

Minutes
Foothill-De Anza Faculty Association
Executive Council Meeting
November 5, 2025
De Anza, ADM 109

In Attendance: Erick Aragon, Raymond Brennan, Mary Donahue, Nicole Gray, Julie Jenkins, Sandra Jung, Mark Landefeld, Brendan Mar, Joshua McCluskey, Rachel Mudge, Steve Nava, Jim Nguyen, Kathy Perino, Tim Shively, Daniel Solomon, Bob Stockwell, and Felisa Vilaubi.

Absent/sabbatical): Rich Booher, Laura Gamez, Jordana Griffiths, Fatima Jinnah, and Chai Schweikert.

Guest: Juston Glass (Membership Coordinator).

Approval of Agenda

Motion by Donahue; second by Nguyen. Unanimous.

Approval of Minutes

Motion by Stockwell; second by Donahue. Unanimous.

Approval of Financial Statements

Tabled; to be taken up November 15.

Morton Tax Review

Tabled; to be taken up November 15.

District Budget Update

None.

Negotiations/Contract Review

Perino reported on RSI, annual scheduling, retiree health benefits, performance improvement plans, and leave article issues.

FA and the District reached agreement on credit and compensation for RSI training going forward and a maximum number of training hours (4) every two years.

Annual scheduling is moving along; FA will remain attentive to potential challenges associated with this process when it comes to REP and Part Time faculty.

The District's announcement that it was changing its reimbursement for Medicare Part B created quite a stir. FA stands firm in its support for retirees.

FA is starting interest-based discussions with the District on performance improvement plans, which emerged from discussions regarding unsatisfactory ratings during evaluations.

The Leave discussions pertain to provisions regarding extended paid leave, extended sick leave, and asynchronous class assignments.

San Mateo CCE (ATF 1493) Support

Shively shared a statement from San Mateo CC faculty and an article on their organizing efforts. A motion to support ATF 1493's pursuit of living wages and academic freedom was unanimously approved by the Council.

FA-PAC Update and Budget

Stockwell presented a PAC budget proposal for 2025-2026 and a slate of PAC voting members (Shively, FA Pres.; Stockwell, PAC chair; Nguyen, DA FT rep.; Ryer, FH FT rep.; and Solomon, PT District rep.). Both were approved by the Council.

Equity Task Force Update

Vilaubi and Jenkins presented and facilitated a broad-based discussion of the next steps for the Equity Task Force. The Council concluded that the task force would be deactivated for the foreseeable future while recognizing the ongoing need to address threats to solidarity, academic freedom, public funding, encroaching authoritarianism, etc.

Membership Update

Glass reported on his membership coordination activities. He provided data on the numbers of new members as well as background information on his efforts to consolidate data and build connections with the essential personnel at both colleges and the district.

President's Report

On the housing front, Shively announced the deadline for the faculty housing lottery was fast approaching and that there will be a shuttle service from the McClellan student housing to FH and DA.

Shively provided additional follow-up to his October FA News article regarding the need to ensure transparency when it comes to outside groups exercising influence.

Shively (and other leaders from FA) will participate in the Bay Faculty Association retreat this weekend.

Shively is working with a DA colleague on AI guardrails for an FACCC podcast.

The FA Retreat will take place in February. Shively invites recommendations for guests and programming.

Shively, Brennan, and Gray reported on the CCCI Conference highlighting the importance of district reports, the reserve audit, and new requirements for course outlines of record.

Shively noted that the recent Budget Town Halls were well attended; that there is a notable drop in international student enrollment; and that there appears to be stability in the property tax base for the district given the percentage of business and commercial real estate.

Shively commended the FH Student Trustee, Maria Blaze, for her powerful comments to the Board for what she believes is mostly symbolic support for undocumented students.

Finally, Shively noted the FA Office will be undergoing a makeover (carpet, paint, and lighting) during the break.

Vice President's Report

Nguyen reminded the Council of the need for De Anza faculty to serve on the Tenure Due Process Panel. This prompted Aragon to volunteer.

Nguyen reminded the Council of the upcoming FACCC Advocacy and Policy Conference in February 2026 and provided a legislative update regarding the bill ensuring librarians and counselors are human (building on the previous similar articulation regarding faculty). Shively added that the possible next step is to push for legislation that enshrines the concept of "human-completed tasks" in higher education policy whether that be teaching, advising, or counseling.

Regarding the Police Advisory Committee, Nguyen notes the Police Department is moving ahead with new security measures including locks, reporting requirements associated with SB 98, and parking permits.

Part-time report

Brennan's report focused on student complaints and his efforts on legislative advocacy.

FH Governance Update

Covering MIPC and Senate, Mar and Jenkins reported on discussions regarding opening days; Google's AI contract work; the climate survey; and the new disturbing language frame emerging regarding higher education and "return on investment" (think privatization).

DA Governance Update

Vilaubi, Aragon, Solomon, and Donahue reported on RAPP primarily and its ranking of position requests and the future (re) configuration of RAPP and/or PBTS (the old shared governance formulation).

For the Good of the Order

None.