

May 6, 2021

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”).

Due to the unexpected switch to distance education related to the unprecedented COVID-19 world-wide pandemic and the resulting precautions and restrictions for nearly all instruction, and due to the requirements of the California Community College Chancellor’s Office that all Distance Education courses must be in complete compliance with accessibility requirements, the District will compensate faculty in the following manner for work covered under this MOU between Spring 2020 and Spring 2022:

- (1) The District will compensate both Full-Time faculty and Part-Time faculty for an additional two hours of Professional Development (PD) training at the Faculty’s instructional hourly rate for taking the accessibility PD course. This is a one-time compensation.

- (2) The District shall compensate all Full-Time faculty for eight (8) hours at the Full-Time faculty member’s instructional hourly rate for the purposes of online conversion and bringing their online courses up to accessibility standards. The District shall compensate Part-Time faculty on the following sliding scale at the Part-Time faculty member’s instructional hourly rate for the purposes of online conversion and bringing their online courses up to accessibility standards, with the understanding that all faculty will complete the PD course on accessibility as outlined in section (1) above. Workload will be calculated at the highest instructional load between spring 2020 and spring 2022:
 - a. 20% or below – 2 hrs
 - b. 21% to 40% - 4 hrs
 - c. 41% and above - 6 hrs

In order to be compensated under section (2), faculty must complete the requirements in section (1). This is a one-time payment.

This is a non-precedent setting MOU.

Dated: Jun 2, 2021

David Joseph Montoya III

[David Joseph Montoya III \(Jun 2, 2021 10:47 PDT\)](#)

David Montoya
Assistant Superintendent/Vice President, Human
Resource Services

Dated: Jun 1, 2021

Jenny Ferro

Jenny Ferro
Lead Negotiator, PFF

Dated: Jun 1, 2021

Teresa LC Laughlin

Teresa Laughlin
Co-President, PFF

Dated: Jun 1, 2021

B. Baer

[Barbara Baer \(Jun 1, 2021 17:17 PDT\)](#)

Barbara Baer
Co-President, PFF











AccessibilityConversionMOU (PCCD Counter 5.6.21)


Final Audit Report

2021-06-02


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