

**MEMORANDUM OF UNDERSTANDING BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE  
ADJUNCT FACULTY ASSOCIATION, MEA/NEA  
Payment for Midterm Grade Assignment and Submission**



This Memorandum of Understanding ("MOU") is entered into by and between Delta College ("College") and the Delta College Adjunct Faculty Association, MEA/NEA ("AFADC") (individually, a "Party" and collectively, the "Parties"). The Parties entered into a 2024-27 collective bargaining agreement ("CBA"). The Parties hereby agree to the following terms, understanding that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party. This MOU will expire on June 30, 2027.

CBA Section 4.3(3)(D) states: "Each Member will fulfill routine duties and responsibilities necessary for successful teaching including but not limited to....Providing timely feedback to students and *maintaining student grade records in the gradebook feature of the College-approved systems at least weekly.*"

During each College semester, each Adjunct Faculty shall assign and submit a midterm grade for each student in each course section taught by that Adjunct Faculty during that semester within 5 days of an email from the Registrar to the Adjunct Faculty approximately halfway through the student's course .

For midterm grade assignment and submission, each Adjunct Faculty will receive half of the applicable substitute hourly rate (based on academic year and equated hours) in CBA Appendix A for each section taught by that Adjunct Faculty ("Payment"). However, an Adjunct Faculty who fails to timely assign and submit a midterm grade in a section shall not receive a Payment for that section. Any Payment for a section will occur in the first full pay period following the due date of mid-term grades for that section. This Payment will be identified in the earnings statements.

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 11/7/25  
Its: PRESIDENT  
AFADC, MEA/NEA:  Date 7 November 2025  
Its: \_\_\_\_\_

The Parties agree that the sentence: "Any payment for a section will occur in the first full pay period following the due date of mid-term grades for that section." is hereby replaced with the following: "Payments will occur during the last pay period of the semester."

Delta College: Andrea Ursuy Date: 03/10/2026  
Andrea Ursuy (Mar 10, 2026 15:45:57 EDT)  
Its: Interim President

AFADC, MEA/NEA: Christina De Clerck-Szilagyi

Date: 03/10/2026

Its: AFADC Co-President