EXHIBIT J-16

PALOMAR COLLEGE
Learning for Success

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January 24, 2008

MEMORANDUM OF UNDERSTANDING

Leaves for Fire Disaster Recovery

The District agrees to allow employees who have suffered a property loss as a result of the San Diego fire disaster in October 2007 to utilize Personal Necessity (PN) Leave days in addition to the six PN days allowed per fiscal year. The additional PN days shall be available once vacation and compensatory time off balances are exhausted.

The additional PN days shall be deducted from the employee's sick leave balance.

Employees shall request a specific number of additional PN days in writing and furnish the District with a statement of property loss. The request shall be made to the immediate supervisor. Approval of the request for additional PN days shall not be unduly withheld.

This agreement is for leave related to fire disaster recovery in fiscal year 2007-2008, and is not precedent setting.

By

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Debbie Allen
Director, Human Resource Services
Palomar Community College District

and

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Neill Kovrig
President CCE/AFT
Local #4522

/da