

February 28, 2019

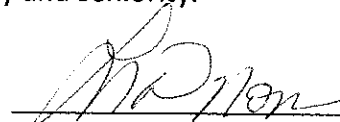
MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
AND THE PALOMAR FACULTY FEDERATION

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" and is in relation to Article 9- Leaves and Article 17- Evaluation Procedures.

During the Fall 2019 semester, Marlo Willows will be on approved 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 the fourth year of her probationary period and will not be able to have her fourth year evaluation completed during the fall semester, per Education Code provision 87606, the parties have agreed to extend her probationary period by one year. Dr. Willows' TEC will conduct her fourth year evaluations during the Fall 2020 semester, and the decision to grant tenure will be made during the Spring 2021 semester based on the extension of her probationary contract as outlined here. TERB, Dr. Willows' TEC committee and department chair are aware of this agreement.

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

Dated: 3/5/19



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

Dated: 3/13/19



Jenny Fererro
Lead Negotiator, PFF

Dated: 3/13/19

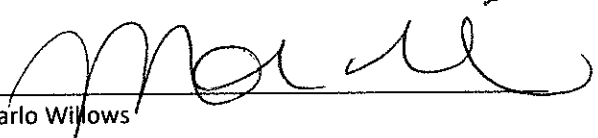


Teresa Laughlin
Co-President, PFF

Dated: 3/13/19


Barbara Baer
Co-President, PFF

Dated: 3/19/19


Marlo Wilows
Faculty