

**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"), collectively "the parties."

The parties have negotiated health and welfare benefits related to the ECELS members as established in Article 16.12 "ECELS Teachers (see Appendix L) will receive the following employee benefits: Kaiser medical (full-time faculty plan), dental, vision, life/AD&D insurance, and long term care insurance." Due to a request for proposal (RFP) conducted during the 2017-18 year wherein new health benefit plan options were added, the parties have agreed to provide an additional benefits plan option under the Kaiser Health Savings Account (HSA) Plan for ECELS members who qualify for health care benefits.

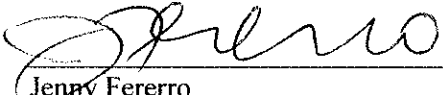
In the event that in any future year the ECELS would need to operate under deficit spending, it is agreed that the lowest cost health care benefit plan would be the only option available to ECELS teachers for that year(s). In years that the ECELS is not operating under deficit spending, both options listed in this MOU will be made available.

This agreement shall continue and be included in the next successor agreement unless modified under mutual agreement.

Dated: 5/30/18

  
\_\_\_\_\_  
Lisa M. Norman, Ed.D., J.D.  
Assistant Superintendent/Vice President, HR  
Services, District Chief Negotiator

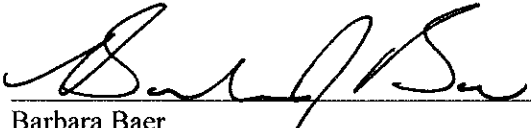
Dated: 9/5/18

  
\_\_\_\_\_  
Jenny Fererro  
Lead Negotiator, PFF

Dated: 8/30/18

  
\_\_\_\_\_  
Teresa Laughlin  
Co-President, PFF

Dated: 9/4/18

  
\_\_\_\_\_  
Barbara Baer  
Co-President, PFF