

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
Oct 15, 2025
Foothill, President's Conference Room, 1901

In Attendance: Erick Aaragon, Raymond Brennan, Mary Donahue, Nicole Gray, Julie Jenkins, Fatima Jinnah, Sunghae Jung, Mark Landefeld, Joshua McCluskey, Rachel Mudge, Steve Nava, Kathy Perino, Tim Shively, Daniel Solomon, Bob Stockwell, Felisa Vilaubi

Absent: Chai Schweikert (sabbatical), Laura Gamez (sabbatical), Rich Booher (sabbatical), Jordana Griffiths (sabbatical), Jim Nguyen

Guest: Juston Glass (membership coordinator)

1) Approval of Agenda

Motioned by Ray B.; seconded by Mary D.
Unanimous approval by the Council.

2) Introduction of New Council Members

Mark Landefeld, Joshua McCluskey, and Steve Nava

3) Approval of Minutes from October 1st, 2025

Motioned by Felisa V.; seconded by Bob S., approved with four abstentions.
Felisa requested a correction to the spelling of her name.
Kathy P. requested a wording change to 4.5 to now read "Approval to increase stipends to raise by 20%"

4) Approval of Financial Statements

Motioned by Danny S.; seconded by Bob S., approved with one abstention.

5) Approval of Legal Action

Motioned by Mary D.; seconded by Felisa. Unanimous approval by Council to pursue legal action (file suit) if necessary, against the District regarding the failure to provide all materials for a Public Records Act request.

6) Memorial Gift for Legal Service

Motioned by Felisa V; seconded by Danny S. Unanimous approval by the Council for Tim to pursue filing an amicus brief (secondary statement supporting a lawsuit) in support of the plaintiffs in AAUP et al -vs- Trump et al, on behalf of Robert Bezemek as a gift of appreciation for all his years of service. The complaint was filed against the Trump Administration for pressuring Universities with threats of withholding funding. Tim will consult with other interested districts to share the cost.

7) FA-PAC Update

The PAC will vote on its budget for 2025-26 and will bring the proposal for Council review to the November meeting. FA-PAC interns (8) and volunteers (45+) are working diligently on the Yes on Prop 50 campaign.

8) District Budget Update

The District Budget Committee met for the first time and reviewed the Guiding Principles of the District allocation model to be discussed at the Chancellor's Advisory Council on October 24th.

It was reported that non-resident tuition is being affected by the Trump administration's actions around immigration status, with F1 Visa students down by 9%. Because some international students take online courses from their home country, FTS for non-resident students is only down 6%.

Based on discussions with the CCCI (California Community College Independents) Legislative Committee, the state budget is likely to have little or no COLA next year. Budget Town Halls are planned for October 16th at Foothill and October 27th at De Anza.

9) Negotiations/Contract Review Update

The team met with the District to discuss questions regarding the PAA system, which will be shared with faculty in the form of FAQs (also to be published on the website) and will be updated quarterly.

The Appendix A full-time faculty salary schedule changed language to reflect the new step advancement system. Subsection 6A requires an evaluation with "... satisfactory professional performance." Discussion continues regarding what "satisfactory professional performance" means. Results will be shared widely.

The team is working on RSI training for new hires as well.

Regarding the 2027-28 Academic Calendar, the District expressed no preference.

Faculty will be able to share their input via an upcoming survey.

Concerns regarding REP were raised in light of the District's interest in moving to annual scheduling.

10) President's Report

Tim shared the eligibility/prioritization policies for faculty/staff housing crafted by the the district and the union presidents about the prioritization of employees and who is eligible for this housing. Tim successfully pushed for part-time faculty to be included on an equal basis with full-time faculty. A PDF agreement will be circulated for approval. Concerns were raised regarding certain aspects, and Tim will go back to the district and unions for a re-opener after one year.

BFA is holding a retreat in San Francisco in November, roughly 12 people have signed up to attend. The intention for the retreat is to build connections and engage in deep conversation with colleagues from the Bay Area districts.

There is a draft revision of the Board Policy of Academic Freedom circulating; it will need to go through all the governance parties before it is presented to the Board. Tim received it right before the meeting and will share it in November.

11) Vice President's Report

FACCC BIPOC Committee is currently putting together a proposal for the Advocacy & Policy Conference with the theme "Lights, Camera, Advocacy: Teaching and Learning in the Digital Age." Happening February 22-23, 2026, in Sacramento. Professional conference funds can be used to attend. This gives an opportunity to connect with faculty and advocates from across the state.

Link to register:

https://facc.memberclicks.net/index.php?option=com_jevents&task=icalevent.

detail&evid=448&year=2025&month=002&day=25&uid=0da0244acf7594108e117e26cd62e07a

The Legislative Town Hall is scheduled for Monday, October 20th from 6-7:00PM on Zoom. This meeting will give people a chance to weigh in as FACCC shapes its 2026 legislative priorities.

Link to register for the Legislative Town Hall:

https://www.faccc.org/index.php?option=com_jevents&task=icalevent.detail&evid=394&year=2025&month=009&day=19&uid=a860540c9c4f43e1554abb1d50c33654

Governor Newsom signed FACCC-sponsored SB 241, authored by Assembly Member Cervantes, into law. The bill ensures that counseling, library, and other non-classroom faculty roles remain human-led, reinforcing the importance of real, human educators in the age of AI.

Campus and district committees are just getting started for the quarter.

Kathy P. asked that the Academic Calendar item (BP / AP 4010) be taken off the consent calendar for a later 1st read, 2nd read, and then action. This is a negotiated item and was flagged.

Kudos to Robert S. and Erika C. for taking notes at the last Executive Council meeting. Notes to be sent out to the division liaisons so they can share key updates with their divisions after meetings.

Tim S., Kathy P., Nicole G., and Ray B. will attend the CCCI conference in San Diego from October 23-25th, 2025.

12) Part-time Report

EDD has adopted a new tone apparently designed to discourage appeals.

AB 1028 became law (signed by Newsom) and requires consistent evaluation and termination processes, and other protections for part-time faculty.

PT faculty who lost benefits over summer should contact Ray B.

13) Equity Task Force Update

Have not met, meeting on October 22nd, 2025, will report back at next Executive Council Meeting.

14) FH Governance Update

Academic Senate

The Senate voted down the FW removal policy. It will now go back to both campuses to reconcile because there needs to be consistency across the district.

Regarding priority enrollment, MESA will be added and other programs (including Puente and Umoja) to be considered.

Annual scheduling for the 2026-27 academic year is in process at both campuses.

Results of the employee satisfaction survey were shared but not discussed in detail.

MIP-C

The results of employee satisfaction were shared.

Discussion emerged regarding the bookstore. The campuses are in contract with Follet Bookstore for one more year. It's unclear whether campuses will subsequently move to an online bookstore.

15) DA Governance Update

The campus re-org/structure has been put on pause.

There is a need for two full-time De Anza faculty for the Tenure Due Process Panel.

Campus and district committees have not yet met and are just getting started for the quarter.

Tim attended an Institutional Effectiveness Partnership Institute (IEPI, CCCCCO) meeting to discuss De Anza growing non-credit instruction.

Academic Senate

Positions that need filling, full time tenure

College Council

Talked about the climate survey, faculty housing, and the County Health Clinic, which will now be a bus instead of a building. The bus option will not conflict with the construction of the new Arts building.

Rapp

Early retirement notices were bumped up to \$7,500 based on the new agreement; faculty cannot change their mind once approved by the board.

Eight faculty have put in for retirement (5 DA and 3 FH); their names will appear in the November Board agenda.

There is discussion of restructuring and re-creating separate Planning and Budget Teams (e.g., instruction, budget, facilities, and student services). Significant questions remain.

16) For the Good of the Order