


November 10, 2022

**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”) and is with respect to Article 9: Leaves.

As part of the upcoming cohort of full-time faculty hires, Alcohol & Other Drug Studies (AODS) and Cabinet & Furniture Technology (CFT) will be hiring new full-time faculty members during the Spring 2023 semester (positions to start Fall 2023). The parties agree that Dr. James Fent (Alcohol & Other Drug Studies) and Jennifer Anderson (Cabinet & Furniture Technology), who will both be on sabbatical in Spring 2023, will be able to volunteer their time to serve on their respective hiring committees in Spring 2023. Dr. Fent is currently the only full-time faculty member in AODS, and Jennifer Anderson has just one full-time colleague who is in his first year at Palomar. As such, both Dr. Fent and Ms. Anderson hold important expertise necessary for hiring these positions. Because full-time faculty make a long-term commitment to the District, their full-time colleagues need to have input into the hiring process, as they will be working closely together. Dr. Fent and Ms. Anderson will also be responsible for serving on the two new hires' tenure committees and should have a say in their hire. It is understood by all parties that Dr. Fent's and Ms. Anderson's participation on their respective hiring committees in Spring 2023 is voluntary and will not interfere with their sabbatical activities and work, nor will their participation impact their ability to submit their final sabbatical report on time. It is understood by all parties that the time spent on the hiring committees and any necessary selection committee trainings is without compensation and that this agreement does not set a precedent or alter the expectation that faculty on sabbatical leaves are not expected to participate in District service during their leave.

Dated: Nov 13, 2022

  
Joseph Sanchez (Nov 13, 2022 08:04 PST)


Joseph Sanchez  
Lead Negotiator, PCCD

Dated: Nov 10, 2022

  
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Jenny Fererro  
Lead Negotiator, PFF

Dated: Nov 11, 2022

  
Barbara Baer (Nov 11, 2022 10:24 PST)

Barbara Baer

Co-President, PFF

Dated: Nov 13, 2022



Lawrence Hamilton Lawson

Co-President, PFF












# PFFMOUsabbaticalhiringcomm (003)-c1


Final Audit Report


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