

November 30, 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”), collectively “the parties” and is in relation to Article 10 Professional Development.

Due to the unexpected, continued focus on distance learning and flexible in-person instruction related to COVID-19 and Delta variant precautions and restrictions, and due to the necessity for faculty to complete training to meet the requirements of AP 4105, the parties agree that full and part-time faculty members who are scheduled to teach HyFlex courses during the Spring 2022, semester will be compensated for the completion of PD training to teach in the HyFlex modality. HyFlex classes are defined as those courses that offer students the option each class session of attending class on campus or on Zoom. Participation in the training includes registering, completing and certifying as complete the online, self-paced HyFlex training and one in-person workshop that can be registered through the Workshop Calendar in the 3PD Portal. Compensation is only for those faculty members that have not already been compensated for the training.

The Hyflex program will be continuing the pilot for Spring 2022. Those who take the training will be compensated at the faculty member’s instructional rate, up to ten (10) hours maximum, for Spring 2022. In addition, five faculty members who provided HYFLEX instruction in the fall of 2022, who prepare training materials and training in Spring 2022, will be funded up to twenty hours of non-instructional hourly work each.

This is a non-precedent setting MOU and solely related to COVID-19.

Dated: Nov 30, 2021

  
[David Joseph Montoya III \(Nov 30, 2021 16:23 PST\)](#)

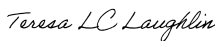
David Montoya  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: Nov 30, 2021



Jenny Fererro  
Lead Negotiator, PFF

Dated: Nov 30, 2021



Teresa Laughlin  
Co-President, PFF

Dated: **Nov 30, 2021**

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[Barbara Baer \(Nov 30, 2021 14:45 PST\)](#)

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Barbara Baer  
Co-President, PFF











# MOUHyFlex\_11.30.2021


Final Audit Report

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