

August 17, 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 Appendix L: Early Childhood Education Lab School Teachers (ECELS)

The parties agree to the attached changes to the ECELS Part-Time Teacher Salary Scale, effective immediately upon approval of this MOU by the Governing Board. The changes are of no cost to the District general fund and will be funded by the ECELS Fund 33. The new salary scale as approved here will be included in Appendix L during contract negotiations for the 2022-2025 CBA.

Dated: Sep 1, 2022


[David Joseph Montoya III \(Sep 1, 2022 09:20 PDT\)](#)

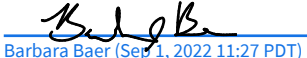
David Montoya
Assistant Superintendent/Vice President, Human
Resource Services

Dated: Sep 1, 2022



Jenny Fererro
Lead Negotiator, PFF

Dated: Sep 1, 2022


[Barbara Baer \(Sep 1, 2022 11:27 PDT\)](#)

Barbara Baer
Co-President, PFF

Dated: Sep 1, 2022



Lawrence Hamilton Lawson
Co-President, PFF

ECELS Part Time Teachers

For Fiscal Year 2016-2017

ECE Lab School Part Time Teachers (blue sheet)

Effective September 1, 2016 (Governing Board ratified 8/9/2016)

	Grade A Assistant	Grade B Associate Teacher Permit	Grade C1 Teacher Permit	Grade C Teacher Permit + AS	Grade D1 Master Teacher Permit + AS	Grade D Master Teacher Permit +BA	Grade E Site Supervisor Permit +BA	Grade F Coor. Program Director Permit + BA
Step 1	10.00	12.10	14.00	16.00	18.00	20.00	22.00	28.00
Step 2 Jan 2017	10.50	12.50	14.50	16.50	18.50	20.50	22.50	28.50
Step 3 Jan 2018	11.00	13.00	15.00	17.00	19.00	21.00	23.00	29.00
Step 4 Jan 2019	12.00	14.00	15.50	17.50	19.50	21.50	23.50	29.50
Step 5 Jan 2020	13.00	15.00	16.00	18.00	20.00	22.00	24.00	30.00
Step 6 Jan 2021	14.00	15.50	16.50	18.50	20.50	22.50	24.50	30.50
Step 7 Jan 2022	15.00	17.50 16.00	18.50 17.00	20.50 19.00	22.50 21.00	24.50 23.00	26.50 25.00	32.50 31.00
Step 8	15.50	18.00 16.50	19.00 17.51	21.00 19.50	23.00 21.50	25.00 23.50	27.00 25.50	33.00 31.50
Step 9	16.00	18.50 17.00	19.50 18.00	21.50 20.00	23.50 22.00	25.50 24.00	27.50 26.00	33.50 32.00
Step 10	16.50	19.00 17.50	20.00 18.48	22.00 20.50	24.00 22.50	26.00 24.50	28.00 26.50	34.00 32.50
Step 5		19.50	20.50	22.50	24.50	26.50	28.50	34.50

- ALL grades are NOT not eligible for state-funded COLA and/or Growth.
- All new hires will be placed at step 1.
- Grade step advances evaluated every fall and spring semester based on each 1895 hours worked without a break in service. A break in service is 2 semesters without an assignment.
- A \$500 one-time professional development stipend is earned upon completion of one of each of the following pairs of classes: CHDV 103 or CHDV 106 / CHDV 110 or CHDV 112 or the equivalent from another college (maximum of \$1000 per employee).

Due to the minimum wage increase and in accordance with applicable statute, step 2 will be the new step 1 starting January, 2017. Step 3 will be the new step 1 starting January 2018. This will continue until step 7. When step 7 becomes step 1, there will only be 4 steps on the salary schedule.

CA State Minimum Wage Increases (barring any fiscal recession):

Jan. 1, 2017 50 cent increase to \$10.50 per hour

— Jan. 1, 2018 50 cent increase to \$11.00 per hour

Jan. 1, 2019 \$1 increase to \$12.00 per hour

Jan. 1, 2020 \$1 increase to \$13.00 per hour

Jan. 1, 2021 \$1 increase to \$14.00 per hour

— Jan. 1, 2022 \$1 increase to \$15.00 per hour












PFFMOUsalaryscaleECELSpt_9.1.22


Final Audit Report

2022-09-01


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 Agreement completed.

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