



FOOTHILL-DE ANZA FACULTY ASSOCIATION
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FA Officer Appointments

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VICE PRESIDENT	PRESIDENT	PT ASSOC SECRETARY	EXECUTIVE SECRETARY



President's Report: A Roof Over Our Heads

**FA President
 Tim Shively**

I have a somewhat checkered history with the city of Cupertino when it comes to housing. In the early aughts, as a De Anza employee, I entered a Below Market Real Estate (BLM) lottery and "won" the ability to purchase a residence in a development off Stevens Creek Blvd. I was on the verge of closing escrow when I decided to celebrate by getting married. While my wife and I were honeymooning in France, I received word that I was no longer eligible for said residence due to our combined income placing us over the maximum threshold. This was before \$90K was the poverty line in Silicon Valley. A few years later, after my son was born and the family had spent a year abroad in Spain, we were back in Cupertino, where we successfully leased an aging ranch house right off Stevens Creek Blvd. I recall bumping into a not-to-be-named administrator in the now shuttered and rat infested Whole Foods, and informing her that we were now neighbors. An involuntary crestfallen look swept across her face, as if to say, "faculty--there goes the neighborhood." And 5 months later, in the middle of Fall quarter, we were unceremoniously issued our 30 day notice so that the owners could rehabilitate and sell the property. Not the most ideal situation for a new department chair.

So I have a little difficulty fully empathizing with current lessees of the McClellan Terrace development soon to be purchased by the District for student housing, who have been given more than a year to move (up until June 2026), relocation assistance and coverage for moving expenses. The current owner, Prometheus Properties, even has vacancies at one of its other nearby properties to which it is willing to assist residents in transferring. Honestly, I have *never* heard of as generous of a "severance" package. I mean these are leased units, and unless the City of Cupertino is about to embark on a subsidized housing program (is it getting chilly down in Hades?), some entity is going to purchase the property. The current residents are one consideration, however, and the NIMBYS of Cupertino are another.

If you've ever been to one of our Board of Trustees meetings, you've heard them, lamenting about farmers' markets, complaining about construction noise and dirt on campus, protesting the traffic and non-residents parking on "their" streets, demanding the District build a new Flint center for *their* uses, instruction be damned, etc. Suddenly these NIMBYS, guided by groups such as "Better Cupertino," have united behind the residents of McClellan Terrace, because if there's one group they can't stand more than apartment dwellers generally, it's student and faculty apartment dwellers. And while they profess to be "for" affordable housing and student housing, they have demonstrated that they are prepared to exercise their power to keep these undesirables out of their community. Practically every affordable, high density or growth initiative in Cupertino over the last several decades has been crushed before it can gain any traction. The Vallico development has been held up for years with legal challenges, the adjacent Wolfe Road "educator workforce housing" parcel will likely never emerge from behind its wall due to local opposition, and the Stevens Creek Blvd project, which would concentrate transportation and new construction along that corridor rather than sprawling into the adjoining ranch house subdivisions, is, at least for the near present, more a pipe dream than a viable reality.

Recently such opposition went so far as a City Council "urgency ordinance" presented at the May 6 City Council meeting that would have prevented the District from proceeding with its purchase of the property. While there were voices both pro and con during public comment, De Anza and Foothill students really stole the show—they were prepared, articulate, able to cite data as well as being emotionally compelling. Nonetheless, it was pretty clear which side most Council members' bread was buttered on. Zooming in from Dubai, half-awake Ray Wang, looming over the in house audience on the big screen, proceeded to rant about how the student speakers were administration's "pawns." And mayor Liang Chow actually interrupted our Chancellor to disagree with him during his remarks. After extensive public comments and some sparring over whether the property would have to be rezoned if it were converted to student housing (it would not, though several Council members emphasized that it could be, in advance of any conversion taking place), we finally got some consideration of the legitimacy of the ordinance itself. My favorite exchange was Councilmember Sheila Mohan's questioning of the City Attorney on the claim that conversion of the property to student housing would reduce the city's stock of affordable housing:

SM: Is the current McClellan Terrace Apartments—is that considered affordable housing?

CA: The term "affordable housing" is a term of art in the legal world. And the current housing does not fall within that legal definition of affordable housing. But in comparison to the cost of housing within the city of Cupertino, it's relatively affordable.

SM: It's *relatively* affordable.

CA: Compared to other housing.

The disingenuousness of the Attorney's responses (she drafted the ordinance) was further called into question by Councilmember J.R. Fruen, who asked why, in compiling comparable rental properties, the City Attorney's Office had relied on data from 5 years ago, which showed a lower city vacancy rate. Fruen went on to question her exclusive reliance upon Zillow, which does not have an option for duplexes in listing multifamily housing, and stated that he was "not convinced that this [was] a very fulsome picture of what our existing rental housing stock is or even what the prices are." At that point, the mayor attempted to cut him off for exceeding his "time." "You've allowed plenty of other people to speak over time, and you've spoken over time many times on your own, Mayor," Fruen responded. He wrapped up by noting that there were many problems with the data, referring to it as "factually incomplete." Luckily the ordinance required a 4/5 majority vote, and the mayor, realizing she did not have the votes, backed down from calling for a motion to approve. The whole event made our own Board of Trustees meetings look a model of professionalism in comparison.

What cannot be overstressed here is the role of the District's Housing Task Force in keeping the student housing flame burning over the past several years, contrary to the diminishing and ill-informed remarks of Council Member Wang. Hopefully, the selfless dedication of the rank and file faculty and staff who coordinated the students' efforts (the students have been leading the charge, not following it) was recognized by our current administration, because previously, the District never wanted to "get into the housing business." Without years of coordinated pressure from concerned students, dedicated student services staff, and faculty volunteers, the Board would likely have never approved any kind of housing. As Task Force member Daniel Solomon told me, "the task force saw zero involvement from managers until 24-25, when Executive Director of Facilities Joel Cadiz joined us on behalf of Chris Dela Rosa, our new Vice Chancellor of Business Services." The District should now do everything it can to sustain the Task Force, which deserves a seat at the table for all housing projects. Students, in particular, should be represented in any decision making process on student housing in order to avoid the oft-made facilities mistake of planning and building without seeking the input of those who would actually work or live in said facilities (such as happened, for example, at Santa Rosa Junior College).

Presently, our District is in the process of mapping out plans for student eligibility and prioritization, which was presented in a draft Administrative Procedure at the May 23 Chancellor's Advisory Council meeting. Students with at-risk criteria (e.g. the unhoused, foster youth and DSPS eligible) are at the top of the list, and all potential residents are expected to be in "good academic standing" (the criteria for such status still to be finalized). There are provisions made for housing students with dependents in family units, and a 3 year residency limit for all, with exceptions handled on a case by case basis. The anticipated price for a shared two bedroom unit would be \$1000 per month per bed, which includes all utilities. And given the location, half a mile from campus, this is a godsend for housing challenged students and even circumvents the need for private transportation. The District expects to seek final approval on the contract at the June Board meeting, moving forward with relocation plans for current residents in July. Next up: employee housing. Coming to a neighborhood near your campus soon...

Meet Your New Membership Coordinator: Juston Glass



Hello Faculty Association Colleagues,

My name is **Juston Glass**, and I'm honored to step into the role of **Membership Coordinator** for the Foothill-De Anza Faculty Association. I've been part of this district for the past 13 years as an adjunct faculty member in the Business and Social Sciences Division at Foothill College, and I'm thrilled to have this opportunity to serve our faculty community in a deeper way.

In addition to my teaching accounting courses at Foothill, I consult with educational institutions on program implementation and curriculum development and serve as Director of Business and Entrepreneurial Programs at a local private school, where I lead student-centered initiatives like TEDx, CareerConnect, and our award-winning DECA chapter. Whether guiding young entrepreneurs or collaborating with colleagues on campus committees, my focus has always been on building strong, supportive, and equitable communities.

As Membership Coordinator, my aim is to help faculty feel more connected, represented, and empowered through their involvement in the Faculty Association. I'm excited to explore creative ways we can strengthen

our union's reach and impact—whether that means engaging new members, amplifying existing voices, or making sure everyone feels informed and heard.

Thank you for the work you do every day for students and for one another. I look forward to connecting with many of you throughout the year. Please don't hesitate to reach out—I'm always up for a conversation, a collaboration, or just to say hello.

In solidarity,

Juston E. Glass, MS

Membership Coordinator, Faculty Association

Adjunct Faculty, Business and Social Sciences

glassjuston@fhda.edu

Budget Update: Projected COLA + Enrollment Increase Avoids Flat Funding in 25-26



Kathy Perino Chief Negotiator

On May 14, Governor Newsom released the May revise for the 2025-26 budget year. For community colleges, the budget includes a 2.30% (down from 2.43% in January) COLA on the Student Centered Funding Formula (SCFF) metrics and many categorical programs such as EOPS, CalWORKS, and DSPS. Some categoricals, including Strong Workforce Program (SWP) and Student Equity and Achievement (SEA) received no COLA.

For most of the past two years, we have been bracing for a flat funding year in 2025-26 due to the change in the hold harmless regulations. 2025-26 is the first year in which those districts in hold harmless will not receive the COLA – their funding will plateau. For the past two years, all indicators pointed to FHDA receiving no additional funding next year. I couldn't argue with the indicators but still hoped that something magical would happen to help us out.

It turns out that the return of our students was all the magic we needed. The second enrollment report to the state, called the P2, submitted in late April shows that FHDA will NOT be in hold harmless (flat funding) in 2025-26. We will not get the full 2.3% COLA that is in the budget because we need some of that to get us out of flat funding (to close the hold harmless gap); current projections show that our state funding will increase by about 1.5% in 2025-26.

Separate from the enrollment numbers is a yet-to-be determined increase in funding from a change in the Student Attendance Accounting regulations. As boring or technical as this sounds (apologies to the accountants out there), this change in the regulations will produce about 2.8% more credit FTES due simply to the way we are allowed to report the students we have. Seventy percent of SCFF funding is based on credit FTES, so the 2.8% increase in credit FTES will result in more funding, but it is hard to know exactly how much due to three-year averaging along with the other thirty percent of funding based on other SCFF metrics. We should know exactly how much additional funding we get from the accounting changes by early Fall.

The May revise also includes 2.35% (up from 0.5%) for enrollment growth funding. We are now eligible for growth dollars since we are no longer in hold harmless. In terms of full-time equivalent students (FTES), this is about 100 FTES district-wide. This means that our goal for next year is to keep the number of students we have and try to grow by about 100 more FTES, but no more than that. If we grow by more than 100 FTES next year, the state will not provide funding for the additional students. Next year, we will certainly hear "constrained growth" and "no unfunded students" in shared governance meetings.

With these projected changes, the student-centered funding formula (SCFF) will generate about \$195 million for our district next year. Totally separate from this is our revenue from non-resident (both U.S. out-of-state and international) students, which is about \$26 million this year. Anyone watching the news knows that White House policies are putting this revenue at risk. International students considering coming to the US are being advised by their home country organizations not to come to the United States. As a result, FHDA is budgeting a 10% (\$2.6 million) reduction in non-resident fees next year. This revenue is part of our general fund.

I will close this update with a review of our district's ending balance as of the 2nd quarter report presented to the Board of Trustees at the end of March. The [second quarter report](#) (page 9) shows an unrestricted general fund (Fund 114 and 115) balance of \$58.2 million and a total projected expense of \$234.5 million. A simple division shows that our unrestricted ending balance is about 25% of our expenses. This is unnecessarily high. The recommendation from the State Chancellor's office is that our unrestricted ending balance should be about 16.7% (two months) of expenses, or about \$39 million, to deal with unexpected budgetary events like a swing in non-resident enrollment. The difference between what we currently have and what the Chancellor's office recommends is \$19.1 million. We are no longer planning for flat funding for multiple years, so let's spend some of that money on employee well-being.

FA is currently negotiating a restructuring of the full-time faculty salary schedule to incorporate Professional Achievement Awards (PAAs) into salary in addition to making improvements in part-time faculty salaries. For more on that, see the Negotiations Update.

Join The Union Team

FA is seeking a Part-time faculty member from either campus to serve as an Executive Council replacements for Spring quarter. This is a great opportunity to get involved, take a "test drive" and learn more about the work of the FA. Compensation for these roles is **\$100 per meeting attended**. Please send a brief letter of interest to [Erika Cervantes](#).

Get Involved!



Negotiations Update

Kathy Perino Chief Negotiator

We are closing in on the end of the year, with limited time for a ratification vote by the end of June. As such, the negotiations teams have agreed to ratify those sections of the contract that we have complete by the end of June; we will finish negotiation of the 2025-28 Agreement in the Fall. Below is an update on the items we hope to ratify by the end of this academic year for implementation at the start of next year.

Article 10 (Full-Time Faculty Duties) and Elimination of Article 38 (PAA)

After receiving feedback from full-time faculty at a number of forums, we are incorporating suggestions into the "points for professional responsibilities" table and the "hours for professional development" chart. Since SLO participation is a job requirement for part-time faculty, we are working on describing the fact that the department faculty are responsible for completing SLO requirements for accreditation, while also allowing freedom within a department to determine exactly how that is accomplished.



Other topics of discussion include how closely the three-year evaluations will be tied to these requirements and the consequence if one does not reach the required point total for professional responsibilities or hour total for professional development. We are trying to develop a system similar to the consequence for not meeting the current 9-unit PGA requirement – that one freezes on the salary schedule until the requirement is met. We are making progress on all of the above, but exact details are not yet ready to share.

Appendices A -G : Salary for all faculty employees



In addition to eliminating the PAA system for full-time faculty, we need to agree on new full-time and part-time salary schedules. For full-time faculty this will include (at least) incorporating the PAA amounts as separate steps on the salary schedule. For those who participate in the PAA system, this may not increase total compensation from the PAAs: it will just display the amounts as steps.

Separate from the PAA steps, we are hoping to make improvements for all faculty (exactly what is TBD) to bring FHDA faculty salaries closer to the median or mean of the Bay 10 salaries. Our goal as a district used to be to land in the top 3 of all Bay 10 districts. Is it still? Even making the median would be a huge improvement. Currently, our salaries rank about 6th or 7th (depending on step and column) among Bay 10 districts.

In terms of part-time salaries, we have a parity agreement that states part-time faculty should be paid for up to 4 office hours a week (we are currently at 3) depending on course load, and that the part-time salary schedule should have the same number of steps as the full-time schedule. We currently have 8 steps on the part-time schedule and 13, but soon to be more, steps on the full-time schedule.

Article 20 and Appendix X – Early Notice Incentive

The Early Notice Incentive is currently a two-step process: a) In the fall, either 5 quarters or 8 quarters before your retirement date, file a form and notify the district that you are planning to retire, and b) at least one year before that retirement date, submit an irrevocable letter of resignation to the Board. If you do those two steps, you get either \$1500 (for the 5-quarter notice) or \$2500 (for the 8 quarter notice) at the end of January in the year following your retirement. These amounts no longer act as an incentive, and while the intent was to allow the district to plan for replacements, in practice, neither college incorporates this advance notice into hiring decisions until the irrevocable letter of resignation is approved by the Board of Trustees.



This year, we are trying to improve this process by providing an amount that acts as an incentive for full-time faculty considering retirement, and by simplifying the process to be a one-step process: file a form 12-months in advance that acts as an early notice to the district and the irrevocable letter of resignation at the same time.

We have not settled on the exact process and amount but hope to have agreement by the time of ratification.

Article 27 – Calendar



We are incorporating language that opening days will be scheduled for no more than six hours per day, *including lunch*. In addition, we are negotiating an increase in compensation for part-time faculty attendance at opening days.

Article 35 – Training/Retraining Stipends

Faculty will have two application dates instead of one. Currently faculty must apply for training/retraining

stipends by May 1 in the academic year before any planned studies. The new language will allow for a second application date of November 1 (in the fall of the same academic year of the studies) if funds remain after the May 1 applications are processed.

Article 40 (new) – Faculty Investigations

This article will move the [March 2024 MOU](#) regarding faculty rights when under investigation into the Agreement.

If FA and the District can reach agreement on the above items in the next two weeks, we will hold faculty informational forums and a ratification vote before the end of the spring quarter. Stay tuned!

FA Thanks and Welcomes its New Members



Kathy Retardo - Nursing, DA

Rachel Moore - ICS, DA

Lara Ghisleni - Anthropology DA

Join FA Today!

Particularly for Part-Timers

Raymond Brennan
Part-time Secretary



Welcome to another edition of Particularly for Part-timers, aka News You Can Use.

To begin, please know that the next Faculty Association (FA) Listening Hour will be held on June 6th (D-Day) from 3 to 5 p.m. The hour will begin with a review of unemployment rules and tips for filing as well as a brief presentation on one of the little noticed corners of the Portal that many may find interesting—more on that in a bit. As always there will be ample time for questions. If anyone has a particular question, you are encouraged to send your question to me prior to the Listening Hour. Here is the link for this iteration of the [Listening Hour](#).

Unfortunately, now that people have been apprised as to whether they have the summer classes they requested, it is time to discuss Unemployment insurance. All part-time faculty teaching in spring quarter who do not have a summer class are entitled to unemployment benefits. Part-time faculty teaching two classes in spring but who only have one in summer can apply for unemployment benefits based on their income reduction. You may file for unemployment benefits after your last teaching day of the quarter.

Rather than use a grotesque amount of ink to explain the ins and outs of unemployment filing, allow me to point you to two places that should provide some clarity about the filing process. The first is the section on unemployment found on the [FA's website](#). At the top of the home page, you will find a drop-down menu for part-time faculty. From that menu select [The ABC's of Part-time Faculty Employment](#). Near the bottom of this exceptionally long, alphabetically arranged document is the basic information you need to know about unemployment. Note especially the campus specific phone numbers to give California's Employment Development Department (EDD). Note too that the California EDD is now imposing stricter identification requirements on those filing for unemployment benefits. Specifically, you will be required to use the [ID.me](#) or [id.gov](#) system to verify who you are before you can file a claim. It is best to get the identification verification out of the way before trying to file a claim.

Another source of excellent information can be found on Cabrillo College's part-time Professor John Govsky's [Contingent World](#) website, a site he assiduously keeps up-to-date. Here you will not simply find instructions for how to file for unemployment—one set for first time filers, another for those reopening a previous claim—for every question asked by EDD there is a screen shot, and in many cases, John provides the one correct answer to give. I.e., When asked if you are a member of a union, the correct answer is NO. The Faculty Association is a collective bargaining association, not a union. Similarly, if asked if you have assurance of future employment, the answer is NO since any offer of a future class is contingent on a number of things, and due to a California Supreme Court ruling many years ago, a contingent offer of future employment is not sufficient reason to deny one unemployment benefits.

If you have your unemployment claim denied, please contact me right away, so that we can begin the appeal process. I've not lost an appeal yet!

If unemployment is about trying to make ends meet through lean times, this seems the appropriate place to ask whether you know where all your money goes each time you look at your paystub. Many find all the abbreviations found in the various boxes of their paystub bewildering, at best. While the FA was provided with an excellent breakdown of the paystub by the good people at Payroll which can be found on the FA website [here](#), not all possible abbreviations are spelled out, nor are all deductions mentioned or labeled clearly as many are so rare or obscure that defining them all would have covered the example. But explanations are available. Seeing them requires diving a little deeper into the Portal than most of us are likely to do. Here's where those answers lie: Go to the Portal and click on Payroll and Records. Below the My Pay Documents box is another box labeled Online Services. At the bottom of this box is a link to your "Employee Dashboard." Among other information found here is the Banner version of your paystub. This is a much more detailed paystub and will tell you where every penny of your hard-earned dollars goes.

An example of why perusing this version of your paystub is something to do once in a while has been provided by the De Anza Academic Senate (AS). All faculty, counselors, and librarians are members of the Academic Senate which is responsible for all things related to academic and professional matters (the 10 + 1). Like the Faculty Association, the Academic Senate has an Executive Committee which is comprised of a member or members of every constituency on campus, and it is this group that makes decisions related to curricular matters. (Which constituencies have a member on the Executive Committee can be found [here](#). Several of these constituencies are entitled to have a member on the Executive Committee, but at the moment they do not.)

According to its website "The De Anza Academic Senate collects voluntary dues from its members and uses this money to support Senate work for its officers and Part-Time At-Large Reps." The current voluntary dues of the De Anza Academic Senate stand at \$5 per pay period, or approximately \$50 per year for full time faculty not teaching Summer Session. Not all members of the AS Executive Committee pay these voluntary dues though many faculty who are not members of the Academic Senate Executive Committee have at some point in the past agreed to voluntarily pay the \$5 dues to the AS by means of a donation form found on the AS homepage, and like one's FA dues, these dues are deducted from each pay stub.

The AS Executive Committee recently decided there is a budgetary need to increase its voluntary dues from \$5 to \$15 per pay period. The Academic Senate will be notifying (or has already notified) all faculty of this change via email and providing an opt-out option for those who wish to discontinue their voluntary participation by emailing academic senate@fhda.edu. This increase is authorized under the existing donation forms that faculty signed, which allow the Executive Committee to adjust dues rates. While the suggestion was made that the dues be two-tiered with lower rates for part-time faculty who work in a two-tiered pay system, that suggestion was not adopted. Currently, 12 part-time faculty and 140 full-time faculty voluntarily participate in paying these dues.

I think that will do it for this issue. Do keep in mind that we at the Faculty Association have your back. Should you have any questions or concerns relating to your employment with the District, we are here to help you.

Executive Council Appointments

Voting Not Required

FA Executive Council, De Anza



**Erick Aragon
Counselor, Outreach and
School Relations**

I would like to express my interest in continuing my service on the Faculty Association Executive Council.

I have been a Counseling faculty member at De Anza

College for the past 12 years, serving as a counselor in Outreach and School Relations. In this role, I support prospective and incoming students, helping them navigate their transition into college and advocating for equitable access to higher education.

Over the past two years, I've had the opportunity to serve on the Executive Council and remain committed to representing the voices of non-instructional faculty—especially counselors—whose experiences and needs are often overlooked. I have also served as a former tri-chair of the Equity Action Council, Faculty Co-Chair of APASA, and the APASA representative on the Budget Advisory Committee and the Resource Allocation and Program Planning Committee (RAPP).

My goal is to continue contributing a thoughtful and grounded perspective on the structural decisions that affect our work and our students. I believe it's critical that our voices help shape the direction of the college during times of institutional change.

Thank you for your time and consideration.



**Rich Booher
Philosophy**

I have been an active member of FA for several years, having served on the Executive Council, as Executive Secretary, and on our negotiation team. I

would be delighted to be chosen to serve on the Executive Council once again. If selected for this position, I would work to advance the interests of all faculty in our district.

I have been a full-time faculty member at De Anza since 2016, and before that spent several years stringing together part-time work at colleges in southern California. I know first-hand how much difference a strong contract makes, and that there is a need to attend to the distinct situation of part-time faculty members.

I also know that it is important to listen to the concerns and needs of all faculty members across the district. Our union represents instructional faculty, counsellors, and librarians; those with full-time and part-time positions. The union is both stronger and wiser when we work for the good of all, which is what I intend to do.

Best,



**Felisa Vilaubi
Counselor for English
Performance Success**

I am writing to express my continued interest in serving on the Executive Council of the Faculty Association. When I first

joined FA, I was newly tenured and eager to give back to the association that had supported me while going through tenure. Now, as a seasoned faculty, I remain just as committed to contributing to an organization that plays a vital role in protecting faculty rights and shaping the direction of our campus.

My time on the council has deepened my understanding of contracts, MOUs, and shared governance, and strengthened my ability to advocate for our faculty. I've come to appreciate even more how essential it is to maintain strong systems of support for faculty, especially for those who may still feel "new" or are struggling to navigate our systems. This feels even more important now as we think about growing capacity and understanding the strength of community and organizing as we create ways to resist the current federal administration.

As a white-passing Latina and an embedded counselor with a background in alternative education, I bring a unique perspective that is grounded in equity, access, and innovation. These experiences inform how I approach leadership, collaboration, and advocacy, and I believe they help me serve as a thoughtful and inclusive voice on the council.

It would be a pleasure to continue this work, and I respectfully ask for your consideration for a position on the Executive Council.

Thank you,

FA Executive Council, Foothill

**Jordana Griffiths
English Department,**



I have been a full-time English instructor at Foothill College for the last 20 years and I first learned about FA's efforts to improve working conditions and create a sense of community for faculty when I served as the FA Conciliator a number of years ago. Since then, I have had the privilege of serving on the FA Executive Council for the last two years, where I've supported efforts to hold the administration accountable for greater transparency in its governing decisions and worked to build a sense of belonging and community on the Foothill campus.

In addition to my service on the FA Executive Council, I have participated on the Foothill Academic Senate in the past and am currently involved in coordinating Foothill's FYE (First Year Experience) program, along with serving as a Faculty Supporting Faculty Coordinator with the Office of Online Learning. Each of these experiences has given me the opportunity to deeply understand faculty concerns and represent the voices of all faculty, while communicating important information to various stakeholders. I would like to continue my work on the FA Executive Council so that my vision of transparency, belonging, and community can be realized.

**Julie Jenkins, PhD
Anthropology & Global
Studies**



Over the last 3 years, I have had the opportunity to serve on the Faculty Association's Executive Council as one of your representatives and am asking for your support to continue to serve you for another two years.

From my point of view, it is necessary for the Executive Council to have a strong relationship with its members- all members, but especially new faculty, part-time faculty, BIPOC faculty, and LGBTQIA+ faculty. With your support, I would like to continue to put my skills to use in helping to foster faculty members' – new and old - sense of belonging to the FA and knowledge about the Agreement, while also being on hand to communicate concerns back to the Executive Council.

Thank you for your consideration,

**Rachel Mudge
Mathematics**



I am excited to express my interest in the two-year term Executive Council seat after having served since January 2021. I am honored to have been a member of the Foothill College community in many different roles. My first Foothill experience was as a young child in the daycare center and from there I became a student, a classified staff member, and now a faculty member since 2004.

Every member of my family has some experience working or learning at Foothill College and has been a tree of knowledge and center of growth for me and my family. Faculty are the key component of that tree. I want to serve on the Executive Council to maintain reasonable faculty working conditions that support dynamic learning environments for current and future students in these uncertain times.

FA Executive Council, Part Time Representatives

**Raymond Brennan PhD
English**



I would ask for your vote so that I may continue my position as the De Anza part-time faculty member representing the interests of all Foothill-De Anza Faculty on the Faculty Association's Executive Council. First appointed to the Council in 2010, my time on the Council has made vividly clear the need for part-time faculty to have both ears and a voice on the Executive Council which directs the FA's priorities.

Currently, I also hold a second position as the Faculty Association's Part-time Associate Secretary, and this, coupled with my several years on FA's Negotiation Team, provides me with a depth of experience and knowledge that I bring to both roles and enhances my effectiveness in both. As the Part-time Associate Secretary, I learn of the issues and concerns part-time faculty face. As a reelected Executive Council member, I can bring these concerns about working conditions, contractual issues, equity, health coverage, et al to the Executive Council for its consideration and action while also



Your Participation Counts!

keeping mind that all members of the Council represent all faculty in the District.

Thank you for your consideration.

The List of Important Deadlines

Following is a list of many, but not all, important contractual deadlines for the 2024-25 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, [Felisa Vilaubi](#)
- Foothill, [Eric Reed](#)

Questions can also be directed to the **FA Office Manager Erika Cervantes** (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."



June 2: Full-time faculty submit Professional Growth Activities to campus Personnel Office for salary step advancement (*Appendix A, B*) and/or Professional Achievement Award application (*38.3*).

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

July 10: Full-time faculty submit Professional Achievement Award application to division dean (*38.2.1, 38.3*).

Aug. 22: Part-time faculty file intention to change salary column starting in the Fall Quarter with campus Personnel Office (*Appendix B.1, C, E, G*).

JOIN OUR FACEBOOK PAGE

FACCC Great Teachers Seminar Scholarships Available!

A Special Opportunity for Part-Time and New Full-Time Faculty

As a token of appreciation, FACCC is offering **Foothill/DeAnza four full scholarships** (worth \$2,600 each) for faculty to attend one of the Great Teachers Seminars this summer.

Eligibility

These scholarships are specifically for:

- All part-time faculty
- New full-time faculty (five years or less of service)



Seminar Locations and Dates

Choose from two beautiful California locations:

- **Southern California:** [San Diego, Paradise Point Resort, June 8-12](#)
- **Northern California:** [Asilomar, Monterey, August 3-7](#)

What the Scholarship Covers

Each \$2,600 scholarship includes:

- Seminar registration fee
- Four nights' double occupancy accommodations
- All meals
- \$150 travel stipend

Note: Single rooms are available for an additional \$500 fee (not covered by the scholarship)

How to Apply

Visit the [FACCC website](#) for complete information and application details. **Applications are due April 30**, but early submissions are strongly encouraged as scholarships are limited.

Don't miss this valuable professional development opportunity to connect with colleagues and enhance your teaching practice in a beautiful setting!

For additional information, please visit the FACCC website.

What Do you Think?

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.



Share Your Voice: Shape Our Future

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