

Article 7-Part-Time Faculty
Article 22A-Paid Benefits for Part-Time Faculty
Appendices B.1, C, D, E, G-Salary Schedules

MEMORANDUM OF
UNDERSTANDING BETWEEN
FOOTHILL-DE ANZA COMMUNITY COLLEGE
DISTRICT AND
FOOTHILL-DE ANZA FACULTY
ASSOCIATION

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The District and FA wish to reaffirm the Tentative Agreement signed by the parties in March 2007 on the local definition of parity for part-time faculty. The four components of the District's parity definition, and the associated costs of that goal, are described herein.

PART 1. COMPARABLE DUTIES COMPENSATION EQUITY

The parties agree that part-time and full-time classroom faculty shall be paid equally for comparable duties: classroom contact, preparation and assessment, student communication and correspondence. These duties constitute 77.5% of the duties of a full-time faculty member, and thus part-time faculty shall be paid at 77.5% of the full-time faculty Schedule A.

The 77.5% goal shall be attained over a four-year phased-in modification of Schedule C (originally 70% of Schedule A) to a revised Schedule C (77.5% of Schedule A) in accordance with the Memorandum of Understanding signed by the parties on January 6, 2006. The staged increase will be Year 1 (2006-07), 72%; Year 2 (2007-08), 74%; Year 3 (2008-09), 76%; and Year 4 (2009-2010), 77.5%.

This improvement shall be funded with the current State Equity Funds provided to the District, in the amount of \$1,475,772; the District shall provide additional funding in Year 4.

Estimated Cost of Part 1: \$250,000

Budget Assumptions: The Equity Funding for the District is \$1,475,772. Gradually applying state part-time equity funding to the salary schedules over the next four years is estimated to cost \$1,725,715.

This parity definition component shall apply to classroom faculty paid on Schedule C

only. **PART 2. SALARY SCHEDULE EQUITY**

The parties agree to expand Schedules C, D, E, and G from the current six (6) to thirteen (13) steps, commensurate with the full-time Schedule A. Schedule B1 (Part-

Time Child Development Faculty) shall be expanded from six (6) to eight (8) steps commensurate with the full-time Schedule B.

This improvement shall be dependent upon, and the first priority for, increased augmentation to the State Equity Funds as agreed by the parties on May 3, 2006.

Estimated Cost of Part 2: \$3,000,000.

Budget Assumptions: The part-time cost of instruction (1320 budget) is \$24,572,568, (*FHDACCD Approved Budget, 2006-07*). An increase from Step 6 to 13 on Schedule A will increase costs by approximately 25%. Currently, 50% of the part-time classroom faculty are placed on the top step or the longevity step of Schedule C and will move to the new Steps 7-13. Currently, 100% of the part-time child development faculty are placed on the top step or the longevity step of Schedule B1 and will move to the new Steps 7 and 8.

PART 3. OFFICE HOURS EQUITY

In addition to the comparable duties described in Part 1, the parties agree to expand the current Paid Office Hours Program (one paid office hour per week) to provide one paid office hour per week/per assignment, to a maximum of 4 hours per week, to approximate the office hour obligation for full-time faculty. The program shall remain an elective option for part-time faculty.

This improvement shall be dependent upon an increase in the funding described in Education Code Section 87885 and/or State Equity Funds remaining after expansion of the salary schedules (or equivalent dedicated funding).

Estimated Cost of Part 3: \$1,569,522.

Budget Assumptions: The actual cost in 2005-06 of the current Paid Office Program providing one office hour/assignment was \$924,414. The program expansion is expected to double the cost to \$1,848,828 (2 x \$924,414), less the current State reimbursement of \$279,306.

PART 4. PAID BENEFITS EQUITY

The parties agree that health benefits shall be provided to eligible part-time faculty in accordance Education Code Sections 87860 through 87868. Part-time faculty employees and their dependents have access to the same Kaiser Foundation Health Plan as full-time faculty. The District pays the full cost of the annual premium for faculty providing 50% annual load or one-half the premium cost for part-time faculty providing annual load between 40 and 49%. The program became effective in August 1998.

Estimated Cost of Part 4: \$1,000,000

Budget Assumptions: The projected cost of health benefits for part-time faculty in 2006-07 is \$1,062,504. The projected State reimbursement is \$68,356.

OTHER EQUITY ISSUES

In addition to the four components described above, the parties agree to continue discussion on additional issues related to part-time parity, including the following:

(a) Professional Participation Equity Expansion of compensated in-service, professional development opportunities for part-time faculty and compensated participation in department/division or programmatic responsibilities.

(b) The appropriate pro-rata compensation for comparable duties for part-time librarians, counselors, and resource faculty paid on Schedule G (currently equivalent to 83-104% of the full-time faculty Schedule A, depending upon the number of hours assigned per week).

(c) The appropriate pro-rata compensation for comparable duties for part-time child development faculty paid on Schedule B1 (currently equivalent to 87.5% of the full-time faculty Schedule B, based on a 35-hour assigned-time week).

Dated: February 27, 2008