

September 3, 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 8- Course Maximums, Article 4- Workload and Calendar, and Article 15- Compensation.

Due to the unanticipated move to distance learning formats for Fall 2020 and Spring 2021, due to COVID-19 and California’s “Stay at Home” order, the parties agree that full-time faculty who are unable make their contract load due to class cancellations and are unable to use load bank or overload hours will be provided with the following options:

- a) Winter intersession hours can be counted towards the Fall 2020 or Spring 2021 contract load.
- b) Non-instructional assignments for 8 hours per contract week for 20% load. These assignments would necessitate a time and effort report to be developed between the faculty member and the dean. The assignments can include but are not limited to:
 - a. Converting face-to-face courses to distance education formats.
 - b. Temperature and Symptom Screening for campus access (not mandatory)
 - c. Special projects as determined by the dean and VPI
- c) Averaging the contract load between the Fall and Spring semesters.

The option agreed upon by the faculty member and dean will be submitted/recorded in writing to HRS.

This MOU is subject to Board approval/ratification.

Dated: Sep 3, 2020



Linda Beam
Interim VPHRS, District Chief Negotiator

Dated: Sep 3, 2020




Jenny Fererro
Lead Negotiator, PFF

Dated: Sep 3, 2020



Teresa Laughlin
Co-President, PFF

Dated: Sep 3, 2020


Barbara Baer (Sep 3, 2020 16:22 PDT)

Barbara Baer
Co-President, PFF












Correct MOU


Final Audit Report

2020-09-03


Created:	2020-09-03
By:	Maria Zapien Rangel (mzapienrangel@palomar.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAArFdPP4xKBKtwDVS4YwWwu59h-OY-RwIM

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