

November 5, 2019

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

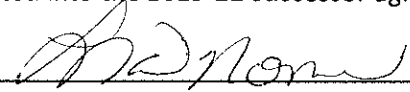
This Memorandum of Understanding ("MOU") is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF") and is with respect to Article 4.

Pursuant to the added section within California Education Code 87489, regarding public loan forgiveness, the parties have agreed to the following revision to Article 4: Workload and Calendar.

Article 4.5 For the purpose of Public Service Loan Forgiveness employment verifications and Affordable Care Act eligibility calculations, part-time faculty members with instructional assignments shall calculate "hours worked" using the IRS "Safe Harbor" rules, ~~where each LHE in class counts each paid hour worked as 2.25~~ 3.35 hours of service, including but not limited to per the IRS "Safe Harbor" guidelines., and time spent performing office hours shall be counted hour for hour with no adjustment factor. Part-time faculty members with paid office hours and/or non-instructional assignments (including reassigned time and hourly task assignments) shall be credited hour for hour with no adjustment. calculate "hours worked" using the IRS reasonable standard, counting each paid hour as 1.00 hours of service.

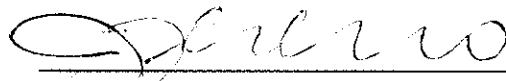
This change shall be effective immediately and incorporated into the 2019-22 successor agreement.

Dated: 11/5/19



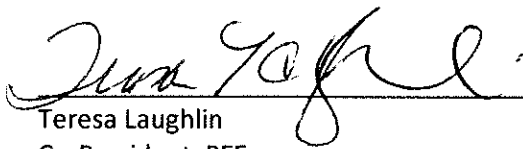
Lisa M. Norman, J.D., Ed.D.,
District Chief Negotiator

Dated: 11/5/19



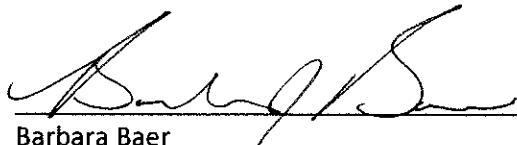
Jenny Fererro
Lead Negotiator, PFF

Dated: 11/5/19



Teresa Laughlin
Co-President, PFF

Dated: 11/5/19



Barbara Baer
Co-President, PFF