



VOLUME 50 / ISSUE 9

FA News

Official Publication of the Foothill-De Anza Faculty Association



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IMPORTANT DEADLINES



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FEEDBACK

A Personal Update

From FA President Tim Shively



Tim Shively, FA President

Some of you are aware I've been on medical leave for the last part of Spring quarter. I feel a little odd about affixing notice to the last FA News of the year, sort of like blocking out my own epitaph. But being as transparent as feasible about my situation struck me as the best course of action, particularly in that I've been reappointed to another term as Faculty Association President for the 2026-27 academic year. So, to further twist a Mark Twain, let me just say that the rumors of my recovery are greatly underestimated. It is true I've been diagnosed with Stage 3 esophageal cancer. But it is treatable. I've started chemotherapy and hope to be back in some capacity in the fall.

We have a strong FA leadership team and a robust Executive Council who will more than fill the gap (zone defense, always) in the interim. Accordingly, I've handed off my summer duties (excepting a few lingering projects), and am concentrating on the healing process. Thank you to all the well-wishers. That is what keeps me going and has made a huge difference in my outlook and determination to fight this disease every step of the way. I'm not quite at former Senator [Ben Sasse](#)'s level, but I do admire his openness, determination, and grit, and hope some of that rubs off on me. For the interim, though, we'll forego my balding headshot, and I'll just wish you all the best with wrapping up your classes and having some good quality downtime with family and friends. **And I will see you in the months ahead.**



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FA NEGOTIATIONS & BUDGET



Kathy Perino, FA Chief Negotiator

Negotiation and Budget Update

By Kathy Perino, FA Chief Negotiator

Ratification Results

On June 22 and June 23, faculty overwhelmingly ratified the contract changes by a vote of 276 to 4, with 98.57% voting in favor. Voter turnout was 25% (280 of 1,118 eligible voters). Assuming Board of Trustees approval, these changes take effect on **July 1, 2026**.

What We Won This Spring

Before getting into what remains on the table, it's worth pausing on what we secured. The ratified package updates Department Chair/Scheduler compensation and expands Professional Development funding for part-time faculty. All faculty received links to the full language last week, and we held Zoom ratification information sessions on Wednesday and Thursday ahead of the Monday and Tuesday vote. The part-time professional development funding increase is detailed in [Article 7.27.2](#), and the updated Chair/Scheduler compensation amounts are in [Appendix Z](#). Both are real, immediate improvements that took effect through this year's bargaining.

I also want to highlight some data the FA has wanted for years: a clear measure of administrative growth relative to faculty and classified staffing. The chart below, pulled from this month's board study session, tracks staffing ratios per FTES back to 2010-11.

STAFFING TRENDS | RATIO PER FTES

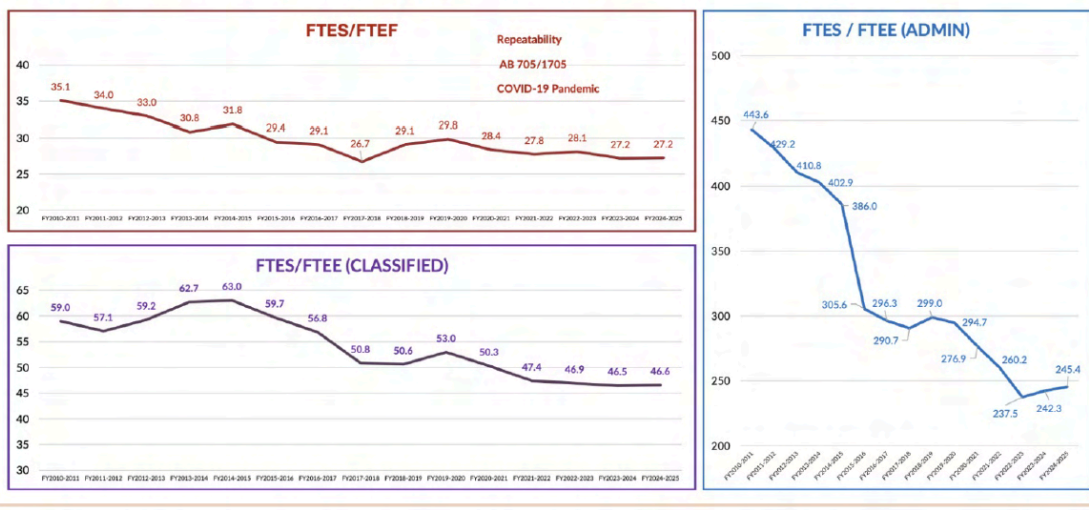


Figure 1. Staffing trends per FTES from the June 2026 Board Study Session.

The pattern is uneven. Since 2010-11, the number of students served per full-time faculty member has dropped from 35.1 to 27.2, and per classified employee from 59.0 to 46.6, declines of roughly 22% and 21%. Some of that shift likely reflects real policy changes during this period, AB 705/1705 reducing remediation coursework, repeatability limits, and pandemic-era enrollment drops, rather than faculty or classified staff doing less. Students served per administrator, meanwhile, dropped from 443.6 to 245.4, a decline of nearly 45%, roughly double the rate of decline on the faculty and classified side. Whatever is driving the overall trend, administrative staffing has not had to absorb it at anywhere near the same rate.

I think this gives us real leverage going into salary negotiations. There is clear room to look at administrative staffing levels as part of the budget conversation, rather than asking faculty and classified staff to close the gap alone.

What's Still Unresolved

The big-ticket items, salary, benefits, and Professional Conference Funding, were not finalized by the end of this academic year. Here is where each stands.

Salary. My last article stated that our local property tax revenue is increasing by \$6 million next year, but I was still waiting to hear what that \$6 million could get us in terms of a raise and covering the rising cost of health benefits. The answer right now appears to be "not much." The tentative budget shows non-resident revenue projected to decrease by about \$1.6 million, and rising expenditures, even before any raise or benefits increase, absorb another \$2.8 million. That leaves roughly \$1.6 million on the table, if these projections hold.

Aside from understanding this mystery, here is what I do know: there is absolutely no way employees can go without a salary increase. Period. If we need to look at the ending balance to bridge the gap for a year or use other unrestricted funds (Fund 115) to cover it, then that is what we need to do. If we don't take care of faculty, faculty can't take care of students.

Benefits. In July, the Joint Labor Management Benefits Council (JLMBC) will review the health premium increases released by CalPERS. These meetings are intense because we have to agree on employee contributions within weeks, since the district benefits office needs time to set up open enrollment for plan year 2027. We don't have the rate increases yet, but we anticipate costs will continue to rise and diverge; some plans are already far more expensive than others, and that gap keeps growing. Most districts in our area have at least one plan that is low or no cost to the employee, and many of our own members are asking for that option. If we move in that direction, we will likely need to restructure how employee contributions work. The JLMBC is currently reviewing eight different contribution models and comparing them to what other districts use.

Professional Conference Funding. This is the one I'm most hopeful about. Both campuses report using 100% of this year's Professional Conference Fund allocation, currently capped at \$2,000 per faculty member, enough to fully fund 40 Foothill and 60 De Anza faculty, and conferences requiring a flight east of the Rockies routinely exceed what that cap covers. Full utilization is exactly the kind of demand data that supports an increase, and I'm hopeful this moves forward for 2026-27.

What to Watch This Summer

The Board of Trustees held a study session on June 24 on our Community Supported funding status. Now that most of our funding is independent of enrollment, we need to decide how many students we want to serve, which students we want to serve, and how we want to serve them. The full board packet is on the district website and is worth reviewing; it includes a wealth of data about our student population alongside the staffing trends shown above. These decisions will directly shape faculty workload and compensation, so this is a conversation worth staying engaged in even over the summer.

Looking Ahead

We hope to reach agreement on salary, benefits, and professional development funding before faculty return in the fall.

Until then, have a safe and restful summer.

FACULTY ASSOCIATION NEWS • JUNE EDITION

Meet Your New Associate Secretary Part-Time Faculty

Juston Glass Brings Experience, Leadership, and a Commitment to Adjunct Faculty

After thirteen years as an adjunct faculty member at Foothill College, **Juston Glass** is stepping into a new leadership role as **Associate Secretary (Part-Time Faculty)** for the Foothill-De Anza Faculty Association.

Juston teaches accounting in Foothill College's Business and Social Sciences Division while also consulting with educational institutions on curriculum implementation and program development. Beyond higher education, he serves as Director of Business and Entrepreneurial Programs at a local private school, where he leads innovative initiatives including an Incubator program, TEDx, CareerConnect, and an award-winning DECA chapter. Throughout his career, he has remained committed to building strong, supportive, and equitable learning communities.

As Associate Secretary, Juston hopes to strengthen connections among part-time faculty by encouraging greater engagement with the Faculty Association and ensuring adjunct faculty feel informed, represented, and empowered. He looks forward to expanding opportunities for participation while helping amplify the voices of part-time faculty across the district.



FROM JUSTON

"I look forward to connecting with many of you throughout the year. Please don't hesitate to reach out—I'm always up for a conversation, a collaboration, or just to say hello."

Please join us in welcoming Juston to the Faculty Association Staff. We look forward to the experience, perspective, and enthusiasm he brings as we continue strengthening our support for all faculty.

Contact Information

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FACULTY ASSOCIATION NEWS • JUNE EDITION

FA-PAC Spring Quarter Update



Bob Stockwell here. Because I'm retiring, this is the last update I will write or oversee as PAC Chair and as faculty mentor to the FA-PAC Internship Program. It has been my distinct pleasure to serve in these roles, and I want to thank you all for the support you've given me and the program over the years. Here is a brief look at our work this spring.



Interns and faculty mentors at the FA BBQ on June 4th. Back Row (From Left): Zainab Mohseni, Salvador Pedroza, Isabelle Caballero-Teixeira, Sabrina Moore, Bonika Gudeta, Catherine Crawford, Gillian Grubb, Martina Ng, Sani Page. Front Row: Kaiyan Kelley, Laura Chin, Zinneerah Ahmed, Kevin Gange, Morgan Myo, Jim Nguyen.

Endorsements

The FA-PAC met twice this quarter and endorsed former De Anza student and current Board member Alex Gvatua for the Board of Trustees, and Councilmember JR Fruen, Seema Lindskog, and John Tang

(running as a slate) for Cupertino City Council. These campaigns will be priorities heading into the fall election season.

Recruitment and Hiring

We received more than 30 applications and interviewed 16 candidates for next year's program. We hired an intern coordinator, Bonika Gudeta, along with five De Anza students and one Foothill student as interns for 2026–2027. Outgoing interns have been meeting weekly with the incoming cohort to ensure a smooth transition.

Elections and Immigrant Rights

Our Elections and Immigrant Rights workgroups ran concurrent weekly meetings this quarter to organize phone banking and volunteer training. We recruited and engaged 28 student volunteers, most of whom phone banked and canvassed for Xavier Becerra for Governor and Anne Kepner for State Senate. The Immigrant Rights workgroup, led by interns Andrea Barraza, Dali Guerrero Fernandez, and Morgan Myo, also helped organize a Know Your Rights workshop in partnership with HEFAS, DASG, and the Immigrant Rights and Education Network.

Recycling and Sustainability

The Recycling workgroup partnered with VIDA intern Daisy and FHDA project manager Joshua Atkinson to explore a three-bin waste system pilot, raise awareness about campus sustainability needs, and identify ways students can support state waste management compliance.

Reproductive Justice

State law (SB 24) requires CSU and UC campuses to offer medication abortion services to students. Our Reproductive Justice workgroup is working to bring a similar pilot program to De Anza, and interns spoke at the June 8 Board meeting in support of the initiative. This advocacy will continue next year.

In Their Words

“The program gave me the chance to get involved in my community, gain real experience, and learn more about grassroots organizing and advocacy.”

Several others echoed the same theme, that the program turned advocacy from something abstract into something real, collective, and personally empowering.

Thank You to Our 2025–2026 Interns and Mentors

The FA-PAC Internship Program is a collaboration: interns are paid through student representation fee funds from DASG and ASFC, and faculty mentors are supported by voluntary faculty contributions to the PAC. Thank you to our outgoing interns for their dedication this year: Zinneerah Ahmed, Andrea Barraza, Dali Guerrero Fernandez, Kevin Gange, Parker Graves, Kaiyan Kelley, Hayley Lowry, Gabe Mangola, Zainab Mohseni, Sabrina Moore, Morgan Myo, Martina Ng, and Salvador Pedroza. Special thanks to Intern Coordinator Gillian Grubb for her excellent work, and to faculty mentors Laura Chin, Jim Nguyen, and Danny Solomon.

Interested in Getting Involved?

Jim Nguyen takes over as PAC Chair starting in July, and the incoming intern cohort is ready to carry the program's work forward. If you would like to get involved, contact Jim at apijustice@gmail.com. If you cannot join directly but want to support the work, consider making a monthly contribution through the FA-PAC Voluntary Payroll Deduction Form. Thank you!

FOLLOW US ON FACEBOOK



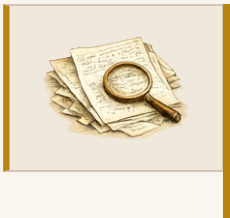
A LETTER FROM THE EDITOR

A Note of Thanks on My Way Out



As I close out both my time as editor of FA News and my years at De Anza, I find myself unexpectedly grateful, and not only for the obvious reasons. Of course I thank the colleagues who became friends, the students who reminded me why I started, and the Faculty Association that had my back when it counted. That gratitude is easy and sincere.

But I've also been thinking about the harder gifts. I want to thank the difficult seasons, the long stretches that tested whether I meant what I taught about resilience, equity, and justice. I'm grateful for the experiences that sent me to read our contract closely, that taught me exactly how our protections work and why they matter, and that showed me, beyond any doubt, who would stand beside me when matters grew uncomfortable. I learned more about my own steadiness in those years than in all the easy ones combined. There's a kind of growth that only friction can produce. I leave stronger, clearer, and more certain of my values than I would have been on a smoother road, and for that I am genuinely thankful.



If I have one hope for the years ahead, it's that this Faculty Association keeps insisting on equity both when it is easy and when it is not, when it costs something, when it would be more convenient to look away. The promise to let every one of us teach and live as fully ourselves only means anything when it is honored under pressure. That work is never finished, and I am grateful to the colleagues who will carry it forward.

To everyone who shaped these years, in every way, thank you. You taught me who I am, and my hope is that, here and there, I helped you see yourselves a little more clearly too.

With warmth and gratitude,

Kim

KNOW YOUR CONTRACT

IMPORTANT DEADLINES: 2025–26

**June
26**

Early Notice Incentive: File for retirement occurring between end of Spring 2027 and end of March 2028 (20.3, App X).

**June
30**

FT Salary Column Change: File intent for the upcoming academic year with Personnel (App A, B).

Important: 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](#)



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 issues. Your voice matters, and we want to hear from you.

[SHARE YOUR FEEDBACK](#)

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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.

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