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VOLUME 50 / ISSUE 7

# FA News

*Official Publication of the Foothill-De Anza Faculty Association*



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IMPORTANT DEADLINE

## Training/Retraining Applications Due May 1, 2026

Applications for Training/Retraining funds—for activities taking place July 1, 2026 through June 30, 2027—are due **May 1, 2026**.

Training/Retraining funding is open to all full-time faculty who hold tenured status in 2026–27. This includes faculty who were recently awarded tenure in March.

For details on eligible activities, please refer to [Article 35](#) and [Appendix R](#) of the Agreement.

Applications must be submitted via Adobe Sign in MyPortal (Faculty tab → District section). Please allow sufficient time for required dean review and comment.

**Reminder:** Early submission is strongly encouraged to ensure adequate processing time for approvals and signatures.



*Tim Shively, FA President*

# DE ANZA ARTS REDUX

## Tim Shively, FA President

At the April 6 Board of Trustees meeting, tentative plans for the long-awaited De Anza Arts building were finally unfurled. This will be the first major construction (after the Flint Center's destruction) of a new structure under the District's "Measure G" funds. For those who weren't here at the time or don't remember, Measure G was the \$898,000,000 facilities bond that voters approved for our district in the Spring of 2020.

Then, the pandemic set in, which, to be fair, significantly disrupted plans across the globe. Nonetheless, rather than using that lockdown time to at least begin facilities projects, when our campuses were vacant and the noise and dirt of construction would not interfere with classes and campus operations, the then administration sat on its hands. Not only was there no action on removal of the Flint (whose demolition had been approved in 2019 due to the expense of correcting building code violations and the structure's "lack of instructional use"), but other projects such as the supposed "partnerships" that were to be developed with local K-12 Districts for affordable student and employee housing (and for which \$200 million of bond funds had been earmarked) never materialized. Beyond just the delay in having such projects operationalized, the longer the bond dollars sat the more the steady drip of increasing building costs and decreasing bond value began to set in.

Then, in 2022, just as we were getting our feet back on our campuses, the ass backwards priorities of the then District and senior De Anza administration (none of who remain in their positions) prompted a dysfunctional application of facilities master plans that led to several more years of delay. I speak of the "[Megaplan](#)," the College's proposed Measure G facilities plan, which proposed starting a new "Services for Students" building in the footprint of the Arts quad but without having thought through where the Arts would go in the interim.

Even the Board of Trustees had been bamboozled into signing off earlier that year on a proposed new project, [#202, "Services for Students Building](#)," which was presented as part of removing Arts Quad buildings to access utility lines which needed to be moved before the Flint Center demolition could proceed. The Megaplan made literal what before had been only implicit, that there were no plans for what to do with the Arts, only a diagram of the program displaced to the "L" quad on the other side of campus with a red arrow indicating ["funding not identified in Measure G bond."](#) Needless to say, this did not go down well with the Board, the students (and not only Arts students) or the faculty.

Matters have improved considerably since both a new District and College administration have taken charge. Logic eventually prevailed, and it was determined that the construction of a new Arts building in the footprint of the Flint would precede any new construction in the footprint of the Arts. The Flint Center itself was finally demolished last year. The District now owns both student and employee affordable housing. And at long last, construction of a new Arts building, with its very own project number (#208), is slated to begin, tentatively as early as Spring 2027. Nonetheless, recent developments around the new plans for this structure emphasize the need for employees and students to remain vigilant so that we are not swept back into a short-sighted institutional inertia.

### A NOTE ON VIGILANCE

*"We must remain vigilant so that we are not swept back into a short-sighted institutional inertia."*

During the changing of the administrative "guard," there was a lot of rehashing of arguments about how funding for the abandoned plans for a new "Events Center" to replace the Flint would be redistributed among other existing projects and needs. But as of May 2024, we still had only spent approximately 1% of Measure "G" funds. At that point, the Arts building did not yet even have a facilities project number. Whereas project #202, had been granted funding of \$64,703,600, without any firm plans for total square footage or building configuration. This would actually be the second student services building following the one opened in 2005 under Measure "E" funds that currently houses counseling, A&R and other services. Eventually, in January 2025, in formally approving the new Arts building project, the Board of Trustees redirected \$9,700,000 from the "New Services for Students" project and \$30,000,000 from the Campus Contingency Fund to fund it. The razing of the Flint Center had commenced by that point, and a committee of employees in the Arts and other interested constituents was meeting with project architects and Facilities to plan their future abode.

Fast forward to our April 6, 2026 Board meeting when, in a project planning update for the "New Creative Arts and Community Space," it was revealed that even with an additional funding infusion of \$4,500,000 from the campus contingency fund (bringing the total project funding to \$43,332,887), the new building would not house the entirety of the Arts programs. I had previously heard rumors that Music would not be included due to the lack of capacity for large recital spaces. But the new plan calls for an existing structure, the A8 building, the very one previously to be demolished to access utility lines, to be repurposed in order to house Ceramics and 2D/3D design. Which I found odd, since after a previous inquiry (back in the "Mega" days) as to why, once a new Arts building was constructed, we couldn't simply repurpose the then vacated buildings of the Arts quad to be used by student services rather than spending \$60M+ on a new, second Student Services building, I was told it would not be cost effective. But apparently it is for the Arts. The inequitable funding difference between the two proposed projects is also rather surprising given the rather specialized ventilation and lighting requirements (among others) of some of the studio arts classes require.

And given the rather spacious "Community Space" surrounding the proposed new building, presented as tying the structure into the Sunken Garden and its other surroundings, I found myself having to ask the project reps at the Board meeting for the square footage of the Flint footprint (80,000) compared to the square footage of the planned Arts building (22-23,000), which represents a considerable shrinkage. It raises questions as to whether it's really the "need" for space that justified the shrinkage or vice versa. It also raises concerns about how reusing the 60 year old "A8/Utility Plant" building for instructional purposes aligns with the "Sustainability Action Plan" the project update repeatedly cites. Wouldn't moving Ceramics and 2D/3D design into the new structure more effectively accomplish these objectives of "Carbon Reduction & Electrification," "Embodied Carbon Reduction," "Energy Efficiency & Operations" and "Resilience & Long-Term Sustainability"?

Inasmuch as the Services for Students project will not commence until the Arts building is completed, perhaps additional funding from the former can be transferred to complete a bigger and better Arts building. Don't get me wrong—I'm not opposed to constructing additional space for student services. The De Anza Student Government, in particular, deserves a better space than the leaky basement quarters they currently occupy. But while the Services for Students project sits on its allocated funding, it loses value, when it could be used to do the Arts right. Too often, instruction (particularly the Arts) is shunted to the side while resources are devoted to other institutional interests. Yes, we need to provide st

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funding is needed to support these services in the interim we should identify the additional funding sources. But in the meantime, we need to start planning for the ramped up interest a new Arts building is likely to generate.

We should be out there on that billboard on Stevens Creek Blvd. right now, alerting the public to our campus Arts presence: "In person classes available now in the Arts and other disciplines. Come on in and check it out!" Providing an Arts structure that truly meets the needs of not just present but future students will make all the difference. Let's help the current administration move beyond the misguided vision and poor planning of their predecessors and get this project right—that's how we ensure that our College is able to pass additional bonds in the future.

#### STAFF APPRECIATION

FA welcomes our new bookkeeper, **Jacqueline Huynh**. Jacqueline is both a De Anza and Foothill alum, having earned an AA in Liberal Arts from the former and her AA in Accounting from Foothill.

She will be shadowing our current, long term bookkeeper, **Nancy Reynolds** (also a former Foothill student), who will be working for us through the end of July, when Jacqueline will take over.

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*For all the work that not many people see, the Faculty Association thanks you both.*



*Kathy Perino, FA Chief Negotiator*

## **NEGOTIATIONS UPDATE: HOW DO WE COMPARE?**

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**By Kathy Perino, FA Chief Negotiator**

With our first year in community funded (basic aid) status coming to an end, it's time to begin compensation and workload discussions for 2026-27.

The District has invited a representative from the county assessor's office to the May meeting of the Board of Trustees to present on tax revenue projections for next year. As a community funded district, our revenue is based primarily on the property tax revenue from within our district boundaries, and the revenue increases vary from district to district. We first need to understand how much our revenues will

increase next year to create a compensation and workload package. We do know that our revenues increased about four percent in 2025-26, so hopefully we will see a similar, or better, increase in revenue for 2026-27.

While we wait to hear about increases to the district coffers, the FA team has been researching items related to the joint interest of providing competitive salaries and workload. If we want to be an "Employer of Choice," we need to be more competitive in each of the following areas.

## Maximum Class Size and Science Lecture Load

We know that Foothill-De Anza is the most “productive” district in the Bay Area, and perhaps even in the state. While the District touts our 'productivity' as a point of pride, for faculty, this metric represents a significantly higher workload. Simply put, we are grading more papers, managing more student needs, and handling larger class sizes than our peers at any other Bay 10 district, all while managing the faster pace of a quarter system. The maximum class sizes for Contra Costa and CCSF are not part of their publicly posted schedule of classes, but the other Bay 10 colleges do show this information. Here’s a sample showing how FHDA compares to other districts in a variety (but not all) subjects:

**Table 1: Bay 10 Class Size Maximums by Subject**

	Anthro Lecture	Art/Music History	Business	Computer Science	English Composition	English Literature	Fine Arts (studio)	Graphic Design /Digital Design	Foreign Languages	History	Mathematics	Political Science	Psychology	Social Science research /statistics	Sociology
<b>FHDA</b>	50	50	50	40	30	50	30	30	35	50	40	50	50	40	50
<b>Chabot LP</b>	44	44	44	30	28	44	24	35	35	44	35	44	44	35	44
<b>Marin</b>	35	35	35	21	25	25	25	24	25	35	35	35	35	35	35
<b>Ohlone</b>	40	35	40	30	30	30	24	20	30	35 or 40	40	35 or 40	35	35	35
<b>Peralta</b>	40	40	40	40	30 or 35	35 or 40	35 or 40	35 or 40	40	40	40	40	40	40	40
<b>SJ-E</b>	48	48	45	35	28	35	28	28	35	50	42	50	50	35	50
<b>SMCCD</b>	40 or 45	35 or 40	35	35 or 40	26	26	30	30	35	35, 40 or 45	35 or 40	35, 40 or 45	45	35	35, 40 or 45
<b>WVM</b>	35 or 38	40	32	32	25	28	20 or 25	35	28	45	35	45	35 or 40	25	38

Some of our class maximums are as much 43% higher than other districts (50 vs 35). Add to that the fact that our salaries are still below the mean and the median of the Bay 10, and you can see why faculty morale remains low.

### A REALITY CHECK

#### “Productivity” has a cost.

Foothill-De Anza is often praised as one of the most “productive” districts in the Bay Area—and even the state. But for faculty, that productivity translates into larger class sizes, more grading, and greater

student need, all within the accelerated pace of the quarter system. In real terms, we are doing more work, for more students, more quickly than our peers across the Bay 10.

You may notice that most science classes are not included in the above table. This is because many science lecture class sizes are driven by the lab sizes, and often two lab sections of students meet at the same time in the lecture portion of the class. This applies to Biology, Chemistry, Geology, and Physics in FHDA. One feature of FHDA science load that is different from many other districts is that when we put the two groups of lab students together in one lecture, the lecture is not given any additional load for the large number of students. So, four hours of lecture with 60 students gets the same load credit as if there were 30 students in any other lecture class. There's a long history to this, but if we are comparing what other districts do, most give extra load credit ranging from 33% to 100% (true double) load for the large lecture. The FA team believes it is high time we address this inequity in science lectures.

*Note: This article is focusing on the numbers for class sizes. For the most important reasons for class size improvements, see the Negotiations Update in the [February FA News](#).*

## Salary Improvement (all schedules)

I mentioned that our salaries are below both the median and the mean of the Bay 10 colleges, even after our salary restructure for this year. Every district has a different number of steps on the salary schedule and slightly different requirements to get into each column, so comparisons aren't as simple as they may appear initially. To compare, we choose a sample of salary placements in terms of years of experience teaching and education. Here's the data for three salary placements across the Bay 10 colleges. Please note that the salaries for San Mateo, Peralta, and Contra Costa are from 2024-25 since that is the most recent data available for those districts. (San Mateo faculty voted to strike recently, so more to come on their 2025-26 salary).

### 2025-26 Bay 10 Full-Time Faculty (10-month) Salary Comparisons

Rank	Step 5 Salary Masters or B+30	Rank	Step 9 Salary M+60 or B+90	Rank	Step 21 Salary Doctorate
1	<i>WVM</i> \$111,416	1	<i>WVM</i> \$144,166	1	<i>WVM</i> \$186,544
2	<i>SJ-E</i> \$109,843	2	<i>SJ-E</i> \$138,582	2	<i>SJ-E</i> \$170,322
3	<i>SMCCD</i> \$108,276	3	<i>SMCCD</i> \$131,580	3	Ohlone \$163,412
4	Chabot LP \$104,020	4	Chabot LP \$123,551	4	Chabot LP \$159,379
5	<i>Marin</i> \$101,005	5	<i>Marin</i> \$122,037	5	<i>Marin</i> \$158,850
6	Ohlone \$98,512	6	<b>FHDA</b> \$119,406	6	<i>SMCCD</i> \$155,244
7	<b>FHDA</b> \$96,055	7	Ohlone \$118,872	7	<b>FHDA</b> \$151,080
8	CCSF \$87,696	8	CCSF \$112,157	8	Peralta ** \$144,913
9	Peralta ** \$84,792	9	Contra Costa \$106,260	9	CCSF \$139,674
10	Contra Costa \$81,072	10	Peralta ** \$102,132	10	Contra Costa \$126,300

*District's shown in blue italics are community supported (basic aid).*

\*\*Peralta has a minimum initial step placement of step 7 (no one placed below that when hired full-time) so these are steps 11, 14 and 25 from their schedule.

## Part-Time Faculty Salary Steps

Pay parity for part-time faculty means equal pay for equal faculty work. In the early 2000's, the state required (if they wanted certain funding) that each college district locally define what part-time parity means. After many years of negotiation, the [final FHDA parity agreement](#) was signed in 2008. This agreement set a goal for us to work toward. Each negotiation year we make some progress, but the progress has been painfully slow.

To summarize the major components of the parity agreement, we agreed to work towards paying part-time faculty 77.5% of a full-time instructor's work for classroom instruction, to pay for a proportional amount of 4 office hours per week at the rate of 2.5% of full-time pay per hour, to expand the salary schedule to have the same number of steps as the full-time schedule, and to provide health benefits to part-time faculty. How close are we to those goals set back in 2008?

We currently pay part-time instructional faculty the full 77.5% for instruction for the first 10 steps of the salary schedule but the steps stop there; plus we pay an additional 7.5% for up to three office hours per week. This is why the part-time schedule is set at 85% of full-time for steps 1 through 10. We also have part-time health benefits equal to those offered to full-time faculty for those who work at least 40% load in an academic year. Where we fall woefully short is in the number of salary steps. Part-time faculty max out after 10 years of experience, while full-time faculty now have 26 steps.

Additionally, part-time faculty who aren't already at the top of the schedule need more than one year to move a step because they can only accrue a maximum of 67% of a year of experience each academic year. So, most part-timers take two years or more to move a step in salary. The negotiating team is proposing that we expand the number of steps for part-time faculty to make significant progress on this portion of the parity agreement, which was signed a full 18 years ago.

<b>2025-26 Bay 10 Salary Step Comparison (FT vs PT)</b>		
<b>District (Bay 10)</b>	<b>Number of full-time salary steps</b>	<b>Number of Part-time salary steps</b>
<i>Marin</i>	30	30
Contra Costa	27	27
<i>SMCCD</i>	25	25
Peralta	25	25
<i>WVM</i>	24	24
CCSF	30	14
Ohlone	21	12
<i>SJ-E</i>	19	11*
Chabot LP	30	11
<b><i>FHDA</i></b>	<b>26</b>	<b>10</b>
<i>*San Jose-Evergreen currently negotiating up to 19 steps.</i>		

Five districts have equal number of steps for full-timers and part-timers, and we are at the bottom. If we want to retain our part-timers and make FHDA a sustainable primary employer, we need to do better.

So those are the facts. In addition to negotiating the last few articles of the 2025-28 Agreement rolled over from last year, we will spend the coming months discussing a mix of improvements related to class sizes (including science lectures), part-time faculty salary steps, and an overall salary improvement. Here's hoping there is a true commitment to data informed decision making and becoming an "Employer of Choice."

#### FACULTY ASSOCIATION REPORT

# Leadership & Governance Opportunities

Executive roles, council service, and bargaining leadership for 2026–27

#### FEATURE 01

## FA Officer Positions (2026–27)



The 2026–27 Faculty Association leadership positions of President, Vice President, Executive Secretary, and Associate Secretary for Part-Time Faculty Interests are open for one-year terms.

Candidates must have tenure or re-employment preference and have served on either the Executive Council or in an FA staff position for at least one year.

To apply, submit a letter of interest addressed to the Executive Council to FA office manager Erika Cervantes by **May 15, 2026 at 5:00pm.**

Appointments will be made at the May 20 Council meeting and will also be published in the May issue of the FA News.

#### FEATURE 02

## Executive Council (2-Year Terms)

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The Faculty Association invites faculty members to step forward to take on leadership responsibilities during these challenging times. The Executive Council plays a central role in governance, policy discussion, and faculty advocacy.

Open positions include three full-time seats at De Anza College, three full-time seats at Foothill College, and one district-wide part-time position.

Meetings are held on the first and third Wednesdays of each month from 3:00–5:30 p.m., alternating between campuses. Council members are compensated **\$120.00 per meeting attended.**

Interested faculty should submit a letter of interest and a headshot for the FA News by **May 15, 2026 at 5:00pm.**

Elections will be conducted electronically on June 1–2. Results will be announced at the June 3 Executive Council meeting. They will also appear in the June FA News issue.



## Negotiating Team (2026–27 to 2028–29)



The FA negotiating team is accepting letters of interest for three-year terms. We are accepting letters for three positions: one full-time faculty member from Foothill, one from De Anza, and one part-time faculty member from either college. Prior experience with the union is not required; however, you must be a union member and familiar with or willing to learn about the salary, benefits, and working conditions

we are working to improve.

The term spans the final two years of the current contract and continues one year into the next contract cycle to ensure continuity in bargaining work.

Meetings are held Mondays (Zoom, 1:00–4:00 p.m.) and Wednesdays (in person at Foothill Campus, 1:00–4:00 p.m.). Negotiators also attend the annual FA retreat each February.

Full-time faculty receive two courses of release (0.200–0.250 load annually). The part-time negotiator may choose two courses of load or equivalent pay.

Submit a letter of interest to FA office manager Erika Cervantes (faerika@fafhda.org) by **May 10, 2026 at 5:00pm.**

**FOLLOW US ON FACEBOOK**

**GOOD NEWS:**  
**THE 12-PAY OPTION**  
**IS COMING FOR 2026-27!**  
 FA's persistent advocacy pays off  
 for ten- and eleven-month faculty!

FACULTY ASSOCIATION ADVOCACY

### FACULTY COMPENSATION UPDATE

Most full-time faculty with ten- or eleven-month contracts will have the option to select twelve equal paychecks for their 2026–27 salary. This long-requested option—advocated by FA for over a decade—is finally becoming available.

Currently, ten-month faculty receive pay from September through June, with no paychecks in July or August. Eleven-month faculty (primarily counselors and librarians) receive pay for eleven months, with one unpaid

summer month. While faculty have always been able to set aside earnings independently, this new option allows pay to be distributed evenly across all twelve months.

Human Resources will contact faculty in May with instructions. Faculty who do not opt in will continue under the current 10- or 11-month pay schedule. Only those who elect the option will receive twelve equal monthly payments.

Under the 12-pay option, faculty will receive 1/12 of their annual salary each month, beginning September 2026 and continuing through August 2027. The additional paychecks occur in the summer months following the academic year—not before.

#### AT A GLANCE

<b>What's New</b>	Option to receive salary in 12 equal monthly paychecks
<b>Who Qualifies</b>	Full-time faculty at 100% contract load (2026–27)
<b>Opt-In Required</b>	Yes — no action means you stay on your current pay schedule
<b>Start Date</b>	September 2026
<b>Summer Pay</b>	July & August 2027 (after the academic year)
<b>Watch For</b>	Instructions from HR & Payroll in May

Because this is a new program, implementation will occur in phases. For 2026–27, eligibility is limited to full-time faculty receiving 100% contract pay. Faculty on PDL or reduced contracts will not be included in this initial rollout but may be incorporated in future years.

Faculty planning to resign or retire before the end of August 2027 should not opt in, as all compensation must be settled at the time of separation.

Watch for detailed instructions from HR and Payroll in May if you are interested in electing the twelve-paycheck option.

#### ◆ THIS WEEK'S REFLECTION ◆

***Gratitude isn't a luxury. It's a way of staying grounded in this work.***

In moments of uncertainty, it can feel like there is no space for reflection. But noticing what holds steady—people, relationships, small acts of care—can be what keeps us connected to purpose.

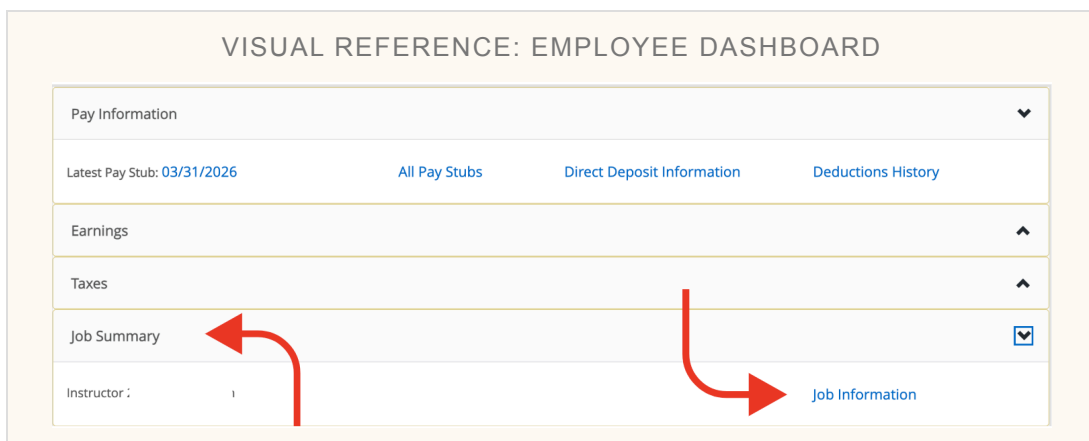
This is not about ignoring what needs to change. It is about recognizing what is already sustaining us: a colleague who steps in without being asked, a student who returns with new confidence, a quiet moment of support that reminds us we are not working alone.

Our community colleges are built on thousands of daily acts of care that rarely get named—but always matter.

*This week, take a moment to name one person or moment that reminded you why this work matters.*  
**When we name what sustains us, we strengthen it.**

## HOW TO FIND YOUR SALARY PLACEMENT

- 1** Go to **MyPortal**.
- 2** Find the **Payroll Tile** and click on **“Payroll Records and Resources.”**
- 3** Under the **“Online Services”** block, click on **“Employee Dashboard”** under Additional Information.
- 4** Open the section for **Job Summary** → Click on **“Job Information.”**
- 5** Open the section for **Current Job** (on top). Look for **“Grade”** (your Column) and **“Step.”**



**JOIN FA TODAY**

## URGENT REMINDER: PROFESSIONAL DEVELOPMENT FORM

All full-time faculty received an email from Kathy Perino, FA chief negotiator, on Friday March 13. It includes directions for how to file the form that reports your professional development activities and your professional responsibility activities under the new system (which replaces the old PFE system).

Please refer to that email for directions and details about upcoming workshops for how to fill out and submit the form. The form is due **June 1**.

## IMPORTANT DEADLINES: 2025-26

Below is a comprehensive list of important contractual deadlines. If any of these apply to you, please mark your calendar and review the Agreement text at [fafhda.org](http://fafhda.org).

<b>May 1</b>	Training/Retraining: FT applications (App R) due to District HR (35.5).
<b>June 1</b>	Professional Development / Responsibilities Form due via the new filing system.
<b>June 26</b>	<b>Early Notice Incentive:</b> File for retirement occurring between end of Spring 2027 and end of March 2028 (20.3, App X).
<b>June 30</b>	<b>FT Salary Column Change:</b> File intent for the upcoming academic year with Personnel (App A, B).

**Note:** If you miss a contractual deadline, even by a single day, you may lose significant benefits or face a full-year delay in eligibility.

### Campus Conciliator Support:

De Anza: [Felisa Vilaubi](#)

Foothill: [Rosa Nguyen](#)

General Questions? Contact Office Manager [Erika Cervantes](#) at 650.949.7544.



## WHAT DO YOU THINK?

The Faculty Association welcomes your input on any topic—negotiations, campus climate, or items you would like to see addressed in future newsletters. Your voice is essential to our collective work.

**FA EXECUTIVE COUNCIL MEMBERS**

Erick Aragon (DA)

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Steven Batham (FH)

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FA News is normally published ten times during the academic year by the Foothill-De Anza Faculty Association, an independent California corporation certified by the California Public Employment Relations Board as the exclusive employee representative for the faculty of the Foothill-De Anza Community College District. Letters and articles from District faculty are invited.

**FA NEWS EDITOR: KIM PALMORE | ADMIN ASSISTANT: ERIKA CERVANTES**

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