

**Minutes**  
**FOOTHILL-DE ANZA FACULTY ASSOCIATION**  
**Executive Council Meeting**  
**May 6, 2026**  
**De Anza College, Admin 109**  
**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, Kathy Perino, Jim Nguyen, Bob Stockwell.

**Absent:** Laura Gamez (sabbatical), Nicole Gray (sabbatical), Julie Jenkins (Study Abroad), Brendan Mar (sabbatical), Rachel Mudge (sabbatical), Chai Schweikert (sabbatical).

**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 is filling in for Rachel Mudge for spring quarter.

1. **Approval of Agenda**

Motioned for approval and seconded. Passed unanimously.

2. **Approval of Minutes from Previous Meeting**

Motioned for approval and seconded. Passed unanimously.

3. **Financial Update**

No financial statements were available; only the Wells Fargo bank statement was reviewed. The bank statement will be sent to the bookkeeper for processing before the next meeting. A transition meeting was held between the incoming and outgoing bookkeeper to ensure continuity.

4. **Office Space & Mural Project**

The FA office has been newly renovated and includes significant wall space. A proposal was introduced to commission a student and/or faculty labor-oriented mural spanning both entry walls. District approval will be sought due to De Anza's history of removing such art projects. Priority consideration may be given to undocumented artists who may not otherwise have access to paid commissions. Funding would come from union funds, not district funds. The Executive Council expressed unanimous support to explore the project further.

5. **Creative Arts Building Update**

There is an estimated \$10 million funding shortfall for the Creative Arts building. Architects are compressing plans and removing aesthetic features to maintain basic functionality at a lower cost. The A8 building is no longer usable for studio arts as

originally planned. A proposed solution is to redirect Student Services building funds to complete one building properly. Concerns were raised about bond funds losing value due to rising construction and labor costs. Board discussion is expected, with concern that decisions may be delayed until summer.

**6. Negotiations/Contract Update**

The goal remains to complete all articles by the end of May for a June ratification election. Article 3 increases release time from 4.0 to 4.5 FTE and has been approved. Article 6 includes language for support and improvement plans for unsatisfactory evaluations. Article 7 includes annual scheduling clarifications and increases part-time professional development pay to \$50/hour. Article 16 allows personal leave to be used for illness after sick leave is exhausted. Articles 35 and 36 restructure professional development funding: Article 35 is limited to tuition reimbursement for credit coursework, while Article 36 expands funding to \$2,500 per employee (up from \$2,000), including up to \$500 for research materials. The total fund increases from \$200,000 to \$300,000 district-wide, with application deadlines of May 1 and November 1.

**7. Compensation & Workload Proposal (Confidential)**

A two-year proposal is under development. Details will follow as this makes its way through the negotiations process.

**8. Administrative Teaching Policy**

Academic deans may teach up to 30% as part of their regular duties. Overload teaching is limited and must include an in-person component and only occur when no qualified faculty are available. There is a district-wide maximum of eight assignments per academic year, with a maximum of one assignment per administrator. Administrators remain non-union and do not receive faculty contract rights.

**9. Health Benefits Update**

Premium rates are projected to increase by approximately 10%, representing a \$3.3 million impact on the current \$33 million cost. Higher-cost plans are expected to require increased employee contributions. Part-time faculty participation remains stable at approximately 125 participants out of over 400 eligible. State reimbursement continues to cover 100% of part-time faculty benefit costs.

**10. District Budget Update**

The April budget meeting was canceled pending HR position data and property tax projections. A county assessor presentation is scheduled for the upcoming Board meeting. The first draft budget is expected at the May meeting. The basic aid model continues to create uncertainty, as property tax confirmation occurs after spending decisions. The current projection is a 3.9% property tax increase compared to the 4% budgeted.

## **11. Campus Governance Updates**

De Anza: A new Director of Grants Development, Amanda Thomas, has been hired. A parking space remediation resolution for staff areas has been passed. Block scheduling concerns include proposed 7:30 AM classes and insufficient lab setup time between blocks. A proctoring software survey is active, and faculty are encouraged to oppose implementation. The program review process has been suspended for next year for redesign. On RAPP, a faculty prioritization subcommittee has been approved with six faculty and five administrators, and classified and administrative hiring have been removed from the RAPP process.

Foothill: A Professional Learning Center (“The Grove”) is being established. Program review is also suspended for redesign. Administrative realignment includes the elimination of Associate VP positions and a reduction in the print shop coordinator role.

## **12. FA Governance & Representation**

Council elections are needed for expiring seats including Sandra, Jim, Chai, Bob, Laura, Fatima, and Brendan. All eligible members are encouraged to submit election statements for council positions. The FA barbecue is scheduled for June 4 from 3–7 PM at Shoup Park in Los Altos. Council members should RSVP by May 28

## **13. Next Steps**

Kathy will present the two-year compensation proposal to the district next week. Tim will address lab setup concerns with Scott Olson and follow up on key access issues with the Chancellor.