

Agreement Between the Foothill-De Anza Community College District and Teamsters Local 853

Article 1 - Recognition and Effect of Agreement

The District hereby recognizes Teamsters Local 853 as the exclusive bargaining representative for all supervisory positions. The current collective bargaining agreement shall be extended through June 30, 2026.

Article 6 - Pay and Allowances

Effective July 1, 2025, the District shall implement the following for all Teamsters-represented employees:

- A 3% base salary increase and
- A \$20 increase to each longevity increment.

Compensation Study:

The District and Teamsters Local 853 shall begin a compensation study no later than February 1, 2026, using agencies mutually agreed upon. The goal is to inform compensation for the 2026–27 fiscal year, with completion targeted prior to the preliminary budget development.

The parties agree that all other terms and conditions remain the same. The following provisions constitute the basis of a tentative agreement on Article 6 - Pay and Allowances and Appendix C - Salary Schedule. These provisions will be implemented upon ratification by Teamsters Local 853.

Accepted and Agreed to:

For the District

Dianna L. Rose

Dianna L. Rose, Vice Chancellor HR & EEO

For Teamsters Local 853

Elaine Kuo
Elaine Kuo (Dec 16, 2025 23:22:58 PST)

Elaine Kuo, Labor Representative