

October 18, 2018

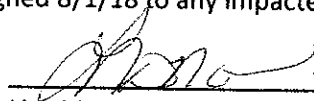
MEMORANDUM OF UNDERSTANDING

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 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 District and the PFF agree that for the duration of the 2018-19 school year, the affected part-time faculty members will be compensated for the hours they were scheduled for, and 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. The difference in workload/hours will be used to develop potential program or course changes to accommodate the new structure for internship courses. 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. This MOU extends the MOU signed 8/1/18 to any impacted faculty in Spring 2019.

Dated: 12/9/18



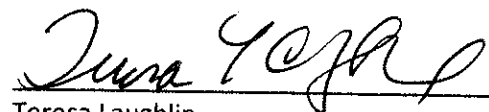
Lisa M. Norman
Assistant Superintendent/Vice President, Human
Resource Services

Dated: 12/4/18



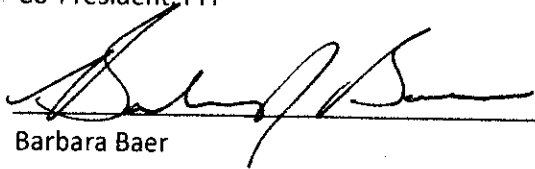
Jenny Fererro
Lead Negotiator, PFF

Dated: 12/4/18



Teresa Laughlin
Co-President, PFF

Dated: 12/4/18



Barbara Baer
Co-President, PFF