

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 Article 15: Compensation.

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:

The parties agree that all faculty (full and part time) who submit(ted) full proof of the COVID-19 vaccination will be compensated at a one-time flat rate of \$1000. Eligibility for the vaccination stipend shall include active employees, new hires, and those who submit during the vaccine mandate covered under the COVID-19 Vaccination and Immunization Plan. Each employee shall only receive this stipend once and must be an active employee at the time or after the Governing Board approves this MOU. This stipend covers any boosters that may be required in the future.

In addition, all faculty (full and part time) who work/teach in the 2021/22 academic year will be compensated at a flat rate of \$375 per semester (Summer and/or Fall 2021 and Winter and/or Spring 2022- maximum two payments per academic year) in order to offset the costs associated with remote workload. This stipend will replace the telecommute reimbursement process for internet costs. All current reimbursement submissions through June 30, 2021 will be processed. This stipend will cover costs starting in the new fiscal year (July 1, 2021). Faculty may submit for reimbursement of supplies through the District’s regular business processes.

Additionally, all faculty (full and part time) who are currently employed by the District shall be paid a one-time COVID-19 Retention Incentive in the amount of \$500 in recognition of work done during the pandemic. This does not preclude future negotiations for compensation for essential workers.

All stipends are subject to income tax withholdings and not subject to applicable retirement contributions.

This is a non-precedent setting MOU.

Dated: Oct 14, 2021

David Joseph Montoya III

[David Joseph Montoya III \(Oct 14, 2021 15:31 PDT\)](#)

David Montoya
Assistant Superintendent/Vice President, Human
Resource Services

Dated: Oct 14, 2021

Jenny Ferro

Jenny Ferro
Lead Negotiator, PFF

Dated: Oct 14, 2021

Teresa LC Laughlin

Teresa Laughlin
Co-President, PFF

Dated: Oct 14, 2021

B. Baer

[Barbara Baer \(Oct 14, 2021 15:17 PDT\)](#)

Barbara Baer
Co-President, PFF












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Final Audit Report

2021-10-14


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