

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND ADJUNCT FACULTY ASSOCIATION OF DELTA COLLEGE
Compensation for Workforce Strategies Services**

This Memorandum of Understanding ("MOU") is entered into between and among Delta College ("College") and the Adjunct Faculty Association of Delta College ("AFADC") (individually, a "Party" and collectively, the "Parties").

This MOU provides additional compensation to adjunct faculty for work approved in writing by the Delta College Workforce Strategies division.

The College will pay adjunct faculty for facilitation of learning and meeting with business clients for contracted training. Prior to work commencing, the adjunct faculty will acknowledge the course and learning need of the client and mutually agree upon the schedule of delivery for learning and meeting time prior to occurrence via email communication from Workforce Strategies to the adjunct faculty member. Payment for services will occur after training or meeting session has concluded.

Additionally, the College will pay adjunct faculty for special projects including development, subject matter consultation, additional training development, consultation and other activities to meet the need of clients based on scope of services and deadlines outlined in a "Development Contract" signed by the College and the adjunct faculty member. Payment for services may be paid in installments or in lump sum after work is completed as outlined in the signed Development Contract which is communicated via email from Workforce Strategies.

For facilitation of learning, meeting with business clients for contracted training, and special projects, the College is hereby authorized to negotiate pay amounts for such work with the individual adjunct faculty member that will perform that work. Pay amounts will depend on factors such as work category, complexity, and deliverables. The College is further authorized to negotiate the terms of any individual contract for work covered by this MOU directly with an individual adjunct faculty member.

All terms in the CBA and in other MOUs between the Parties not inconsistent with this MOU shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College. Once this MOU is signed by each Party, it shall be effective immediately.

Delta College:  Date 04/23/2025
Michael Gavin (Apr 23, 2025 11:49 EDT)

AFADC:  Date 04/22/2025
Sherri Archer (Apr 22, 2025 18:17 EDT)