MEMORANDUM OF UNDERSTANDING

Article 24-Salary for Faculty Employees
Appendix D-Substitute Salary Schedule

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 amend the 2006-07 compensation settlement described in the January 6, 2006 Memorandum of Understanding signed by the parties concerning the tentative agreement on Articles 24 and 26 for the years 2005-06 and 2006-07.

The parties acknowledge that Appendix D (Substitute Salary Schedule) is calculated in the same fashion as Appendix C and then expressed as an hourly rate. The parties further acknowledge that Appendix D was intended to be included in the parity compensation component of the 2006-07 compensation settlement. Therefore, the parties agree that Appendix D shall be increased at the same time and at the same rate as Appendix C within the four-year period described below:

In Year one (06-07) the calculation of Appendix D shall increase from 70 percent of Appendix A to 72 percent of Appendix A.

In Year two (07-08) the calculation of Appendix D shall increase from 72 percent of Appendix A to 74 percent of Appendix A.

In Year three (08-09) the calculation of Appendix D shall increase from 74 percent of Appendix A to 76 percent of Appendix A.

In Year four (09-10) the calculation of Appendix D shall increase from 76 percent of Appendix A to 77.5 percent of Appendix A.

Finally, the parties agree that faculty employees paid on Appendix D during the 2006-07 academic year shall receive the appropriate retroactive pay adjustment in the June paycheck.

Dated: May 23, 2007