

MEMORANDUM OF UNDERSTANDING

BETWEEN DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION,

MEA/NEA REGARDING STUDENT LEAVES OF ABSENCE

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; the Parties hereby agree that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party; and, the Parties agree that these terms will supersede any policies or practices inconsistent with these terms:

The parties agree to the following terms, notwithstanding the terms outlined in the current Collective Bargaining Agreement (CBA) and existing MOUs.

During Winter 2024, 2 faculty will each receive supplemental (hourly rate) pay equivalent to faculty member's rank, to teach remaining course (lecture/lab) hours for 2 students on Leave of Absence, and 2 hours each for developing a reentry remediation exam to assess retention of information. For example, an Associate Professor teaching 7 remaining hours of a course would receive \$56.00 x 7 remaining course hours taught = \$392.00 for that course. These are clinically-based courses typically requiring direct contact by instructors to learn specialized skills, clinical knowledge and understanding, and demonstrate competencies required for accreditation.

All terms in the CBA and 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 a policy at the College.

Delta College *Michael gavin* Date 7/23/24
[Michael gavin \(Jul 23, 2024 13:20 EDT\)](#)

Delta College Faculty Association, MEA/NEA *Ski VanderLaan* Date 07/23/24










MOU Student Leaves of Absence 7.23.2024

Final Audit Report

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