

September 28, 2021

MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT &
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 the Article 4: Workload and Article 15: Compensation.

Due to extenuating circumstances caused by the ever-changing COVID-19 public health situation in Summer 2021, some faculty may have been engaged in workload outside of their normal contractual responsibilities during Summer 2021 in order to ensure that classes would be safely offered in Fall 2021. Article 4.1.12 states that “faculty members who, in response to a District request to perform services during the summer or other non-contracted time, such as participation in hiring committees, shall be compensated at their pro-rata rate.”

The parties agree that all faculty, both full and part-time, who were assigned work outside of their contract during Summer 2021, including, but not limited to, making modality changes to course offerings, completion of EOC plans, adjusting and evaluating physical instructional spaces, and/or participation in staffing and scheduling changes will be compensated at their non-instructional hourly rate not to exceed a total of 15 hours.

Additionally, for Fall 2021, if a course modality changed after the semester began due to a COVID-19 related emergency, such as a positive COVID case in the class that necessitated a temporary or permanent switch to distance education, the affected faculty will be compensated at their non-instructional hourly rate up to a maximum of 5 hours per face-to-face class, not to exceed a total of 15 hours.

Faculty must submit to their dean documentation of work and an accounting of their hourly work that was required by the District. Compensation will occur via NOHE. Deadline for submission is December 18, 2021.


This MOU is not precedent setting. The MOU covers work not already compensated.

Dated: Sep 28, 2021

David Joseph Montoya III
David Joseph Montoya III (Sep 28, 2021 15:56 PDT)

David Montoya
Assistant Superintendent/Vice President, Human
Resource Services

Dated: Sep 28, 2021



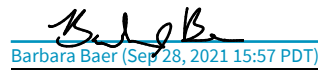
Jenny Fererro
Lead Negotiator, PFF

Dated: Sep 28, 2021



Teresa Laughlin
Co-President, PFF

Dated: Sep 28, 2021



[Barbara Baer \(Sep 28, 2021 15:57 PDT\)](#)

Barbara Baer
Co-President, PFF












SummerCOVIDMOU


Final Audit Report

2021-09-28


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