MEMORANDUM OF UNDERSTANDING

Article 24-Salary
Appendix G-Placement on Part-Time Hourly Salary Schedule
(For Non-Teaching Assignments)

The Foothill-De Anza Faculty Association and Foothill-De Anza Community College District (hereafter "District") hereby enter into this agreement with regard to the salary placement of Part-Time Hourly (Non-Teaching) faculty members employed by the District prior to the implementation of the Part-Time Hourly Salary Schedule (effective July 1, 1989).

Part-time faculty members employed by the District prior to July 1, 1989, will be placed on the salary schedule as of July 1, 1989, at the appropriate column and step, provided, however, that no part-time faculty member employed prior to July 1, 1989, shall have his/her salary reduced below the hourly rate he/she was receiving as of June 30, 1989. If the appropriate salary placement would result in a lower hourly rate of pay, the faculty member's salary shall be frozen at the rate he/she was receiving as of June 30, 1989, and will remain at that placement on the schedule until the salary at that placement equals or exceeds the hourly rate being paid to the faculty member or until he/she is qualified to advance on the salary schedule to a placement which would exceed his/her hourly rate of pay.

If the part-time faculty member's hourly rate of pay as of June 30, 1989, exceeds the maximum hourly rate on the salary schedule, the faculty member's salary shall be frozen at the rate he/she was receiving as of June 30, 1989, until the maximum level of payment on the salary schedule equals or exceeds the rate being paid to the faculty member at which time he/she shall commence to receive increases in salary in accordance with the Part-Time Hourly Salary Schedule.

Dated: April 26, 1989