

Memorandum of Understanding
between the
Palomar Faculty Federation
and the
Palomar Community College District

1. It is the intent of the parties that *Article 17 – Evaluation Procedure* in the collective bargaining Agreement between the parties establish peer review as the primary feature of the faculty evaluation process.
2. Section 17.4 of the Agreement notwithstanding, the parties hereby agree that, during the 2005-2006 academic year, temporary full-time faculty members shall be evaluated using the following procedures:
 - 2.1 Temporary full-time faculty members in each of their first four years of full-time service shall be evaluated as provided for probationary faculty members in Section 17.13; and
 - 2.2 Temporary full-time faculty members in subsequent years of full-time service shall be evaluated as provided for tenured faculty members in Section 17.14 of the Agreement and as required by Section 87663(a) of the *Education Code*.
 - 2.3 Although the procedures of Section 17.4 will be used for evaluation of temporary full-time faculty members, the issue of tenure continues to be governed by the *Education Code*.
3. The parties agree that during the current contract negotiations they will draft specific language giving effect to this Memorandum of Understanding. In the interim, however, the Tenure & Evaluations Review Board is authorized to immediately implement the above changes. The TERB Coordinator may consult with the District and the Federation regarding any uncertainty that might arise during interim implementation.

Date: October 4, 2005

For the Federation:

For the District:

Co-President

Asst. Supt. for Human Resources

Co-President