

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE
FACULTY ASSOCIATION, MEA/NEA
Course Enrollment Overload**

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 14.9 B Course Enrollment Overloads Payment Computation of the current CBA states "If Faculty agree to add/overload additional student(s) to a specific course section and approved of by the Associate Dean, the Faculty will be compensated, per student, in a manner equivalent to the Individual Instruction per student rate for each student. Faculty may add/overload students per course section with Associate Dean approval."

The purpose of this MOU is to amend this article for the remainder of the current CBA by establishing a maximum overload of five (5) students per course section and by specifying the applicable census dates for calculating overload compensation, as well as the corresponding payment dates for each semester.

For the Winter 2026 semester only, overload compensation shall be calculated and paid pursuant to Article 14.9(B) of the current CBA as it existed prior to this MOU, including payment for approved overload students in excess of five (5), as the MOU was not in effect at the start of that semester.

Corresponding census and payment dates for each semester can be found on Attachment A (attached).

Except as expressly amended by this Memorandum of Understanding, all other terms and provisions of Article 14.9(B) of the current CBA shall remain in effect.

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*
Andrea Ursuy (Jan 26, 2026 16:43:25 EST) Date: 01/26/2026

Its: Interim President



DCFA, MEA/NEA: Laura Dull (Jan 26, 2026 10:17:23 EST)

Date: 01/26/2026

Its: DCFA President

MOU- Census Dates for Calculating Overload Compensation

January 2026

Attachment A

Census and Payment Dates

Winter 2026:

Start Date - January 10, 2026

Census date for sections that begin prior to March 14, 2026 is January 20 at 8:00 a.m.

Census date for course that begin on or after March 14, 2026 is March 23, at 8:00 a.m.

Payment Date – May 8, 2026

Spring/Summer 2026:

Start Date - May 11, 2026

Census date for sections that begin prior to June 29, 2026 is May 21 at 8:00 a.m.

Census date for sections that begin on or after June 29, 2026 is July 8 at 8:00 a.m.

Payment Date – August 28, 2026

Fall 2026:

Start Date - August 29, 2026

Census date for sections that begin prior to October 28, 2026 is September 8 at 8:00 a.m.

Census date for sections that begin on or after October 28, 2026 is November 5 at 8:00 a.m.

Payment Date – January 1, 2027

Winter 2027:

Start Date - January 9, 2027

Census date for sections that begin prior to March 13, 2027 is January 19 at 8:00 a.m.

Census date for sections that begin on or after March 13, 2027 is March 22 at 8:00 a.m.

Payment Date – May 7, 2027

Spring/Summer 2027:

Start Date - May 10, 2027

Census date for sections that begin prior to June 28, 2027 is May 20 at 8:00 a.m.

Census date for sections that begin on or after June 28, 2027 is July 7 at 8:00 a.m.

Payment Date – August 27, 2027

Fall 2027:

Start Date - August 28, 2027

Census date for sections that begin prior to October 27, 2027 is September 7 at 8:00 am.

Census date for sections that begin on or after October 27, 2027 is November 5 at 8:00 am.

Payment Date – December 31, 2027

Winter 2028:

Start Date - January 8, 2028

Census date for sections that begin prior to March 12, 2028 is January 18 at 8:00 a.m.

Census date for course that begin on or after March 12, 2028 is March 21, at 8:00 a.m.

Payment Date - May 5, 2028

Spring/Summer 2028:

Start Date - May 8, 2028

Census date for sections that begin prior to June 26, 2028 is May 18 at 8:00 a.m.

Census date for sections that begin on or after June 26, 2028 is July 4 at 8:00 a.m.

Payment Date – August 25, 2028

Census Date 1 = 10 days after start

Census Date 2 = 9 days after start of 2nd 7 weeks