

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 9- Leaves and Article 17- Evaluation Procedures.

During the Spring 2020 semester, Lakshmi Paranthaman was on an approved leave of absence that prevented her from completing 75% of the academic year per Education Code provisions 87605 and 87601. Because the 2019-20 school year was the second year of her probationary period, per Education Code provision 87606, the parties have agreed to extend her probationary period by one year. The evaluations conducted during Fall 2019 will serve as the second year Fall evaluations, and Ms. Paranthaman’s TEC will conduct her second year Spring evaluations during the Spring 2021 semester, based on the extension of her probationary contract as outlined here. Her third year of her probationary period will then be the 2021-22 school year. TERB, Ms. Paranthaman’s TEC committee and her department chair are aware of this agreement.

The extension of the second year of probationary contract shall not constitute a break in service as a result of her leave for purposes of longevity and seniority.

Dated: Sep 3, 2020



Linda Beam

Interim Assistant Superintendent/Vice President,
HR Services, District Chief Negotiator

Dated: Sep 3, 2020



Jenny Fererro

Lead Negotiator, PFF

Dated: Sep 3, 2020

Teresa LC Laughlin

Teresa Laughlin

Co-President, PFF

Dated: Sep 3, 2020

Barbara Baer

[Barbara Baer \(Sep 3, 2020 14:00 PDT\)](#)

Barbara Baer

Co-President, PFF

Dated: Sep 3, 2020

Lakshmi Paranthaman

[Lakshmi Paranthaman \(Sep 3, 2020 14:02 PDT\)](#)

Lakshmi Paranthaman

Faculty












MOUparanthamanTEC


Final Audit Report

2020-09-03


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