

Minutes
FOOTHILL-DE ANZA FACULTY ASSOCIATION
Executive Council Meeting
April 15, 2026

Foothill College, Toyon Room

3:00 - 5:30 p.m.

EXECUTIVE COUNCIL MEETING

In Attendance: Erick Aragon, Steve Batham, Rich Booher, Raymond Brennan, Mary Donahue, Juston Glass, Jordana Griffiths, Fatima Jinnah, Sunghae Jung, Mark Landefeld, Ron Painter, Destiny Rivera, Tim Shively, Daniel Solomon, Felisa Vilaubi

Absent: Laura Gamez (sabbatical), Nicole Gray (sabbatical), Julie Jenkins (Study Abroad), Brendan Mar (sabbatical), Rachel Mudge (sabbatical), Kathy Perino, Jim Nguyen, Chai Schweikert (sabbatical), Bob Stockwell

Attendance Notes: Destiny Rivera is filling in for Brendan Mar for spring quarter.
Steve Batham is filling in for Julie Jenkins for spring quarter.
Ron Painter (appointed at this meeting—see item line #4) is filling in for Rachel Mudge for spring quarter.

1) Approval of Agenda

Motioned for approval by Ray B. and seconded by Sandra J.
One abstention and rest of Executive Council approved.

2) Approval of Minutes from meeting on 3/4/26

Motioned for approval by Mark L. and seconded by Mary D.
One abstention and rest of Executive Council approved.

3) Approval of Financial Statements

Motioned for approval by Mark L. and seconded by Mary D.
Unanimous approval by Executive Council.

4) Appoint. of Council Leave Replacement

Motioned for approval by Steve B. and seconded by Erick A.
Unanimous approval by Executive Council.

5) Political Engagement:

--FA May Day Action???

In the previous meeting Tim S. mentioned that the former Peralta District College President wanted to organize a sit-in at the capitol in Sacramento on May 1st, 2026. However, many legislators do not work on site on Fridays so the plan will not work in our favor. Another Bay Faculty Association member from Ohlone discussed instead doing a general strike such as previous instances where it was a "no work, no school no consumer purchases" day. Contact Tim S. if you are interested in getting involved.

5) District Budget Update

Kathy was out and there has not been a budget meeting.

Tim mentioned that at the last Board meeting they presented the second quarter report. The board reported that enrollment has slightly grown, with the exception of non-resident revenue, which was down 13%.

6) **Negotiations/Contract Review Update**

Rich B. reported out for Kathy P. The negotiation team and the district will be meeting soon.

- Appendix I, New professional development responsibilities and discussion on whether activities need to be related to the discipline in which you teach.
- Looking into (information gathering) how many faculty are being paid non-teaching stipends for their ancillary work rather than being paid the hourly rate on schedule "G." Stipends don't count towards retirement or health benefits.
- An option for 10month full time faculty to elect for 12-month paychecks throughout the year will be rolled out in the fall. The district is currently working on how to get faculty to opt in to this option. More information to come.
- Working with the District on a support and improvement (performance) plan. Currently putting together the Appendix for this. The final draft will come after circling around to deans and other appropriate parties for feedback.
- Appendix Q has been rarely used; it is intended for faculty who do not submit their grades on time. Most of the administrators did not know the Appendix existed. This will be addressed in the support and improvement plan.

We are working towards a four-step process:

1. Receive warning from dean
 2. Letter to the board
 3. Official letter in personnel file
 4. Lose two days of pay
- Revising the MOU on administrators teaching classes. Admin agreed there have been problem cases and that something needs to be done. In the emerging MOU admin can teach only if a course comes available, and there's no faculty member available to teach, including people without REP. The class must have an in person component, and the administrator has to make a good faith effort to hire a new faculty member who can teach the class beforehand. No single dean can teach more than one class per year, and there is a collective maximum of 8 classes across the district each year. In addition, since administrators are not part of the same bargaining unit as faculty, they have agreed to put in a statement that says they will be paid roughly approximate to Appendix C.
 - Working on an appendix for courses that can be taught in dual modality (STEP), either in person and hybrid or in person and online. The faculty teaching the course only gets one load. There are also "Stacked" courses

which combine multiple classes of different levels. This option is typically used where course enrollment is low.

The STEP form is currently updated only once a year. Two issues have been brought up: one being to make the process more efficient when it needs to be invoked, and the other involving part-time faculty who are being forced to teach classes in dual modality but don't prefer that method. The negotiation team has proposed a new process. Update on the proposed changes to come.

- For Article 7 ("Part-time Faculty"), three issues are being worked on:
 1. Process of removing REP reemployment process,
 2. Lack clarity on how many meetings need to take place specifically when a J1 is conducted, cleaning up language and creating a flow chart so there is no ambiguity.
 3. For someone who received unsatisfactory scores in a first evaluation, the process requires multiple evaluations. The team is working on improving terms for the second evaluation.
- Some departments have a list for making assignment requests. The list includes assignments faculty want, what they prefer and those for which they are not available, which should not be considered "declining" an assignment. The last item brought up many questions, concerns and clarifying / hypothetical scenarios for the Executive Council. The hope is that moving to an annual schedule will help with a lot of these scheduling scenarios.
- At the next Negotiations session discussion will begin around increasing the number of steps on the part-time salary schedule (Appendix "C") in line with the FT faculty schedule (Appendix "A").
- We will also begin discussion about reducing class sizes, especially around large classes as well as the music and science classes that are stacked lectures and labs.
- Administration has brought up the topic of revising the administration of student evaluations, but at this time they have not fully laid out what that might look like and how it would unfold.

7) President's Report

- Tim has been attending the Academic and Professional Matters (APM) committee, which is a district-wide group that includes FA as well as administrators and Senate officers from both campuses and the District. At the most recent meeting, Shively brought up the problem of relying on Community College League suggestions for Board policy revisions, given that the League consists of college and district executives from around the state and their legal counsel's advice is accordingly not a neutral perspective. APM Members agreed that if we plan to use their language it will need to be looked at with some scrutiny.

- *March 9th Board meeting*
 - The newly tenured faculty were honored in a pre-meeting reception.
 - A new District Police Chief, John Worley, was sworn in.
- Shively and De Anza AI Fellow Chesa Caparas engaged in conversation with Assembly member Patrick Ahrens around bill the AB 2437 artificial intelligence bill that he took over from a republican assembly member. The bill was poorly written and there was no consultation with faculty mentioned. Ahrens ultimately decided to pull the bill and rewrite it, hopefully as more faculty-centered legislation.
- The Chancellor sent out a email update regarding the resignation of De Anza's college president, Omar Torres. Shively served on the Interim President search committee, which unanimously agreed on a single candidate who will be contacted imminently.
- An update on De Anza's New Creative Arts Building project was presented at the April 6th board meeting. The building plans have shrunk hugely to about 22,000 square ft. from the 80,000 ft. of the (former) Flint Center footprint. There are also plans to retain one of the A Quad buildings that currently houses utilizes and electrical lines and adapt it for Studio Arts use and to create "community space" around the building. There will be more on this in the April *FA News*.
- Shively has been having conversations with Board member Alexander Gvatua on ways to improve the working conditions of part-time faculty.
- Candidates for the FA Bookkeeper, Executive Secretary, and FA News Editor positions have been interviewed. The Executive Council will appoint an Executive Secretary in May, and all newly staffed positions will be announced in the May *FA News*.

8) Vice President's Report

Jim N. was out, no update.

9) PAC Update and Budget

Bob S. was out, no update.

10) Part-time Report

- During Associate Part-time Secretary Ray Brennan's Listening Hour, faculty have brought up a long list of extra work they have been doing without compensation or through stipend.
- Brennan will be attending the California Community College Independents meeting April 23-25th, and will report out at the next Council meeting.

11) FH Governance Update

- The most recent Academic Senate meeting was a joint meeting (Foothill and De Anza). Jordana was unable to attend, so no update.
- There has been much conversation regarding the requirement for all online course materials to be made accessible, which is a federal requirement.

- The District strategic plan was presented.

12) DA Governance Update

RAPP: Program review is on hold for a year, as the Committee discusses how to move forward.

13) For the Good of the Order

Nothing to report.