

**MEMORANDUM OF UNDERSTANDING**


**BETWEEN AND AMONG THE PALOMAR COMMUNITY COLLEGE DISTRICT,  
THE PALOMAR FACULTY FEDERATION, AND BO KIM**

This Memorandum of Understanding ("MOU") is entered by, between and among the PALOMAR COMMUNITY COLLEGE DISTRICT ("District"), the PALOMAR FACULTY FEDERATION ("PFF"), and BO KIM ("Kim") and is with respect to Article 17: Evaluations.

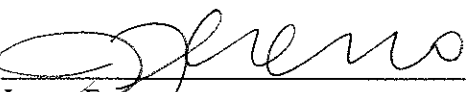
Pursuant to Article 17, Section 17.2.3, the parties agree that for the second year Tenure and Evaluations Report for Bo Kim, the timelines will be amended due to Mr. Kim being out in the Fall 2017 semester on medical leave. Mr. Kim will return to the classroom in Spring 2018; thus, Mr. Kim's full evaluation report for the 2017-2018 year will be completed in April 2018 and will be based on the limited student data from Spring 2017 and full evaluation of his performance (in a classroom) for Spring 2018. Fall 2017 will be excluded from consideration during evaluations for the second year report.

Mr. Kim understands that he has a right to have the Governing Board decide on or before March 15, 2018 to enter or not enter into a two (2)-year contract with Mr. Kim as a third (3<sup>rd</sup>)-year probationary academic employee for the academic year commencing July 1, 2018. Mr. Kim understands and accepts that by agreeing to this MOU, he is knowingly and voluntarily waiving his right to have the Governing Board make its decision on or before March 15, 2018 regarding his continued employment as a probationary academic employee, and with the full knowledge and understanding that the Governing Board will not make its decision regarding Mr. Kim's contract status for the subsequent academic years commencing July 1, 2018 until a meeting in May, 2018 of the District's Governing Board.

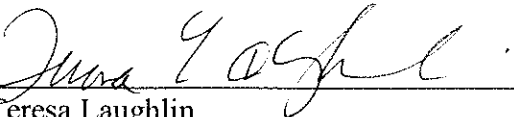
Dated: 10/29/17

By:   
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Lisa Norman, Ed.D., J.D.  
Assistant Superintendent/Vice President  
Human Resource Services  
District Chief Negotiator


Dated: 10/25/17

By:   
\_\_\_\_\_  
Jenny Ferferro  
Lead Negotiator, PFF

Dated: 10/25/17


By:   
Teresa Laughlin  
Co-President, PFF

Dated: 10/24/17

By:   
Colleen Bixler  
Co-President, PFF

I agree:

Dated: 10/26/17

By:   
Bo Kim