


**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND ADJUNCT FACULTY ASSOCIATION OF DELTA COLLEGE
One-Semester Appointment Supplemental Pay Rates**

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").

The rate of pay for a One-Semester Appointment who teaches over 15 equated hours during their semester appointment is not specified in the AFADC Collective Bargaining Agreement.

This MOU authorizes the College to compensate adjunct faculty who serve in a One-Semester Appointment at a rate equal to the instructor supplemental rate in the Delta College and Delta College Faculty Association Collective Bargaining Agreement, when they teach beyond 15 equated hours in a semester.

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:  Michael Gavin (Mar 13, 2025 15:42 EDT) Date: 03/13/2025

AFADC:  Sherri Archer (Mar 13, 2025 15:01 EDT) Date: 03/13/2025