

May 31, 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") and is with respect to Article 9: Leaves.

Due to the change to the compressed calendar, effective Fall 2016, the hours associated with course load changed. For example, a ³unit class, which had previously equated to 48 hours, is now equated to 54 hours under the compressed calendar.

Deferred compensation for load bank hours will be paid at the same level of the accrual. Effective Fall 2016, the district began scheduling classes to maximum hours (catalog hours * 18). Previously, classes were scheduled to minimum hours (catalog hours * 16). Deferred compensation for classes banked Fall 2016 forward shall be compensated at maximum hours. Deferred compensation for classes banked prior to Fall 2016 shall be compensated at minimum hours. Examples: A 3-hour class banked in Fall 2016 will be paid at 54 hours (3*18). A 3-hour class banked in Spring 2016 will be paid at 48 hours (3*16). For purposes of load bank leave, any units/hours banked prior to the change to the compressed calendar will be honored at the same percentage of load when being used. For example, a faculty member who banked 15 units (240 hours) worth of leave prior to Fall 2016 would be able to use those hours to take 15 units of load bank leave, even though under the compressed calendar 15 units is 270 hours.

For purposes of load bank leave, any ~~units/hours~~ **overload assignments banked for leave purposes shall follow Article 9.15.1.14. As provided in this Article, "...in disciplines for which fifteen [15] student contact hours constitute a full load, one 3-hour class is equivalent to twenty percent [20%] of a full load."** Therefore, banked assignments that were equated into a percentage of load prior to the scheduling change of Fall 2016 will be honored at the same percentage of load when redeemed. Example: A 20% load banked in Spring 2016, or earlier, may be redeemed as a 20% load assignment in any subsequent semester. ~~and shall~~ For example, a faculty member who banked 15 units (240 hours) worth of leave prior to Fall 2016 would be able to use those hours to take 15 units of load bank leave, even though under the compressed calendar 15 units is 270 hours.

Dated: 5/31/18



Lisa M. Norman
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Dated: 5/31/18



Jenny Fererro
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Dated: 5/31/18



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