

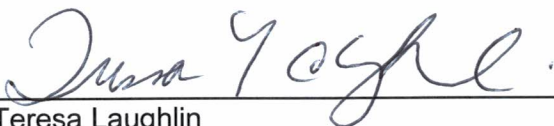
**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT**  
**AND THE PALOMAR FACULTY FEDERATION**

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 acknowledge the Part-Time and Full-Time faculty coaching stipend contract language that was included in the 2017-2018 coaching contracts had not reached mutual agreement. As a result, the language that was included in bold print (see attached) within all those contracts for said year is nullified and will be removed from future contracts until such time the parties mutually agree upon language.

Dated: 5/31/18 \_\_\_\_\_  
  
Lisa M. Norman, Ed.D. J.D.  
Assistant Superintendent/Vice President, HR  
Services, District Chief Negotiator

Dated: 5/31/18 \_\_\_\_\_  
  
Jenny Fererro  
Lead Negotiator, PFF

Dated: 5/31/18 \_\_\_\_\_  
  
Teresa Laughlin  
Co-President, PFF

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

  
TRCL

Palomar Community College District  
OFFER OF EMPLOYMENT - COACH

COPY

Employee Name \_\_\_\_\_ Date \_\_\_\_\_

Assignment Coach

Department Athletics Division \_\_\_\_\_

Employee ID# \_\_\_\_\_ Begin 8/18/2017 End 12/16/2017

Employee is Classified as: (X) Faculty

Additional Description of Employment: \_\_\_\_\_

This is ( ) is not (X) an amended form. Employee is (X) to be paid extra stipend for ancillary activities

**Explanation of specific work, pay rate:**

**Please refer to the District/PFF Agreement for further details concerning terms of your employment.**

**Pursuant to the District/PFF Agreement, you will also be paid a stipend of \_\_\_\_\_ for ancillary activities payable in four (4) equal installments beginning 9/20/2017 and ending 12/20/2017.**

The stipend is paid in a flat amount and is not dependent on the number of hours actually worked for the performance of ancillary activities. Activities covered by the stipend include, but are not limited to: (1) reviewing films; (2) developing scouting reports on conference opponents; (3) compiling calendars of opponents schedules; (4) putting together indexes to determine which games the coaches will attend; (5) observing opponents; (6) travelling to and attending games; (7) recruiting high school students; (8) conducting fund raising activities; (9) attending high school games; (10) supervising work study students at athletic facilities; (11) team management; (12) supervising weight training and other physical conditioning exercises; (13) film studies; (14) meetings with the coaching staff; and (15) other meetings with student athletes.

**These ancillary activities shall not be counted and are specifically excluded from determining your workload.**

As you are a full-time regular or a full-time contract employee, this offer constitutes notice pursuant to Education Code Section 87484 that any assignment in addition to the regular, full-time assignment described above may be terminated by the Governing Board of the District at any time.

This offer of employment is expressly conditioned upon your compliance with the District's policy and the law regarding tuberculosis, medical examinations, and eligibility for employment. Employees shall comply with and abide by all rules, regulations, policies and procedures approved and established by the District. Employment is subject to the laws of the United States, the State of California, the lawful rules of the State Board of Education, and of the governing board affecting the terms and conditions of employment, the same as though they had been expressly set forth herein.

It is expressly understood and agreed to by both parties hereto that upon the willful violation of any of the terms and conditions of this offer by the employee, the Board may terminate this offer and upon such termination, any offer shall be of no force and effect whatever.

This offer of employment, if accepted, may be changed by mutual consent of both parties, including increases or decreases by the Governing Board of the compensation specified herein.