


**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."


During the 2018-19 year, Angelica Yanez will be on an approved medical leave of absence that will prevent her from completing 75% of the academic year per education code provisions 87605 and 87601. Because she will be in her fourth year of employment and will not have sufficient time to complete the evaluation in a timely manner, per Education code requirement 87606, the parties have agreed to extend an additional year to provide time during the 2019-2020 year to serve a complete (75% or more) fourth year of probationary employment. Therefore, the TERB Committee and District will not be required to evaluate Ms. Yanez during the 2018-19 year. The fourth-year evaluation shall be conducted during the 2019-2020 academic year. The decision to grant tenure will be made during the 2019-2020 year by the Governing Board based on the extension of the contract for an additional year.

The extension of the fourth year of probation shall not constitute a break in service as a result of her leave for purposes of longevity and seniority.

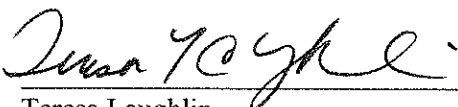
Dated: 6/28/18

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

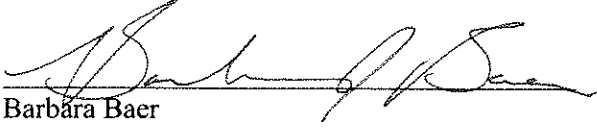
Dated: 6/28/18

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

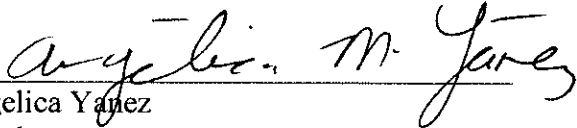
Dated: 6/28/18

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

Dated: 6/28/18

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

Dated: 7/3/18

  
\_\_\_\_\_  
Angelica Yanez  
Faculty