

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

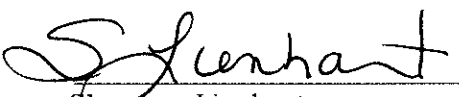
This Memorandum of Understanding ("MOU") is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF") and is with respect Article 12: Department Chairs/Directors.

Since almost all courses in World Languages are five (5) unit courses, the release time for the World Languages Department Chairperson will be 67% henceforth.


Dated: 5/4/2016

  
Bill Shaeffer  
Lead Negotiator

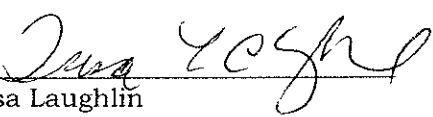
Dated: 5/4/16

  
Shannon Lienhart  
Co-President, PFF

Dated: 5/4/2016

  
Michael Popielski  
Interim Vice Superintendent/ Vice President  
Human Resources

Dated: 5/4/2016

By:   
Teresa Laughlin  
Lead Negotiator, PFF