EXHIBIT J-15

PALOMAR COLLEGE
Learning for Success

1140 West Mission Road, San Marcos, California 92069-1487 • (760) 744-1150 • www.palomar.edu

Robert P. Deegan, M.A.
Superintendent/President

Governing Board
Nancy Chadwick, M.S.W., M.P.A.
Mark R. Evilsizer, M.A.
Ruth Larson, M.D.
Darrell L. McMullen, M.B.A.
Michele T. Nelson, Ph.D.
Student Trustee:
A.S.G. President

January 10, 2008

MEMORANDUM OF UNDERSTANDING

Differential Pay

Any employee who is required to work between the hours of 10:00 p.m. and 6:00 a.m. as part of his/her regularly scheduled work hours shall receive differential pay of 6% for that portion of his/her shift which falls between 10:00 p.m. and 6:00 a.m.

By

_____

Debbie Allen
Director, Human Resource Services
Palomar Community College District

And

_____

Neill Kovrig
President CCE/AFT
Local #4522

/da