

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
January 21, 2025

De Anza College, Admin 109

3:00 - 5:30 p.m.

In Attendance: Erick Aaragon, Raymond Brennan, Rich Booher, Mary Donahue, Juston Glass, Nicole Gray, Jordana Griffiths, Julie Jenkins, Fatima Jinnah, Sunghae Jung, Mark Landefeld, Jim Nguyen, Rosa Nguyen, Rachel Mudge, Kathy Perino, Tim Shively, Daniel Solomon, Bob Stockwell, Felisa Vilaubi

Absent: Chai Schweikert (sabbatical), Laura Gamez (sabbatical)

EXECUTIVE COUNCIL MEETING

1) Approval of Agenda

Motioned for approval by Raymond B. and seconded by Mary D.
Unanimous decision by executive council to approve agenda.

2) Approval of Minutes from 11/19/25

Motioned for approval by Jim N. and seconded by Bob S.
Unanimous decision by executive council on approval of minutes.

3) Approval of Financial Statements

Motioned for approval by Mary D. and seconded by Kathy P.
Unanimous decision by executive council on approval of financial statements.

4) Arbitration Request

Closed and private consideration amongst Executive Council members. The request was ultimately denied.

5) District Budget Update

- First meeting of the year was held on January 20th, 2026.
- Governor Newsom released his budget proposal on January 9th, 2026.
- 2.41% COLA, applies to most categoricals (except for SEA and SWF); 1.5% for growth.
- Reduction to Strong Work Force of \$60 million system wide to fund Nursing Grant (DA gets more of this money for its program).
- \$38 million of new ongoing funding for Calbright
- Property Tax revenue projection is 3.71%; to be updated February 12th, expected to increase.
- Enrollment Update: P1 (annual projection for 25-26)
 - Resident enrollment up 1.27%
 - Non-resident enrollment down 13.7%. Budget assumed a 12.3% decline, waiting to see if increased fees will cover greater than predicted loss.

6) Negotiations/Contract Review Update

- a. Online Teaching Certification (any course with 30% or more contact hrs. asynch): Full MOU is posted on FA website.

Faculty who did NOT go through the RSI training last year (either new hires who will teach online or exiting faculty who taught online and are asked to do so by dean) must complete an asynchronous training (approx. 20 hrs.) or be granted equivalency from training elsewhere.

FT faculty: 20 hrs. of PD credit

PT faculty or FT temporary faculty: \$750

To receive compensation faculty must have written notification from the dean that they were asked to do training to be able to teach online. Faculty who opt in without a request from the dean can do so but won't be compensated.

- a. Ongoing Certification:

Faculty who have already completed training and are certified can be asked to complete up to 4 hours of training every two years. Each campus office of online learning is responsible for notifying faculty, providing options for completion, and verifying completion.

FT faculty: hours toward PD requirement

PT faculty or FT temporary faculty: \$200 additional pay when completed

- b. Evaluation Cycle and Improvement Plans for Tenure Faculty:

Now that PAA no longer exists, we are clarifying evaluation requirements for tenured faculty. An admin evaluation, peer evaluation, student evaluation will likely be required every three years. The negotiation team and the district are in conversation to come up with an agreement.

- c. Leaves

Minor change to Personal Leave 16.1

New language: "Emergencies involving the faculty employee's home or household that require immediate attention."

Changed language in Article 16 and Article 26 so that if one uses their one day of summer sick leave and they will need more sick leave in summer, they can use leave from part-time or full-time leave banks.

Unpaid leave of absence: agreement that if one takes full unpaid leave (up to two years), they must come back and work full-time for at least as long as their unpaid leave before requesting another unpaid leave. Exception for legally required unpaid leave like FMLA.

Effect of asynchronous classes on leave deducted when missing a synchronous class. FA's proposal is to take class hours for asynchronous hours and store them in the system as an equal number of hours/minutes across all 5 days of the week (lecture hours stored as 1 hr./day, 4 lecture hours stored at .08).

Professional Development Funding:

Ideas to improve Articles 35, 36, and 7.27.2

Article 35 (Training/Retaining) for tenured faculty

For only courses from accredited institutions.

Article 36 Professional Conference Development Fund (FT and PT with REP)

Rename to Professional Development Fund. Expand the article to be more than travel and conference.

Article 7.27.2 Professional Development Fund for Part-time Faculty (PD opportunities offered by campuses)

Increase total funding from \$32k to \$85k (60% to DA and 40% to FH) and insert language that part-timers are paid \$50 for participation to align with orientation and opening day rate.

7) President's Report

- The FA office is under “construction” for a complete refurbishment.
- Tim is working on getting the office next door to his DA office to use as an additional FA "annex."
- The annual FA retreat to be held on February 4th to 6th in Scotts Valley.
 - There will be a presentation at the retreat around AI (among others).
- Tim sent in the suggestions from FA as well as from legal council regarding the proposed revision to our Academic Freedom Board Policy. Tim also brought up the question of whether the document should not be a contractual article rather than a board policy.
- Renaming of the ATC building on De Anza campus to Steve Wozniak. For the Board meeting it was listed as an action item on the agenda, but the minutes list it as an informational item, despite the board unanimously approving it. There is strict Board policy regarding naming of buildings that don't appear to be met here. The new Board President is trustee Terry Godfrey.
- Tim has been pushing back on admin around enrollment and their continued tendency to cancel classes when enrollment is down.

8) Vice President's Report

- There is growing concern around immigration issues on campus. Social media posts on right wing websites have caused a stir on De Anza's campus.
- Chief Daniel Acosta will be resigning at the end of the academic year.
- FACCC Advocacy and Policy Conference is Feb 22-23rd. Bob Stockwell will be honored for his years of service and advocacy work.
- The BIPOC Committee, along with the help of Jim Nguyen, are putting on a leadership development workshop focused on building sustainable, representative leadership pipelines.
- PAC interns participated in the Assembly Higher Education Committee discussions on AB 713 which addresses undocumented students' ability to work on campus. They also, supported AB 1171, a bill that would require community college districts to provide health care benefits to part-time faculty.
- The BIPOC met with the Executive Director of FACCC and shared the social media post situation and asked FACCC to issue a statement in support of immigrant and undocumented students.

9) Part-time Report

No new updates.

Raymond will have more updates to provide at the FA retreat.

10) PAC Update and Budget

The FA-PAC Internship Program is working in three areas during winter 2026:

- a. March in March (3/12) - sending a delegation of faculty, students, and staff to take part in the march and rally in Sacramento with advocates/allies throughout the state.
- b. Immigrant Rights - local rights training and solidarity organizing with HEFAS, VIDA, and community partners.
- c. Student Representation Fee (SRF) - raising awareness of the \$2 student fee that goes to Fund 46, the DASG Student Advocacy Budget, which funds PAC interns.

The PAC is meeting on Wednesday (1/28), 3:30 PM via Zoom, to talk with Alex Gvatua, the Board member who replaced Patrick Ahrens. Alex is seeking endorsement for his 2026 election campaign.

11) FH Governance Update

MIP-C

Updates on the AI Fellows selection

Discussion on proposed revival of the Academic Integrity Committee.

Academic Senate

Update on AI fellow selection

Revival of revival of the Academic Integrity Committee.

12) DA Governance Update

College Council

The RAPP committee presented their prioritizations for the 19 new faculty positions that ranked high.

Senate

There has been conversation around zero textbook cost.

Concerns have arisen around "Wearable computers" (i.e watches and glasses) in a classroom setting and how to keep students from being able to wear such devices in class.

People are needed for committees--there aren't enough people filling the seats.

13) For the Good of the Order