

MEMORANDUM OF UNDERSTANDING
BETWEEN
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT
AND
THE ASSOCIATION OF CLASSIFIED EMPLOYEES

This Memorandum of Understanding (“MOU”) is entered into by and between the Foothill-De Anza Community College District (“District”) and the Association of Classified Employees (“ACE”).

This memorandum serves to clarify the intent of the parties relative to the salary portion of the classification/salary study as follows:

No one will incur a salary reduction due to the study. Any range changes that lowers a classification will be dealt with on a case-by-case basis.

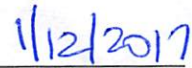
The salary portion of the study will primarily be used to determine the appropriateness of the internal alignment of the FHDA classifications, i.e. are the ranges appropriate for the classification as compared to other classifications at FHDA.

The salary study will be also be used to compare FHDA salaries to comparable Community College Districts as determined by the committee.

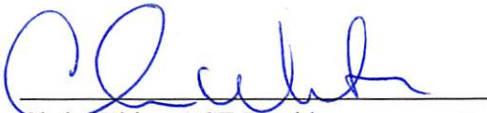
At no time during the study will it use anything other than classifications and ranges for its comparisons. Benefit comparisons are not part of the study. Salary benchmarks will remain in the top three of the salary schedule for any external comparisons.



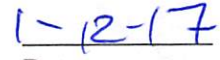
Marietta Harris, Human Resource Director



Date



Chris White, ACE President



Date