

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE
FACULTY ASSOCIATION, MEA/NEA
Benefit Plan Options**

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.

Additional Benefit Plan Options

The current Agreement provides that, for the current contract years, eligible bargaining unit members may choose between the two benefit plan options identified in the Agreement, subject to the parameters established therein.

The College intends to make an additional benefit plan option available to eligible bargaining unit members, and the parties desire to establish the terms under which eligible bargaining unit members may elect the additional benefit plan option without otherwise modifying the Agreement.

Accordingly, the parties agree as follows:

Additional Benefit Plan Option

For the duration of the current Agreement, eligible bargaining unit members shall have the option to elect a third benefit plan option, identified as Simply Blue PPO (the "Additional Plan"), in addition to the two benefit plan options currently identified in the Agreement.

Eligible bargaining unit members may elect the Additional Plan in accordance with the College's applicable enrollment procedures and deadlines. Election of the Additional Plan shall be voluntary, and a member's decision to enroll in or decline the Additional Plan shall not affect the member's eligibility to participate in the other benefit plan options available under the Agreement.

Members who elect the Additional Plan shall be subject to the applicable terms, conditions, employee contributions, deductibles, co-pays, out-of-pocket limits, and other provisions associated with the Additional Plan, as established by the College.

HSA Contribution for First-Time HDHP Enrollment

Beginning in January 2027, the College will contribute an amount equal to 80% of the applicable HDHP deductible to a Health Savings Account (HSA) for eligible bargaining unit members who enroll in the HDHP for the first time.

This HSA contribution opportunity will be available to eligible bargaining unit members who first enroll in the HDHP in 2027 or 2028, with the contribution provided during the member's first year of HDHP enrollment. The applicable contribution shall be based on the level of HDHP coverage elected by the member.

For employee-only coverage, the College's contribution shall equal 80% of the \$1,750 deductible, or \$1,400. For two-party or family coverage, the College's contribution shall equal 80% of the \$3,500 deductible, or \$2,800.

Except as expressly provided in this MOU, all other provisions of the Agreement shall remain unchanged and in full force and effect.

This MOU is intended to establish the terms under which eligible bargaining unit members may elect the Additional Plan and to establish the HSA contribution described herein. It shall not be construed as modifying, waiving, or otherwise altering any other provision of the Agreement.

This MOU shall become effective upon execution by both parties and shall remain in effect for the duration of the current Agreement, unless otherwise mutually agreed to in writing by the parties.

Upon expiration of the current Agreement, the Additional Plan and the HSA contribution described in this MOU shall not continue as contractual benefits unless incorporated into a successor collective bargaining agreement or otherwise agreed upon in writing by the parties.

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: *Michelle Allmendinger* Date: 10/13/2026
Michelle Allmendinger (Oct 13, 2026 11:04:14 EDT)

Its: _____

DCFA, MEA/NEA: *Muel* Date: 10/13/2026
Laura Dull (Oct 13, 2026 11:00:01 EDT)

Its: _____

MOU DCFA - Benefit Plan Options 10.12.2026

Final Audit Report

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