Wide Lockdown Capability: Chief Danny discussed the potential for implementing systems that allow for immediate, campus-wide lockdowns at the push of a button.

Tasers: The consideration of equipping officers with tasers has been deferred, with current priorities centered on enhancing locks and alarm systems.

## **6) Part-time Report**

Questions regarding unemployment, retirement, and professional development keep coming up. Ray's next listening hour will be Thursday (3/20) at 3 pm. The April listening hour may be scheduled on a Friday based on requests by faculty, details forthcoming. Ray continues his advocacy work on a range of topics, focusing this legislative cycle on part-time health care benefits.

## **7) Equity Task Force Update**

Laura G., Felisa V., and Julie J. met with the Peninsula Conflict Resolution Center.

The Task Force met with Jeff Anderson to discuss plans for a reading group to meet sometime in May.

## **8) PAC Update**

The FA-PAC meets on the fourth Wednesday of April and May from 3-4 pm. The March *FA News* includes an update on the FA-PAC Internship Program and its work groups. The FA-PAC Internship Program will be recruiting new student interns in the spring for the 2025-2026 academic year.

## **9) FH Governance Update**

*Senate:* Approved Undocumented Student Resolution by acclamation. The Senate is discussing revamping the SLO process. One proposal is for faculty to assess one SLO from each course each quarter. Department chairs will be responsible for compiling the reflections and posting them.

*MIP-C:* Discussed Foothill's Value statement and student (ASFC) proposal to increase student fees from \$10 to \$15 a quarter.

## **10) DA Governance Update**

*RAPP:* Finished its annual program review update and will move on to looking at resource requests.

*Senate:* Approved the Sanctuary Resolution. Difficulties persist in finding volunteers for hiring committees and EO training. Conversations continue regarding AI policy recommendations for syllabi.

## **11) For the Good of the Order**

A group of FH faculty are working to (re)launch the First Year Experience (FYE) program. After learning they would not get reassigned time for a counselor vital to the program, they decided to defer the launch until next year.

The FA President is looking for people to put together a resolution to free Mahmoud Khalil.

The FA-PAC is co-sponsoring an organizers' retreat on 4/11/25 from 10 am-3 pm at De Anza's East Cottage. Faculty, students, and staff will meet to discuss responses to the current political challenges.