

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
October 1, 2025
3:00 – 5:30pm

Foothill, Toyon Room

In Attendance: Erick Aaragon, Raymond Brennan, Nicole Gray, Julie Jenkins, Fatima Jinnah, Sunghae Jung, Jim Nguyen, Rachel Mudge, Kathy Perino, Tim Shively, Daniel Solomon, Bob Stockwell, Felisa Vilaubi

Absent: Chai Schweikert (sabbatical), Laura Gamez (sabbatical), Rich Booher (sabbatical), Jordana Griffiths (sabbatical), Mary Donahue

1) Approval of Agenda

Motioned for approval by Raymond B. and seconded by Jim N.

2) Approval of Minutes from June 4, 2025

Motioned for approval by Robert S. and seconded by Jim N.

3) Approval of Financial Statements

Financial statement/end of year numbers combined with the annual budget.

4) Approval of Annual Budget

Kathy presented the FA AY 2025-26 budget.

Motioned for approval by Felicia V. and Julie J.

Unanimous decision to approve by council.

4.5) Approval to increase stipends for this year to raise by 20%

Felicia V. and Rachel M.

Unanimous decision to approve by council.

5) Appointment of Council Replacements

Vacancy for Laura Gamez Foothill full-time for AY2025-26, Kathy Perino unanimously appointed by acclimation.

Vacancy for De Anza part-time Marc Landfeld appointed unanimously by acclimation.

Council replacements for full-time De Anza, for Fall 2025, Joshua McCluskey and Steve Nava. Motioned by Ray B. and second by Robert S.

Unanimous decision to approved by council.

6) Arbitration Request

Confidential conversation took place among the council.

Motioned by Kathy P. and second by Fatima J. not to move forward with the arbitration request.

Unanimous decision by council to not move forward with arbitration request.

7) District Budget Update

Nothing to report, have not met and will be meeting with the district later in the month. Kathy answered a few questions regarding Basic Aid that have come up from others across the campuses. Kathy emphasized the goal for the current year is to “stay the course” and remain careful as we proceed ahead with an eye toward property tax rates and State COLAs.

8) Negotiations/Contract Review Update

Have not yet met with district. Will meet later this month to discuss questions regarding professional development and professional responsibilities and their updates.

Kathy ran the (possible) AY27-28 calendar by the council and asked for thoughts on the different options.

Questions remain as to what RSI training will be required and its compensation for new hires.

9) President's Report

Concern about outside groups having influence on district decision making. None of the allegations were sustained in 5 complaints filed against employees. Tim requested a California Public Records Act request for the district to get materials pertaining to issues related to complaints. The goal is to find out more about their communications with outside groups and how these groups are weighing in.

Individual labor unions connected to the UC's and other faculty-oriented groups (e.g. AAUP) filed a lawsuit against Trump-Vance Administration for attempting to manipulate universities' decision-making process through threats of withholding funding. Tim met with the Bay Faculty Association and received their support to show support for the lawsuit. Tim asked the council if they would like to get involved, with which the council agreed.

Employee housing in Mountain View slated for purchase; Tim has pushed for part-time faculty applicants to be prioritized with their full-time colleagues.

10) Part-time Report

Health benefits

Unemployment, discouraging PT from reappealing.

11) Equity Task Force Update

Opening Day workshop went well.

Task Force will organize what the rest of year will look like and will have its first meeting on Oct. 22, 2025.

Questions regarding what the charge of the Task Force will be for this year.

12) PAC Update

CalPERS election complete. The candidate we endorsed, Jose Luis Pacheco, lost his re-election bid.

The FA-PAC Internship Program is recruiting volunteers and supporting the Yes on Prop 50 campaign through canvassing and phone banking.

The PAC will present a budget proposal for 2025-2026 at the November Executive Council meeting.

13) FH Governance Update

Academic Senate

Lost representative on Senate; Nicole Gray agreed to step up until FA has someone to step in.

Prioritize registration to have more meaning for various groups, in particular MESA would like to be added to that group.

Talk around removal of FW grade, people do not want to get rid of it.

Faculty needed for student agreement pool due process.

MIP-C

Julie J. will be FA point of contact.

Faculty prioritization is happening in early November.

Deadline of Friday, October 4, 2025, for early notice incentive for retirement.

14) DA Governance Update

Academic Senate

Reported on the message from Ray B. regarding the faculty IDs and faculty listed as "inactive".

Presentation by the Vice Chancellor of Business Services Christopher Dela Rosa on the shift to community funded model for district finances allocation model (Basic Aid).

Presentation can be found on the De Anza Academic Senate website.

Presentation on Administrative Alignment, but presentation did not answer all questions and concerns.

The proposed De Anza County Health Clinic will now be a portable bus not a two-story building. The change from building to bus now leaves room for conversation around the parking of the bus and the tentative agreement between the county and the district will now be revised. In addition, there was a concern from Chris Dela Rosa earlier, as he did not want two construction projects (i.e. the new Arts building) proceeding on campus at once.

De Anza re-organization is proposed to move programs and administrators to other divisions. Many faculty are not happy and voiced their concerns.

RAPP

New proposal for RAPP to have four different subgroups.

Faculty prioritization will happen in fall quarter. Deadline to submit requests is 10/17.

15) Good of the Order

Vacancies: 2 full-time tenured faculty needed to serve on De Anza Due Process Panel.

Fatima J. gave kudos to Equity Task force on opening day session.

President of FACCC resigned. Sarah Thompson (Chabot/Las Positas) who was elected VP will be acting President for remainder of two-year term.