

August 1, 2018

**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," and is with respect to Appendix B: Workload Schedule.

Due to compliance issues with internship and work experience classes where the faculty member does not have "line of sight" with the students during their work hours, several instructional courses have been switched to cooperative education courses starting in the Fall 2018 semester. Because of the unexpected change to faculty workload, ~~this would create~~, the ~~parties~~ District and the PFF have agreed to the following:

1. For the duration of the 2018-19 school year, the affected part-time faculty members will be compensated for the hours they were scheduled
2. The affected full-time faculty members will maintain the workload provided by the previous unit/load amount of the class. For example, if a class previously counted as 40% of a faculty member's load, but is now only 20%, the faculty member will not need to add another 20% of coursework to their load in order to meet their contract obligation.
3. The difference in workload/hours will be used to develop potential program or course changes to accommodate the new structure for internship courses.
4. All parties acknowledge that this "hold harmless" is only effective for the 2018-19 school year, and teaching assignments will be accommodated accordingly starting in the Fall 2019 semester.
5. Impacted faculty are: Lisa Carmichael- Media Studies, Jim Eighmey- Behavioral Sciences, James Fent- Behavioral Sciences, Dean Goss- Media Studies, and David Lindsey- Earth, Space, and Environmental Sciences.

Dated: 8/1/18



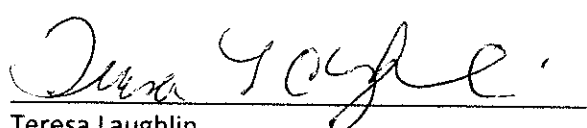
Dr. Lisa M. Norman  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: 8/1/18

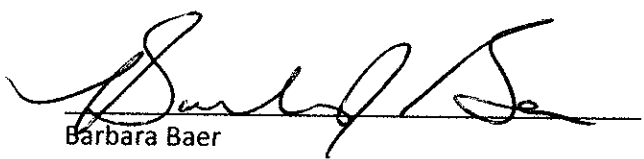


Jenny Fererro  
Lead Negotiator, PFF

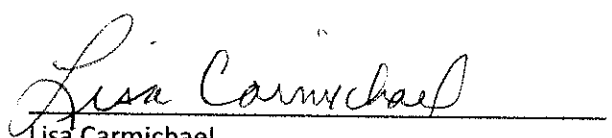
Dated: 8/15/18

  
Teresa Laughlin  
Co-President, PFF


Dated: 8/16/18

  
Barbara Baer  
Co-President, PFF


Dated: 8/22/18

  
Lisa Carmichael  
Associate Professor, DBA

Dated: 08/20/2018

  
James Fent  
Associate Professor, AODS

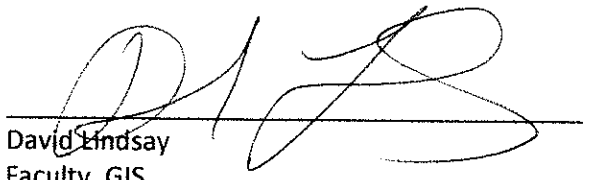
Dated: 8/24/2018

  
Jim Eighmey  
Professor, Anthropology

Dated: \_\_\_\_\_

~~Dean Goss  
Faculty, DBA~~

Dated: 8/23/18

  
David Lindsay  
Faculty, GIS