

June 18, 2019

**MEMORANDUM OF UNDERSTANDING BETWEEN**  
**THE PALOMAR COMMUNITY COLLEGE DISTRICT AND**  
**THE COUNCIL OF CLASSIFIED EMPLOYEES CCE/AFT LOCAL 4522**

This Memorandum of Understanding ("MOU") between the Palomar Community College District ("District") and the Council of Classified Employees CCE/AFT Local 4522 ("CCE"), collectively "the parties."

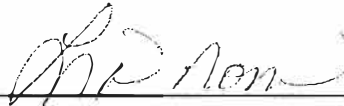
Whereas the District was awarded the "Palomar College GEAR UP partnership for Escondido and San Marcos". The District has been notified that at this time, there is no longer a location assignment for the position of Gear-UP Site Coordinator as the position's primary function is to be at a school site and there are no other school sites available.

As such Mr. Austin Alex does not have any bumping rights into another position within the District because he has never held another position with the District. He only has established seniority in his current class as Gear-UP Site Coordinator at Grade 26 beginning on January 13, 2016 and is the least senior of incumbents in this class.

Pursuant to the provisions of Section 21.4.2 of the Agreement between CCE/AFT and the District, Mr. Alex is willing to accept a voluntary demotion to the vacant position of "Teaching and Learning Specialist" which is a lower classification as he meets the minimum qualifications to perform the duties of the position and the voluntary demotion will take place the day after ratification by the Governing Board. Mr. Alex will be placed at the same step in the lower classification.

Mr. Alex will retain re-employment rights for a period of 63 months from the board approval. If a position opens at a later time in a classification for which he meets the minimum qualifications, he shall have preference over outside and District candidates for the open position.

Dated: 7/17/19

  
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Lisa M. Norman  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: 7/17/19

  
\_\_\_\_\_  
Ane Gonzalez  
President, CCE/AFT Local 4522