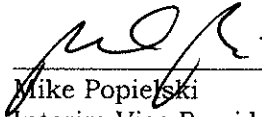
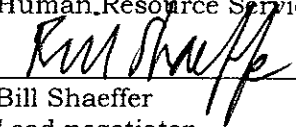


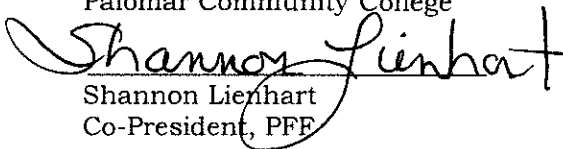
MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
AND THE PALOMAR FACULTY FEDERATION

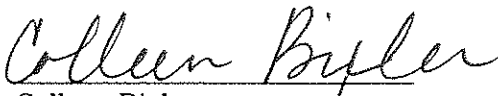
This Memorandum of Understanding ("MOU") is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF") and is with respect to Article 9: Leaves and Article 6: Union Rights.

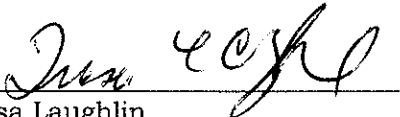
The changes tentatively agreed to on June 13, 2016 for Article 9: Leaves and Article 6: Union Rights will be implemented for the fall semester 2016.

Dated: 6/27/2016 
Mike Popielski
Interim Vice President
Human Resource Services

Dated: 6/27/2016 
Bill Shaeffer
Lead negotiator
Palomar Community College

Dated: 6/27/16 
Shannon Lienhart
Co-President, PFF

Dated: 7-18-16 
Colleen Bixler
Co-President, PFF

Dated: 7-18-16 
By: Teresa Laughlin
Lead Negotiator, PFF