

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE
ADJUNCT FACULTY ASSOCIATION, MEA/NEA
Student Leave of Absence**

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 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 serves as an addition to the CBA and establishes compensation guidelines for adjunct faculty supporting students who are approved for a leave of absence and subsequently require instructional continuity and assessment upon reentry.

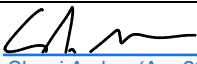
Student Leave of Absence

An adjunct faculty member will receive hourly rate pay equivalent to that adjunct faculty member's tier to teach remaining course (lecture/lab) hours for a student on a leave of absence and for hours for developing a reentry remediation exam to assess retention of information for that student.

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: 
[Andrea Ursuy \(Apr 27, 2026 09:21:31 EDT\)](#) Date: 04/27/2026

Its: Interim President

AFADC, MEA/NEA: 
[Sherri Archer \(Apr 23, 2026 14:49:05 EDT\)](#) Date: 04/23/2026

Its: Sherri L Archer