

**MEMORANDUM OF UNDERSTANDING**  
BETWEEN  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
AND  
THE PARTICIPATING UNIONS OF THE JOINT LABOR MANAGEMENT COST OF  
LIVING ADJUSTMENT (COLA) COUNCIL  
("JLMCOLA") COMPOSED AS FOLLOWS:  
ASSOCIATION OF CLASSIFIED EMPLOYEES,  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,  
FACULTY ASSOCIATION,  
POLICE OFFICERS ASSOCIATION,  
AND TEAMSTERS

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (District) and the following Unions: the Association of Classified Employees (ACE), the California School Employees Association (CSEA), the Faculty Association (FA), the Police Officers Association (POA), and the Teamsters. The District and the Bargaining Units mutually agreed to participate in Joint Labor/Management Cost of Living Adjustment (COLA) ("JLMCOLA") bargaining for the 2023-2024 fiscal year.

The following shall constitute an agreement between the Unions and the District on the topic of COLA and salary adjustments for the 2023 – 2024 fiscal year.

- Effective July 1, 2023, each ACE, CSEA, FA, POA, and Teamsters salary schedule shall increase by 7.22%.

**Terms:** The salary adjustments to all of the respective groups' Articles on salary and salary schedule appendices (ACE: Article 8 and Appendix C; CSEA: Article 5 and Appendix A; FA: Article 24 and Appendices A, B, B.1, C, C.1, D, D.1, E, and G; POA: Article 6 and Appendix C; and Teamsters: Article 6 and Appendix C) shall be effective July 1, 2023, using the Banner system calculated salary tables. This will enable the District to expeditiously implement the salary increases.

The bargaining units retain the right to validate the values in the Banner calculated salary tables. If a discrepancy exists, the bargaining unit and the District shall reach mutual agreement regarding the final value(s) in the salary tables. Implementation shall commence as soon as possible following Union ratification, where required, and approval by the Board of Trustees. Given the short timeline, and as this requires additional programming and system modification, the parties agree to not commit to a specific deadline for implementation. The District will make a good faith effort to implement as quickly as possible.

08/15/2023

Chris White



Date

Print Name

Signature

Association of Classified Employees (ACE)

08/15/2023

Stanley Saraos Jr.



Date


Print Name

Signature

California School Employees Association (CSEA) – Labor Relations Representative

08/16/2023

Kathy Perino

  
Kathy Perino (Aug 16, 2023 08:31 PDT)

Date


Print Name

Signature

Faculty Association (FA)

08/16/2023

Kevin Strauss

  
K. Strauss (Aug 16, 2023 08:46 PDT)

Date


Print Name

Signature

Police Officers Association (POA)

08/22/2023

Elaine Kuo

  
Elaine Kuo (Aug 22, 2023 11:29 PDT)

Date

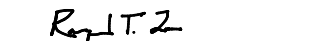
Print Name

Signature

Teamsters

08/15/2023

Raymond T. Quan

  
Raymond T. Quan (Aug 15, 2023 15:26 PDT)

Date

Print Name

Signature

For the District