

Article 7 – Part-Time Faculty

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”).

The parties wish to memorialize the campus agreements regarding compensation for part-time faculty representation on Academic Senate and on search committees when the college Academic Senate appoints a part-time faculty employee to a college search committee.

Because the time required for Academic Senate meetings and the opportunity for participation on search committees differs for each college, the parties agree that the compensation structure for part-time faculty differs at each college, as described below.

De Anza College

The parties agree to compensate each part-time faculty employee \$1000 per academic quarter for serving in one of the following roles: an at-large part-time faculty representative on the Academic Senate, or the Academic Senate appointed part-time representative on the Resource Allocation and Program Planning Committee (RAPP). In addition, the parties agree that an Academic Senate appointed part-time faculty member on an administrative search committee (Dean or higher) shall be compensated \$1000 for service on the search committee regardless of the duration of the service.


The parties agree that no person shall serve in more than one paid position per academic year and that the number of funded search committee appointments shall not exceed six per year.

Foothill College

The parties agree to compensate each elected part-time faculty representative on the Academic Senate at the appropriate hourly rate (step and column) on Appendix G. The part-time faculty member is allowed meeting time, one additional hour per meeting for communication with constituents, as well as time spent working on part-time faculty initiatives with the Academic Senate.

The parties further agree that if the college and Academic Senate agree a part-time faculty employee is needed on a search committee or other shared governance committee, either as a subject matter expert or part-time status expert, the part-time faculty employee will be compensated at the appropriate hourly rate (step and column) on Appendix G.

The parties agree to review and update this agreement, as needed, by the end of the 2026-27 academic year.


Kathy Perino (Jun 5, 2025 12:57 PDT)

Foothill-De Anza Faculty Association



Foothill-De Anza Community College District