

March 25, 2022

**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 17: Evaluations.

The parties agree to the following addition to Article 17, to be incorporated in the 2022-2025 contract when opened for negotiations but effective immediately:

A TERB-appointed “evaluations observer” will be added as a monitor to all peer and probationary evaluation committees where the evaluatee is under an improvement plan following the TERB established guidelines. The “evaluations observer” shall be a tenured faculty member who is familiar with evaluation processes. The “evaluations observer” will be invited to and should attend any meeting where the TEC/PRC is convened. The “evaluations observer” shall serve as a liaison between TECs/PRCs and TERB so that TERB can keep track of progress.

The intention is to observe the process to ensure it is fair and follows process and to have a knowledgeable faculty member on hand to answer evaluations process questions for the evaluators and the evaluatee. The “evaluations observer” would not be an existing member of the TEC/PRC. They would be a new addition to the TEC to serve as an on-hand resource for the TEC/PRC and evaluatees.

Dated: Apr 4, 2022

*David Joseph Montoya III*  
David Joseph Montoya III (Apr 4, 2022 10:07 PDT)

David Montoya  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: Mar 25, 2022

*Jenny Fererro*


Jenny Fererro  
Lead Negotiator, PFF

Dated: Mar 25, 2022

*Teresa LC Laughlin*

Teresa Laughlin  
Co-President, PFF

Dated: Mar 25, 2022

  
Barbara Baer (Mar 25, 2022 15:26 PDT)

Barbara Baer  
Co-President, PFF












# PFFMOUEvaluations


Final Audit Report

2022-04-04


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