MEMORANDUM OF UNDERSTANDING

Article 24-Compensation

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").

This memorandum serves to clarify the terms and conditions of the verbal agreement for the 2001-02 salary settlement between the Board, represented by Jane Enright, Vice Chancellor of Human Resources, and FA, represented by Anne Paye, Chief Negotiator for the Faculty Association.

The parties agree that the following provisions shall constitute the basis of a tentative agreement on Article 24, salary, and on the costs associated with the other articles identified herein. The provisions of this MOU shall be implemented immediately subsequent to ratification by the faculty and approval by the Board itself.

The 2001-02 compensation settlement includes the following:

1. a salary adjustment of 4 percent (State COLA of 3.87 percent plus .13 percent enhancement) on all salary schedules, Appendices A, B, B.1, C, E, G effective July 1, 2001;

   Contract language: Article 24.6
   "Effective July 1, 2001 all faculty salary schedules shall be adjusted for 2001-02 by increasing each step of the schedules by 4 percent as shown in Appendices A, B, B.1, C, E and G."

2. an additional 1% off-schedule “supplement” to all salary schedules, Appendices A, B, B.1, C, E, G;

   Terms: The 1% off schedule supplement shall be paid in one installment in the June, 2002 paycheck.

   Conditions: The parties agree that they are normally opposed to off-schedule compensation. However, due to the current dramatic changes in the State budgetary picture and the financial consequences that may ensue to the District in the 2002-03 year, the parties agree to this off-schedule compensation in this emergency exigency. The parties further agree to discuss conversion of the 1% off-schedule supplement to on-going base pay as part of the 2002-03 salary negotiations, District resources permitting.
3. the use of state Part-Time Faculty Equity Funds to supplement the part-time faculty salary schedules, Appendices B.1, C, E, G;

   **Terms:** The Part-Time Faculty Salary Schedules shall be supplemented by the percentage generated by distributing the $1.675 million in State funding equally throughout the part-time salary schedules for the 2001-02 year. The percentage shall be estimated by the parties in March and revised, if necessary in May. The equity funds shall be paid in the June paycheck, retroactive to September 24, 2001.

   **Conditions:** If the state Part-Time Faculty Equity funds become on-going, this supplement shall become part of the base pay for 2001-02 and subsequent years.

4. the creation of a Part-Time Faculty Professional Development fund of at least $32,000 for 2001-02;

   **Terms:** The Board shall annually appropriate at least $32,000 per year for a Part-Time Faculty Professional Development Fund for the purposes identified in Article 7.16.2

   **Conditions:** The funds shall be distributed through the Staff Development Center on each campus for appropriate activities and shall be used to compensate part-time faculty for their attendance and full- and part-time faculty for their participation in presenting these professional development activities. Compensation for activities shall be determined by the Staff Development Center directors in conjunction with the Staff Development committees.

   **Contract language** “7.16.2 Professional Development. The Board shall annually appropriate at least $32,000 to support college-sponsored professional development activities for part-time faculty including, but not limited to, professional development workshops offered by the Staff Development Center on each campus throughout the year. Part-time faculty are paid a stipend for their participation in these activities. In addition, and through separate funding, part-time faculty are compensated for their attendance at College Flex Day, per the provision of Article 27.2.1.”

5. expansion of the Part-Time Faculty Paid Office Hour program.

   The parties previously agreed to expand the Part-Time Faculty Paid Office Hour Program effective Fall, 2001. The terms, conditions, and contract language changes are reflected in the MOU signed by the parties on August 29, 2001 and approved by the Board on September 10, 2001

**Dated:** January 16, 2002