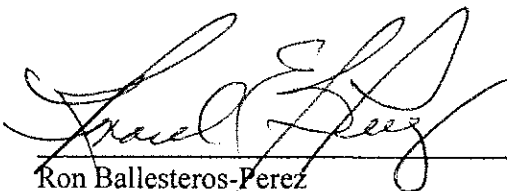


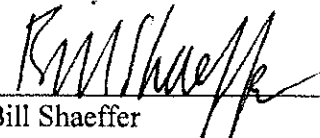
DISTRICT RESPONSE NO. 1  
PFF Proposal  
March 21, 2017

**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 Appendix L: Early Childhood Education Lab School.

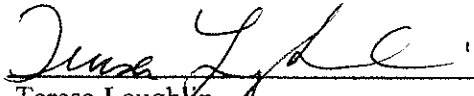
For the Assistant Teacher Grade A positions only, for the period March 15, 2017 to and including December 31, 2018, all new hires will be placed at Step 3 instead of Step 2 in order to match the Districts Short-Term Hourly lowest rate of pay of \$11.00 per hour.

Dated: 4/5/17 \_\_\_\_\_  
  
Ron Ballesteros-Perez  
Assistant Superintendent/Vice President,  
Finance, Administrative Services, and Human  
Resources

Dated: 4/4/2017 \_\_\_\_\_  
  
Bill Shaeffer  
Lead Negotiator  
Palomar Community College

Dated: \_\_\_\_\_  
\_\_\_\_\_  
Shannon Lienhart  
Co-President, PFF

Dated: \_\_\_\_\_  
\_\_\_\_\_  
Colleen Bixler  
Co-President, PFF

Dated: 4/5/17 \_\_\_\_\_  
By:   
Teresa Laughlin  
Lead Negotiator, PFF