

December 9, 2021

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT &**  
**THE PALOMAR FACULTY FEDERATION**

This Memorandum of Understanding (“MOU”) supersedes the MOU dated May 6, 2021 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 4-Workload.

Due to the need for ongoing online instruction, as well as the requirement for faculty teaching online to be distance education certified, the parties agree to extend the terms of the MOU dated August 7, 2020 (as copied below) to new part-time faculty hired by Palomar College since January 2021 for completion of POET online training and to those part-time faculty who had not previously been assigned to teach and taught online.

*Due to the unexpected switch to distance learning for all instruction related to COVID-19 precautions and restrictions during the 20/21 and 21/22 academic year, and due to the requirements of the California Community College Chancellor’s Office (CCCCO) Emergency Distance Education Addendum, the parties agree that the District will compensate part-time faculty members for completion of Palomar Online Education Training (POET) as follows:*

- 1. Must complete POET training before the start of their online teaching assignment;*
- 2. Have not previously completed the current version POET;*
- 3. Up to 10 hours beyond their normal professional development allowance;*  
*and*
- 4. Completed POET training will be paid in May and December, at the same time as other Professional Development training.*

This MOU is non-precedent setting.

Dated: Dec 9, 2021

*David Joseph Montoya III*

[David Joseph Montoya III \(Dec 9, 2021 15:18 PST\)](#)

David Montoya  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: Dec 9, 2021

*Jenny Ferro*

Jenny Ferro  
Lead Negotiator, PFF

Dated: Dec 9, 2021

*Teresa LC Laughlin*

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Teresa Laughlin  
Co-President, PFF

Dated: Dec 9, 2021

*Barbara Baer*

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Barbara Baer  
Co-President, PFF












# MOUpoetextension\_Final


Final Audit Report

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