

Article 9 and 24

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”).

FA and the District wish to memorialize the agreement reached between the parties regarding faculty load and maximum class size for courses in the “Category B: High Load Lecture” section of the load table.


The parties agree that class size affects the quality and quantity of faculty-student interactions, which has a direct impact on student success. In addition, class size must be included as a factor when making faculty compensation and workload comparisons across districts.

Therefore, the parties agree that for academic year 2026-27 (Fall, Winter, and Spring terms) the maximum class size of 50 or more associated with High Load Lecture courses during 2025-26 shall be reduced to 40 with no change in the load factors and no additional sections added for these courses.

The parties recognize that this agreement introduces two different load factors for courses with a maximum of 40 students: those with maximums at 40 during 2025-26 (standard lecture 40) and those being reduced from 50 or more to 40 (high load lecture 40). To resolve the issue with Category A and Category B lecture load for courses with a maximum of 40 students, the parties agree to review and negotiate all maximum class sizes and load factors during the 2026-27 academic year. The review will include consideration of enrollment patterns, student access, scheduling, programmatic needs, fiscal impacts, and other student-facing considerations to determine appropriate class maximums and corresponding load factors. The parties also agree to review and negotiate science lab maximums and the practice of assigning no additional load for paired science lectures during the 2026-27 academic year, considering the same factors.

The parties further agree that the maximum class size reduction of 50 to 40 for the above courses shall remain in place until this review and negotiation of all load and class sizes is complete.

June 23, 2026

  
Kathy Perino (Jun 23, 2026 21:00:48 PDT)

Foothill-De Anza Faculty Association

  
\_\_\_\_\_

Foothill-De Anza Community College District