


**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE
FACULTY ASSOCIATION, MEA/NEA
Optional Retirement Plan Payment**

This Memorandum of Understanding ("MOU") is entered into by Delta College ("College") and the Delta College Faculty Association, MEA/NEA ("DCFA") (individually, a "Party" and collectively, the "Parties"). The Parties entered into a 2025-2028 collective bargaining agreement ("CBA").

1. The CBA was ratified by the College on September 9, 2025 and by the DCFA before that date. CBA Section 16.3(B) requires the College to contribute 12.5% into the ORP, while the Parties' 2022-25 CBA required the College to contribute 10% into the ORP. The Parties disagree whether the College is required to contribute 12.5% into the ORP for the period between July 1, 2025 and September 9, 2025.
2. To maintain a positive relationship following the recent CBA ratification, the College will contribute 12.5% into the ORP for the period between July 1, 2025 and September 9, 2025.
3. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.
4. All terms in the CBA and in other MOUs between the Parties not inconsistent with this MOU shall continue to apply.
5. Once this MOU is signed by each Party, it shall be effective immediately.

Delta College:  Date: 10/31/2025
Michael Gavin (Oct 31, 2025 16:06:53 EDT)

Signatory Position: _____

DCFA, MEA/NEA:  Date: 10/31/2025
Laura Dull (Oct 31, 2025 15:54:41 EDT)

Signatory Position: _____