

# AFTER-WORDS

A NEWSLETTER FOR THE RETIREES OF THE  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT

VOLUME XXXIII, ISSUE 4

WWW.DEANZA.EDU/FODARA

MARCH 2017

## VALENTINE LUNCHEON

Our 28<sup>th</sup> meeting of the FODARA Valentine Luncheon at The Blue Pheasant Restaurant started with twenty-one reservations, but, with two cancellations and two no-shows, it was not a stellar turn out.

But the lower number of attendees had a silver lining: we ended up at a long table upstairs with a magnificent view of the golf course through a huge picture window. Add to that, the early morning showers gave way to brilliant Cupertino sunshine that illuminated the scene and the setting was spectacular!

After a pleasant luncheon of Broiled Salmon, Jerusalem Chicken, or London broil, the group was entertained by Foothill's Poet Laureate, Jack Hasling. I particularly liked his observations of students on campus in the verse "Foothill College" from his book *It's Nice to Take a Gift*.

The afternoon concluded with drawings for door prizes and my announcement that I will not be continuing as host of the Valentine Luncheon. I still think it is a valid venue in spite of numbers, but it is time for someone else to carry on.

*Sincerely, Lescher Dowling*



SAVE THE DATE:  
JUNE PICNIC

Thursday, June 15  
3:00-5:00 pm  
Cuesta Park, Mt View

This year's picnic will have a Mexican theme and menu. More detail and the reservation form will be in the May *After-Words*.

## THANK YOU, LESCHER!

In 1985, FODARA had its first Valentine luncheon at The Blue Pheasant Restaurant. Over these many years, Lescher has done an excellent job of planning, organizing, and maintaining this social event. He recruited guest speakers, selected door prizes, decorated the room, and worked with The Blue Pheasant staff on the always delicious menu.



FODARA appreciates the many, many years that Lescher made Valentine's Day a special treat for retirees: A BIG THANK YOU TO LESCHER!



This lunch is a great event for renewing old friendships and meeting new people (more photos on p.7). So, as Lescher

says at the end of his article, FODARA needs another volunteer host to take over. If interested, please contact me.

*Mike Paccione*

[paccione@mike@sbcglobal.net](mailto:paccione@mike@sbcglobal.net)



SAVE THE DATE:  
BASEBALL & BBQ

Saturday, August 26  
BBQ, 5:00 pm game time  
SJ Municipal Stadium

Come cheer for the San Jose Giants as they take on the Stockton Ports! More detail and the reservation form will be in the May *After-Words*.

## FODARA BOARD OF DIRECTORS 2016-17

<b>President</b>	Mike Paccioretti	408.274.4929	pacciorettimike@sbcglobal.net
<b>Vice President</b>	Bill Lewis	408.639.9919	billlosgatos@sbcglobal.net
<b>Past President</b>	Tom Moore	650.969.3847	tomandcary@comcast.net
<b>Secretary</b>	Thomas Roza	408.375.9515	rozathomas@fhda.edu
<b>Treasurer</b>	Ed Burling		edburling@gmail.com
<b>Member At Large</b>	Janice Carr	650.941.2567	janicecarr@pacbell.net
<b>Member At Large</b>	Claudette Penner	408.736.6481	claudette@penner.org
<b>Member At Large</b>	Bob Hubbs	408.738.2489	jrsbbuh@comcast.net
<b>Member At Large &amp; Webmaster</b>	Cindy Castillo	408.702.7721	cindycastillo@comcast.net
<b>Newsletter</b>	Linda Lane		lanelinda@fhda.edu

## FODARA CALENDAR OF EVENTS 2016-17

<b>Sept 13</b>	Tues	Board Meeting	10:30 am	Toyon Room FH (Rm 2020)	Open to all
<b>Oct 27</b>	Thurs	Pizza Thing	3:00-5:00 pm	Tony & Alba's Pizza	
<b>Nov 1</b>	Tues	Board Meeting	10:30 am	Toyon Room FH (Rm 2020)	Open to all
<b>Dec 9</b>	Fri	Holiday Party	11:30-1:30 pm	De Anza Campus Center	
<b>Jan 3</b>	Tues	Board Meeting	10:30 am	Toyon Room FH (Rm 2020)	Open to all
<b>Feb 16</b>	Thurs	Valentine Lunch	11:30 am	Blue Pheasant Restaurant	
<b>Mar 7</b>	Tues	Board Meeting	10:30 am	Toyon Room FH (Rm 2020)	Open to all
<b>May 2</b>	Tues	Board Meeting	10:30 am	Toyon Room FH (Rm 2020)	Open to all
<b>Jun 15</b>	Thurs	Summer Picnic	3:00-5:00 pm	Cuesta Park, Mt. View	
<b>Aug 26</b>	Sat	Baseball Social	5:00 pm	San Jose Municipal Stadium	

## FODARA COMMITTEES/MEMBERS 2016-17

<b>District Benefits</b>	Tom Strand, strandtom@fhda.edu
	Faith Milonas, milonasfaith@fhda.edu
<b>After-Words Email</b>	Cindy Castillo, cindycastillo@comcast.net
<b>After-Words Paper Mailing</b>	Janice Carr, janicecarr@pacbell.net
<b>Scholarships</b>	Mike Brandy, brandymike@fhda.edu
<b>Social</b>	<b>Need two volunteers</b>
<b>Mailings</b>	Maureen Gates, gates-m@sbcglobal.net

## HEALTH BENEFITS UPDATES: 8 ITEMS

Below is the latest health benefit news for FHDA retirees.

### **1. Benefit Allowance to VEBA (Update)**

The District announced the payment and deduction through employee payroll occurred successfully with December payroll. The negotiated additional funds are expected to transfer to the VEBA Trust by the end of January.

### **2. Voluntary Life Insurance (Lockton)**

Life Insurance would only be available to actives but would be portable upon retirement. Lockton outlined the difference between Term Life Insurance (the current District's plan) and Whole Life Insurance (WLI) and described two WLI programs: MetLife requires at least 15 percent of employees to participate, whereas, TransAmerica requires 5-10 participants and its premiums cost less. Thus, TransAmerica seemed the better choice. JLMBC members will check with constituent groups for interest in participating.

### **3. Enrollment Migration Report (Lockton)**

For actives and early retirees, Kaiser HMO participation increased by 22; PERS Choice PPO decreased by 21; and PERS Select increased by 8. For Medicare retirees, Kaiser HMO participation increased by 3; PERS Choice PPO increased by 10, and PERS Select decreased by 7.

### **4. Hearing Devices Coverage (Lockton)**

A non-voluntary program available only to actives and early retirees, the program is designed to coordinate with current CalPERS hearing devices coverage. Lockton said generally only 15-20 percent of a group utilizes this program. JLMBC members will check with constituents for interest in participating.

### **5. ACA in 2017 Presentation (Lockton)**

Edward Fensholt, Director of Compliance

Services for Lockton, explained the latest developments in the Affordable Care Act (ACA). Republicans want to promise everyone will have access to a health plan, not that everyone will be covered. There are currently 11 plans being circulated but none have consensus. Fensholt's best guess is some repeals and some replacement rules will become effective this year, but the majority of the ACA rules will not sunset until 2019-20. Some items the Republicans will not be able to repeal, but not enforcing them will have the same effect.

The employer and individual mandates will likely be eliminated by removing the penalties for not enrolling. Insurers are concerned Congress will disrupt the group market (i.e., employers offering group plans) by shoring up the individual market. This action could have a negative cascade effect on health benefits, so insurers will try to educate Congress on this issue.

### **6. Optum Rx Transition Update (District)**

Several retirees experienced problems during the transition from Caremark to Optum, such as not being able to get refills, having to get new prescriptions even though refills remained, and an increase in cost of some medications. None of the other constituent groups reported such problems. In response, the District will place a link to a 5-page memo from Optum on their website that should answer many questions (this memo was included in the packet mailed out by Optum). It was suggested that, if a medication seems too costly, participants should refuse to accept it then contact their doctor to ask if a less expensive option is available.

### **7. Bridge to Medicare Program (Union)**

Currently employees hired after 1997, who have rendered 15 years or more of service to the District and who are age 55 or older, are eligible to receive a health

## HEALTH BENEFITS, CONTINUED

benefits bridge program to cover the period of time between retirement and eligibility for Medicare.

The District's monthly contribution is one twelfth of the annual sum of 2.8 percent of the highest cell of the full-time salary schedule. The unions are asking the District to use the AMA (managers) salary schedule for all employee groups. The District responded the unions should include this proposal in the total compensation consideration.

### 8. 2018 Contribution Modeling Schedule (District)

Members of JLMBC wanted to hold off discussions regarding employee/retiree contributions for 2018 until after CalPERS released hard numbers for the cost of

benefit plans for 2018. These preliminary numbers usually come out in May and are finalized in June. The District said that it found value in engaging in these discussions earlier than May because it would help the group strategize ahead of time. The group agreed to begin these modeling discussions in April, instead of March.

*Tom Strand, Faith Milonas*

FODARA Benefits Representatives

[StrandTom@fhda.edu](mailto:StrandTom@fhda.edu)

[MilonasFaith@fhda.edu](mailto:MilonasFaith@fhda.edu)

## THE STATE OF FUNDS

FODARA's coffers are shrinking. Perhaps it is because of global warming. But more likely, it is caused by a decreasing membership.

Last year at this time, after donating \$6,000 to our scholarships for 2016, our balance was \$5,875. This year, after our scholarship donation of \$5,000, we have only \$3,335 in the bank. By March 2016, we had collected \$1,710 in dues from 171 members. This year, only 71 people have contributed their \$10 voluntary dues. Scholarship donations are also down \$1,600 this year from what was donated last year.

Though our income is down, FODARA will survive because almost our entire budget goes to scholarships. The wheels of the organization are turned by a group of uncompensated volunteers, but scholarship contributions will have to be reduced.

*Ed Burling, Treasurer*

## NEW RETIREES



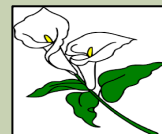
The online District Board meeting minutes listed three people retiring at the end of Winter Quarter 2017 (apologies if anyone was inadvertently

included or excluded):

- + Francisco Capristo, CS Operations
- + Griselda Sigala-Aguilar, DA Counseling
- + Brian Stanley, FH PSME

We wish all retirees a happy and healthy post-employment life and invite them to join FODARA by signing up for the email listserv (send email to [cindycastillo@comcast.net](mailto:cindycastillo@comcast.net)), serving on a FODARA committee, or attending FODARA's social events (see committees and calendar p. 2).

## IN MEMORIAM



*Gerald Besson  
Joyce Colvard  
James Custodio  
Ruth Anne Fish  
Frank Savage*

## WHERE ARE THEY NOW?

To determine interest in this new feature, FODARA sent out a questionnaire to about twenty retirees and, within a week, received nine replies! If you'd like to be featured in a "Where Are They Now" profile, please email your responses to questions such as those below (subject to editing for space concerns) and a photo to Webmaster Cindy Castillo ([CindyCastillo@comcast.net](mailto:CindyCastillo@comcast.net)) or *After-Words* editor Linda Lane ([LaneLinda@fhda.edu](mailto:LaneLinda@fhda.edu)).

### Martha Kanter



**Q: What was your former position(s) and why/when did you retire?** **A:** 1993-2003 De Anza President; 2003-09 FHDA Chancellor. President Obama nominated me to become the U.S. Under Secretary of Education; otherwise I would have continued in my dream job for another decade or until my energy started to wane. When the Board hired me to serve as chancellor, I thought I would serve for twenty years and retire in 2023 but was thrown this curve ball.

**Q: Describe your first years in retirement—"smooth sailing" or an adjustment?** **A:** "Tumultuous sailing" in a rough set of seas. As a sailor, I used physics to chart my course and always preferred to face the wind. When I went to Washington, I worked 18 hours a day. The first two years I battled for direct lending, Pell grant increases, and graduation rate increases. The College Success or College Completion initiatives around the country grew exponentially from there, BUT we still have a long way to go.

**Q: Where do you now live?** **A:** Washington, DC, and I hope that FHDA faculty, staff, administrators, and students will let me know when they plan an East Coast trip. A lot of you do visit me when we can arrange it. I see Judy Miner when she comes to testify on behalf of community colleges and remember the time she served on my De Anza Presidential Hiring Committee along with Sandy Hay, Faith Milonas, Carolyn Wilkins-Greene and others, but that was a long time ago!

**Q: How do you keep busy--interests/activities you enjoy?** **A:** I decided to launch and be part of a start-up called Civic Nation after teaching at New York University for a few years after I left the Obama Administration in 2013. Civic Nation ([www.civication.org](http://www.civication.org)) is home to six campaigns. I designed and am now leading the College Promise Campaign ([www.collegepromise.org](http://www.collegepromise.org)) to make community colleges free for the 21st century! We need all types of volunteers to help us so, if you have any extra time in your retirement, let me know ([martha@civication.org](mailto:martha@civication.org)).



**Q: What words best describe your life?** **A:** Exhilarating, frustrating, joyous.

**Q: Advice to those considering retirement?** **A:** Don't retire unless you can answer these questions: what will success look like for me after I retire, what are the three things I want to do/accomplish, what will a day in retirement look like?

I love FHDA and continue to fundraise for the District and help in all ways that I can. It's a beacon of hope and opportunity for thousands of students who don't think they have the chance to success, have many hardships to overcome, and need to build the confidence in themselves so they can harness the American Dream for themselves and their families, starting by entering higher education at Foothill or De Anza.

**Bernadine Fong**

**Q: What was your former position(s) and why/when did you retire?** **A:** 1970-76 Foothill faculty (psychology); 1977-2006 Foothill administrator (Dean of Palo Alto Center, Dean of Administration, VP of Instruction, President). I decided to retire after twelve glorious and fun-packed years as Foothill President.

**Q: Describe your first years in retirement—"smooth sailing" or an adjustment?** **A:** I spent three years in real retirement, with no job other than consulting with Achieving the Dream, a national reform effort directed at transformational leadership among community colleges. Now I am the Leadership Coach for the University of Hawaii Community Colleges, as well as LaGuardia Community College in New York City, so visit both Hawaii and NYC two to three times a year. From 2009-14, while a Senior Managing Partner for the Carnegie Foundation for the Advancement of Teaching, I founded the Community College Pathways program,

designed to take developmental math students to and through college level math in one year (the national success rates were 5 percent, our rates at Carnegie 50-80 percent!). Since 2014, I am the Director of Leadership Initiatives in the office of the Vice Provost for Graduate Education, Stanford University. In other words, I retired from Foothill, but not from life!

**Q: Where do you now live?** **A:** Since 1974, I still live in Los Altos. In fact, I have lived in only two houses my entire life, the Palo Alto one I grew up in and the one we are in now. Married 44 years to a spouse who had proposed on our second date. Love to travel, including to my "work" destinations of Hawaii and New York City, but also everywhere else. Children: one is a full-time faculty member at Foothill (had nothing to do with it!) and the other is in medical school in Virginia.

**Q: How do you keep busy--interests/activities you enjoy?** **A:** Besides working almost full time at Stanford and doing the consulting, I ride horses and belong to a summer drill team that Sandi Urabe introduced to me. Also, I raise two collies and walk them two-three miles a day.

**Q: What words best describe your life?** **A:** I always "work to live" and, therefore, have always enjoyed everything I have done in life! But I still wish I had become a cowgirl.

**Q: Advice to those considering retirement?** **A:** Think of retirement as just retirement from your last job and take on whatever you want to do to stay sharp and active. Whatever you do, don't become a couch potato!

## VALENTINE LUNCHEON PHOTOS

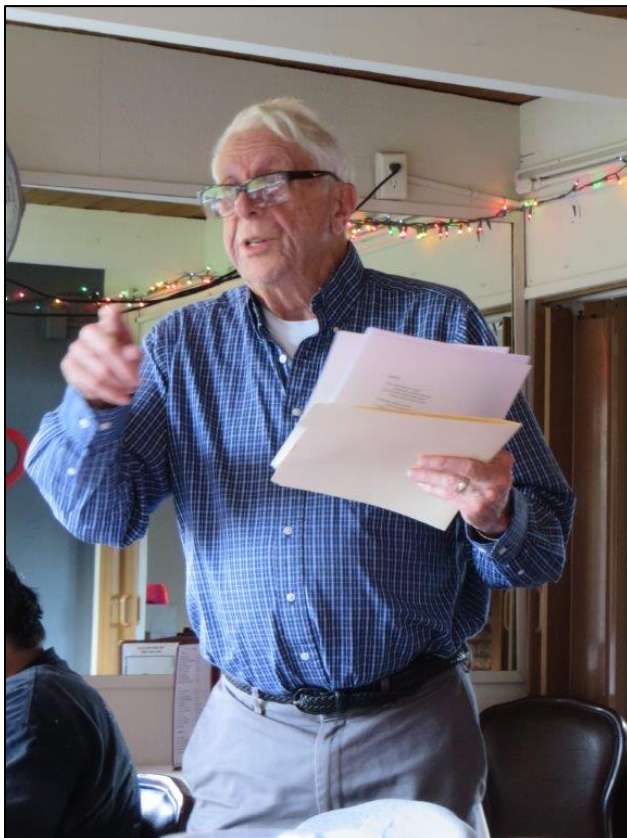
Thanks to everyone who joined us! And thanks to The Blue Pheasant Restaurant for hosting us again this year. And a very special thanks to Lescher Dowling, our photographer and coordinator of this event for the last time—at the age of 95, he has decided to retire (again)!



*Betty & Chuck Elder*



*Dolores & Suzanne Chasuk*



*Jack Hasling (guest presenter)*



*Norene & Dave Stringer*



*Roland Savellano*

If you'd like to share your photos from recent FODARA events, or noteworthy news about colleagues, email the pictures or details to Webmaster Cindy Castillo ([cindycastillo@comcast.net](mailto:cindycastillo@comcast.net)).

**FODARA**

**Foothill-De Anza Retirees Association**

**Foothill-De Anza Community College District**

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