

March 12, 2020

**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 17- Evaluation Procedures.

In order to address logistical concerns related to implementing improvement plans, the following underlined language will be added to Article 17.1.15:

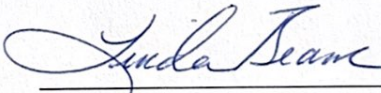
The Department Chair or Director, or other faculty member(s) who is (are) responsible for making future assignments for part-time faculty members, shall have access to a part-time faculty member's evaluation documents and may confer with previous evaluators for the purpose of making appropriate assignments. For the purposes of an evaluation triggered by a part-time improvement plan, the new evaluator may have access to a copy of the improvement plan (but not other evaluation documents). The TERB Coordinator will provide evaluation documents from the previous three years when requested by the aforementioned evaluator(s) and will notify the affected part-time faculty member.

The following underlined language will modify the final sentence of Article 17.3.4.1:

It will remain attached to the Evaluation Review Report except if, during the period of evaluation triggered by the part-time improvement plan, the new evaluator requests the improvement plan. If requested, a copy of the part-time improvement plan (but no other evaluation documents) can be given to the new evaluator and the part-time faculty member will be notified.

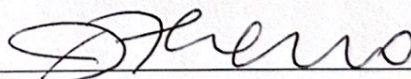
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3/17/2020

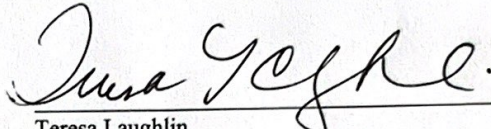
  
for \_\_\_\_\_  
Lisa M. Norman, Ed.D., J.D.  
District Chief Negotiator

Dated: \_\_\_\_\_

3/17/2020

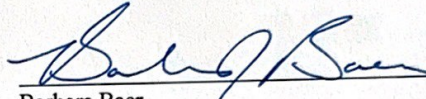
  
\_\_\_\_\_  
Jenny Fererro  
Lead Negotiator, PFF

Dated: 3/17/2020

  
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Teresa Laughlin  
Co-President, PFF

Dated: 3/17/2020

  
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Barbara Baer  
Co-President, PFF