

March 19, 2020

ADDENDUM TO
MEMORANDUM OF UNDERSTANDING DATED MARCH 12, 2020
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
AND THE PALOMAR FACULTY FEDERATION

Both parties agreed to renegotiate if the conditions relative to the Covid-19, commonly referred to as the Corona Virus, changed, per the above dated MOU. This addendum reflects agreed upon additions and changes to said MOU.

THEREFORE, effective March 19, 2020:

Transition Week

1. The District shall be closed for students during the week of March 16 – March 20, 2020, with no instruction provided during this week. Instruction shall recommence the week of March 30, 2020, following Spring Break.
2. All faculty shall use the week of March 16 – March 20, 2020 as a transition period for planning and preparing for remote instruction along with any changes that may impact their assignments.

Academic Calendar

3. Both parties have addressed required changes due to the unexpected COVID-19 Pandemic. As such, the transition week as identified above will necessitate the below change to the attached Academic Calendar (“Calendar”) for the remainder of the 2019-20 year.
 - Full Semester classes will resume on **March 30, 2020** and end **May 23, 2020**
 - Full Semester will be compressed by one (1) week for Spring 2020;
 - Fast Track 1 and 4W2 will end on **April 4, 2020** (previously March 21, 2020);
 - Fast Track 2 will begin on **April 6, 2020** (previously March 30, 2020);
 - Four Week 3 (4W3) will begin on **April 6, 2020** (previously March 30, 2020);
 - Commencement Activities on **May 22, 2020** are canceled.
4. The remainder of FUL Semester classes will be provided in remaining seven (7) weeks as opposed to eight (8) as previously identified in the calendar
5. Fast Track 2 will be provided in seven (7) weeks as opposed to eight (8) as previously identified in the Calendar.
6. Four-week 3 (4W3) and four-week 4 (4W4) sessions will overlap but will not result in issues relative to meeting prerequisite requirements.

7. Any additional changes to workload, calendar, or access to campus and resources will be negotiated between the parties before decisions are made.

Class Cancellation and Compensation – Full Time and Part Time Faculty

1. For classes that are cancelled/paused due to the inability to deliver instruction, the assigned faculty may continue to be paid with an alternative assignment. An inability to deliver instruction may be based on instructional practices that require direct student participation making it impossible to meet Student Learning Outcomes (“SLOs”) based on the structure/design of the course as provided in a remote location (i.e. clinical, automotive, choreography, etc.).

Examples of alternative assignments may include, but are not limited to the list below:

- a. Curriculum
 - b. SLOs
 - c. Accreditation (District or program specific)
 - d. Project in collaboration with division dean
 - e. Group projects in collaboration with division dean
2. Faculty Members who participate in the alternative assignment will submit a work plan to the department chair and dean for review and approval. If the faculty member chooses not to participate in the alternative assignment option/process, then the pay would be suspended.
 3. Faculty who are working under an alternative assignment will submit a time and effort report, as provided by the District. All deliverables for alternative assignments are due no later than May 23, 2020 to the division dean.
 4. Faculty Members who are within the Nursing Program(s) EME/Paramedics, or academy programs can also participate in the alternative assignment program. When these programs are able to recommence, faculty members will address the remaining course requirements for students who need to complete and will assist them with the remaining requirements pursuant to the requirements of the program. Both parties agree to address the reconfiguring of the work that will be required to assist students with this effort along with commensurate levels of compensation.
 5. Faculty Members may opt to use proportional load banking for the remainder of Spring 2020 semester with dean and vice president approval.
 6. Professional development obligations will be implemented as provided in the contract under Article 10.
 7. The above changes will occur for Spring 2020 semester only.

This addendum to MOU dated March 19, 2020 is set to expire upon completion of all negotiated items contained herein and requires the approval and ratification by the Governing Board of Trustees.

Dated: _____

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

Dated: _____

Jenny Fererro
Lead Negotiator, PFF

Dated: _____

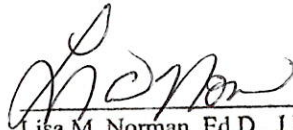
Teresa Laughlin
Co-President, PFF

Dated: _____

Barbara Baer
Co-President, PFF

This addendum to MOU dated March 19, 2020 is set to expire upon completion of all negotiated items contained herein and requires the approval and ratification by the Governing Board of Trustees.

Dated: 3/20/20



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

Dated: 3/20/2020



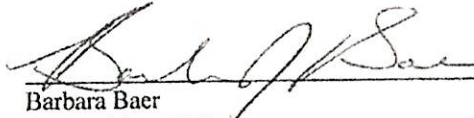
Jenny Fererro
Lead Negotiator, PFF

Dated: 3/20/2020



Teresa Laughlin
Co-President, PFF

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Barbara Baer
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