

October 7, 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”.

Due to the extenuating circumstances caused by the COVID-19 global pandemic and availability of federal stimulus funding tied to the pandemic, the parties agree to the following:

Both parties share an interest in keeping as many students enrolled as possible during the COVID-19 pandemic and during the implementation of the COVID-19 Vaccination requirement for the Fall 2021 semester.

Faculty may accommodate the student(s) online if the following conditions are met:

- The faculty member is certified to teach via distance education.
- The department/program has approval for that course to be taught via distance education.
- It is pedagogically sound (as determined by the department) to teach only a portion of the students online.

As such, faculty will be paid \$2,000 for every class that changes modality to accommodate students who are not compliant with the vaccine requirement (as the instructor of record with hours and/or load assigned on the Payroll Notice Status Report).

Faculty who cannot meet the conditions as outlined above, will contact and/or meet with their respective Dean and Department Chair, by close of business October 19th, to explore all possible options. Administratively dropping a student, shall be a last resort.

Enrollment numbers for Fall 2021 that are impacted by possible drops related to vaccine compliance will not be used for future scheduling decisions by the administration.

This option will only be available for Fall 2021. For Spring 2022, students will not be able to register for in-person courses if they are non-compliant with the vaccine mandate.

Furthermore, faculty have the authority to ask a student to leave their classroom if the student is not cleared to be on campus due to failure to adhere to the COVID-19 Vaccination and Immunization Plan or Recovery Plan (e.g., unvaccinated without an exemption, failed to undergo weekly COVID-19 testing, failure to wear a mask, failed the daily pre-screening questionnaire, etc.). Faculty shall not actively engage in activity that contradicts the District’s BP/AP 7330: Communicable Disease and the COVID-19 Vaccination and Immunization Plan and

Recovery Plan per California Education Code 44932. The District will actively follow up with noncompliant students.

This is a non-precedent setting MOU.

Dated: Oct 7, 2021

David Joseph Montoya III

[David Joseph Montoya III \(Oct 7, 2021 12:12 PDT\)](#)

David Montoya
Assistant Superintendent/Vice President, Human
Resource Services

Dated: Oct 7, 2021

Jenny Fererro

Jenny Fererro
Lead Negotiator, PFF

Dated: Oct 7, 2021

Teresa LC Laughlin

Teresa Laughlin
Co-President, PFF

Dated: Oct 7, 2021

Barbara Baer

[Barbara Baer \(Oct 7, 2021 11:05 PDT\)](#)

Barbara Baer
Co-President, PFF

DE for Students in Noncompliance MOU










10.7.21


Final Audit Report


2021-10-07


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