



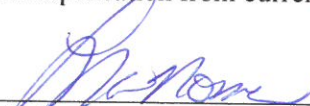
**MEMORANDUM OF UNDERSTANDING**  
**BY AND BETWEEN**  
**PALOMAR COMMUNITY COLLEGE DISTRICTION**  
**AND THE**  
**PALOMAR FACULTY FEDERATION, CFT/AFT**

This Memorandum of Understanding (MOU) is made and entered into this December 13, 2017, between the Palomar Community College District ("District") and the Palomar Faculty Federation, CFT/AFT ("PFF"), collectively ("the parties").

In response to PFF's side letter dated October 4, 2017, the parties have agreed upon the following regarding a classification and compensation study for Athletic Coaches Stipends.

1. A classification study will be done on the Athletics program, focusing on coaching faculty compensation in comparison with other districts of similar size and/or athletic programs. This study must be completed by July 1, 2018, unless otherwise specified by the selected consultant. It is understood the time frame shall be within a reasonable amount of time and should not exceed one (1) year.
2. The District will pay for the classification study.
3. The parties will mutually agree upon the chosen consultant for the study.
4. The study will entail a review of comparable colleges in size and scope in relation to the athletic programs reviewed. In addition, the study will assess and take into consideration the input from the affected faculty in both women and men's sports relative to compensation.
5. Upon completion of the study, both parties will review, discuss and negotiate based on the findings.
6. Both parties agree there will be no reduction in compensation from current levels.

Dated: 12/13/17

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

Dated: 12/13/17

Jenny Fererro  
Jenny Fererro  
Lead Negotiator, PFF

Dated: 12/13/17

Teresa Laughlin  
Teresa Laughlin  
Co-President, PFF

Dated: 12/13/17

Colleen Bixler For Colleen Bixler  
Colleen Bixler  
Co-President, PFF