

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE  
FACULTY ASSOCIATION, MEA/NEA  
Article X: Evaluation Exemption for Retiring Faculty**

This Memorandum of Understanding ("MOU") is entered into between and among Delta College ("College") and the Delta College Faculty Association, MEA/NEA ("DCFA") (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.

Article 10 Evaluations states "Faculty evaluations will be completed at least annually for all non-tenured faculty and every third year for tenured faculty, unless the Faculty member is submitting a promotion/tenure application. All Faculty on a Performance Improvement Plan will be evaluated at least annually. The Associate Deans also have the option to perform classroom observations. For tenured faculty, the Human Resources Office will designate the rotation of faculty evaluations. Notice will be provided each January to the faculty who will be included in the upcoming evaluation cycle."

The purpose of this MOU is to exempt the evaluation requirements outlined in Article 10 for faculty members who have submitted notice of intent to retire within the current year.

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 (Feb 6, 2026 11:35:02 EST) Date: 02/06/2026

Its: Interim President

DCFA, MEA/NEA:   
Laura Dull (Feb 5, 2026 19:43:11 EST) Date: 02/05/2026

Its: DCFA President