

December 10, 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 Appendix H.


The parties agree to create a new Appendix H: Faculty Coaching Reassigned Time and Stipends that will become a part of the 2019-2022 CBA. The matrix that exists within Appendix F of the 2018-2019 CBA and addresses coaching release time/reassigned time and stipends remains in effect until the new Appendix H is negotiated. The parties agree to continue relying on the expertise of the coaching faculty during those negotiations in order to ensure accuracy and relevancy of the new Appendix. The attached documents are NOT final drafts, but provide a framework to assist the parties in beginning the negotiations to create Appendix H.

Dated: 12/10/19



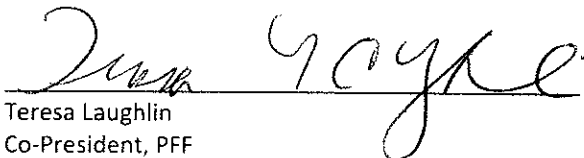
Lisa M. Norman
Lead Negotiator, Palomar Community College District

Dated: 12/10/19



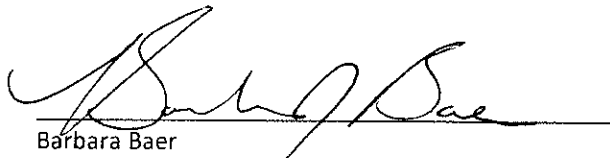
Jenny Fererro
Lead Negotiator, PFF

Dated: 12/10/19



Teresa Laughlin
Co-President, PFF

Dated: 12/10/19



Barbara Baer
Co-President, PFF

PALOMAR COLLEGE ATHLETICS
DRAFT PROPOSAL - COACHING MATRIX
REVISED APPENDIX F
(FY 2019-20)

Extra Duty Sports	In-season Stipend	Step 1	Step 2	Step 3	In-season Reassigned Time (Hours)	Off-season % Release Time/Stipend
Head Football Coach FALL					ACS Class (10)	50%/Stipend
Lead Assistant Football Coach					Stipend	Stipend
Assistant Football Coach					Stipend	Stipend
Men's Head Basketball Coach FALL					ACS Class (10)	50%
Men's Lead Assistant Basketball Coach					Stipend	Stipend
Men's Assistant Basketball Coach					Stipend	Stipend
Women's Head Basketball Coach FALL					ACS Class (10)	50%
Women's Lead Assistant Basketball Coach					Stipend	Stipend
Women's Assistant Basketball Coach					Stipend	Stipend
Head Baseball Coach SPRING					ACS Class (10)	50%
Lead Assistant Baseball Coach					Stipend	Stipend
Assistant Baseball Coach					Stipend	Stipend
Head Softball Coach SPRING					ACS Class (10)	50%
Lead Assistant Softball Coach					Stipend	Stipend
Assistant Softball Coach					Stipend	Stipend
Men's Head Volleyball Coach SPRING					ACS Class (10)	50%
Men's Lead Assistant Volleyball Coach					Stipend	Stipend
Men's Assistant Volleyball Coach					Stipend	Stipend
Women's Head Volleyball Coach FALL					ACS Class (10)	50%
Women's Lead Assistant Volleyball Coach					Stipend	Stipend
Women's Assistant Volleyball Coach					Stipend	Stipend
Men's Head Soccer Coach FALL					ACS Class (10)	50%
Men's Lead Assistant Soccer Coach					Stipend	Stipend
Men's Assistant Soccer Coach					Stipend	Stipend
Women's Head Soccer Coach FALL					ACS Class (10)	50%
Women's Lead Assistant Soccer Coach					Stipend	Stipend
Women's Assistant Soccer Coach					Stipend	Stipend
Head Wrestling Coach FALL					ACS Class (10)	50%
Lead Assistant Wrestling Coach					Stipend	Stipend
Men's Head Swimming Coach SPRING					ACS Class (10)	50%
Men's Assistant Swimming Coach					Stipend	Stipend
Women's Head Swimming Coach SPRING					ACS Class (10)	50%
Women's Assistant Swimming Coach					Stipend	Stipend

Extra Duty Sports	In-season Stipend	Step 1	Step 2	Step 3	In-season Reassigned Time (Hours)	Off-season % Release Time/Stipend
Women's Head Track & Field Coach SPRING					ACS Class (10)	50%
Women's Lead Assistant Track & Field Coach					Stipend	Stipend
Men's Head Water Polo Coach FALL					ACS Class (10)	50%
Men's Lead Assistant Water Polo Coach					Stipend	Stipend
Women's Head Water Polo Coach FALL					ACS Class (10)	50%
Women's Lead Assistant Water Polo Coach					Stipend	Stipend
Men's Head Tennis Coach SPRING					ACS Class (10)	50%
Men's Lead Assistant Tennis Coach					Stipend	Stipend
Women's Head Tennis Coach SPRING					ACS Class (10)	50%
Women's Lead Assistant Tennis Coach					Stipend	Stipend
Women's Head Beach Volleyball Coach SPRING					ACS Class (10)	50%
Women's Lead Asst Beach Volleyball Coach					Stipend	Stipend
Men's Head Golf Coach SPRING					ACS Class (10)	50%
Men's Lead Assistant Golf Coach					Stipend	Stipend
Women's Head Golf Coach FALL					ACS Class (10)	50%
Women's Lead Assistant Golf Coach					Stipend	Stipend
Men's Head Cross Country Coach FALL					ACS Class (10)	50%
Women's Head Cross Country Coach FALL					ACS Class (10)	50%
Head Cheer Coach					ACS class (10)	ACS class (10)
Assistant A.D. – Fall/Spring						50%
Assistant A.D. – Fall/Spring						50%

APPENDIX H

A. Defining Coaching Levels

Level 1

- **Head Coach**
 - Position carries highest level of responsibility for/to the program.
 - Responsible for entire sports program in season/off season.
 - Oversees academic issues (w/ AD and Academic Advisor), recruiting, assistant coaches, equipment personnel, and works with training staff.

Level 2

- **Lead/Coordinator**
 - Responsible for coordinating a specific part of the team or players.
 - Sport specific in most instances.
 - Position carries moderate to high level of responsibility to the program based on the HC evaluation of that person's ability to perform.

Level 3

- **Assistant Coach**
 - Responsible for coaching a specific position or players on a team.
 - Responsibility to the program based on the HC evaluation of that person's ability to perform.

- All 3 levels coach, recruit, and travel with the teams and shall be paid appropriately for their Coaching Level assignments.

- ANY coach on staff, that has a paid Coaching Level position for a team that qualifies for post-season, shall be compensated the post-season rate already agreed upon (10% of stipend amount per week). (Fall 2018)

B. Stipends

- **Stipend Limitations:** No Head Coach, Lead/Coordinator, or Assistant Coach may be awarded more than two (2) coaching stipends or Reassigned times per semester.
- Coaching Levels, assignments, or stipends are not based on seniority. They should be based on Head Coaches evaluation of skill level and competency of the coach and be categorized in one of the Levels defined in Appendix H.
- Stipends are based on a 'primary' coaching assignment for the season of sport.
- Contract or regular faculty members initially hired as coaches and instructors within the Kinesiology department are not eligible for reassignment from their coaching assignments without extraordinary circumstances and mutual agreement or approval of the Dean, Athletic Director, and Kinesiology/Health Department Chair due to the replacement of class scheduling and assigned time.
- Cross Country is the only listed sport where both men's and women's teams compete in the same season, at the same location and train together. Both head coaches serve as the Lead for the opposite team.
- Swimming has the same situation as Cross Country; except, athletes train for different events (endurance, sprints, relays, strokes, etc.) which calls for an assistant coaching level.