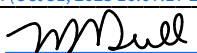


MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION,
MEA/NEA
Salary Schedule – updated to include columns for Bachelor’s degree

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 these terms are subject to further negotiation during collective bargaining and that this MOU cannot be changed unless by a subsequent ratified contract or a written agreement signed by an authorized representative of each Party.

This MOU includes an updated salary schedule that adds a Bachelor's degree column for the Associate and Professor ranks. It does not change the salary amounts within the schedule.

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.

College:  <u>Michael Gavin (Oct 31, 2025 16:07:17 EDT)</u>	Date: <u>10/31/2025</u>
DCFA, MEA/NEA:  <u>Laura Dull (Oct 31, 2025 15:44:30 EDT)</u>	Date: <u>10/31/2025</u>

2025-2026 Salary Schedule

Instructor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
0	51,321	52,761	59,430	60,870	62,310	63,750	65,190	67,965
1	52,621	54,061	60,730	62,170	63,610	65,050	66,490	69,265
2	53,921	55,361	62,030	63,470	64,910	66,350	67,790	70,565
3	55,221	56,661	63,330	64,770	66,210	67,650	69,090	71,865
4	56,521	57,961	64,630	66,070	67,510	68,950	70,390	73,165
5	57,821	59,261	65,930	67,370	68,810	70,250	71,690	74,465
6	59,121	60,561	67,230	68,670	70,110	71,550	72,990	75,765
7	60,421	61,861	68,530	69,970	71,410	72,850	74,290	77,065
8	61,721	63,161	69,830	71,270	72,710	74,150	75,590	78,365
9	63,021	64,461	71,130	72,570	74,010	75,450	76,890	79,665
10	64,321	65,761	72,430	73,870	75,310	76,750	78,190	80,965
11	65,621	67,061	73,730	75,170	76,610	78,050	79,490	82,265
12	66,921	68,361	75,030	76,470	77,910	79,350	80,790	83,565
13	68,221	69,661	76,330	77,770	79,210	80,650	82,090	84,865
14	69,521	70,961	77,630	79,070	80,510	81,950	83,390	86,165
15	70,821	72,261	78,930	80,370	81,810	83,250	84,690	87,465
16	72,121	73,561	80,230	81,670	83,110	84,550	85,990	88,765
17	73,421	74,861	81,530	82,970	84,410	85,850	87,290	90,065
18	74,721	76,161	82,830	84,270	85,710	87,150	88,590	91,365
19	76,021	77,461	84,130	85,570	87,010	88,450	89,890	92,665
20	77,571	79,011	85,680	87,120	88,560	90,000	91,440	94,215

Asst. Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	53,619	55,059	63,495	64,935	66,375	67,815	69,255	72,030
1	54,919	56,359	64,795	66,235	67,675	69,115	70,555	73,330
2	56,219	57,659	66,095	67,535	68,975	70,415	71,855	74,630
3	57,519	58,959	67,395	68,835	70,275	71,715	73,155	75,930
4	58,819	60,259	68,695	70,135	71,575	73,015	74,455	77,230
5	60,119	61,559	69,995	71,435	72,875	74,315	75,755	78,530
6	61,419	62,859	71,295	72,735	74,175	75,615	77,055	79,830
7	62,719	64,159	72,595	74,035	75,475	76,915	78,355	81,130
8	64,019	65,459	73,895	75,335	76,775	78,215	79,655	82,430
9	65,319	66,759	75,195	76,635	78,075	79,515	80,955	83,730
10	66,619	68,059	76,495	77,935	79,375	80,815	82,255	85,030
11	67,919	69,359	77,795	79,235	80,675	82,115	83,555	86,330
12	69,219	70,659	79,095	80,535	81,975	83,415	84,855	87,630
13	70,519	71,959	80,395	81,835	83,275	84,715	86,155	88,930
14	71,819	73,259	81,695	83,135	84,575	86,015	87,455	90,230
15	73,119	74,559	82,995	84,435	85,875	87,315	88,755	91,530
16	74,419	75,859	84,295	85,735	87,175	88,615	90,055	92,830
17	75,719	77,159	85,595	87,035	88,475	89,915	91,355	94,130
18	77,019	78,459	86,895	88,335	89,775	91,215	92,655	95,430
19	78,319	79,759	88,195	89,635	91,075	92,515	93,955	96,730
20	80,666	82,106	90,542	91,982	93,422	94,862	96,302	99,077

2025-2026 Salary Schedule

Assoc Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	53,619	55,059	67,065	68,505	69,945	71,385	72,825	75,600
1	54,919	56,359	68,365	69,805	71,245	72,685	74,125	76,900
2	56,219	57,659	69,665	71,105	72,545	73,985	75,425	78,200
3	57,519	58,959	70,965	72,405	73,845	75,285	76,725	79,500
4	58,819	60,259	72,265	73,705	75,145	76,585	78,025	80,800
5	60,119	61,559	73,565	75,005	76,445	77,885	79,325	82,100
6	61,419	62,859	74,865	76,305	77,745	79,185	80,625	83,400
7	62,719	64,159	76,165	77,605	79,045	80,485	81,925	84,700
8	64,019	65,459	77,465	78,905	80,345	81,785	83,225	86,000
9	65,319	66,759	78,765	80,205	81,645	83,085	84,525	87,300
10	66,619	68,059	80,065	81,505	82,945	84,385	85,825	88,600
11	67,919	69,359	81,365	82,805	84,245	85,685	87,125	89,900
12	69,219	70,659	82,665	84,105	85,545	86,985	88,425	91,200
13	70,519	71,959	83,965	85,405	86,845	88,285	89,725	92,500
14	71,819	73,259	85,265	86,705	88,145	89,585	91,025	93,800
15	73,119	74,559	86,565	88,005	89,445	90,885	92,325	95,100
16	74,419	75,859	87,865	89,305	90,745	92,185	93,625	96,400
17	75,719	77,159	89,165	90,605	92,045	93,485	94,925	97,700
18	77,019	78,459	90,465	91,905	93,345	94,785	96,225	99,000
19	78,319	79,759	91,765	93,205	94,645	96,085	97,525	100,300
20	80,666	82,106	94,699	96,139	97,579	99,019	100,459	103,234

Professor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	53,619	55,059	73,185	74,625	76,065	77,505	78,945	81,720
1	54,919	56,359	74,485	75,925	77,365	78,805	80,245	83,020
2	56,219	57,659	75,785	77,225	78,665	80,105	81,545	84,320
3	57,519	58,959	77,085	78,525	79,965	81,405	82,845	85,620
4	58,819	60,259	78,385	79,825	81,265	82,705	84,145	86,920
5	60,119	61,559	79,685	81,125	82,565	84,005	85,445	88,220
6	61,419	62,859	80,985	82,425	83,865	85,305	86,745	89,520
7	62,719	64,159	82,285	83,725	85,165	86,605	88,045	90,820
8	64,019	65,459	83,585	85,025	86,465	87,905	89,345	92,120
9	65,319	66,759	84,885	86,325	87,765	89,205	90,645	93,420
10	66,619	68,059	86,185	87,625	89,065	90,505	91,945	94,720
11	67,919	69,359	87,485	88,925	90,365	91,805	93,245	96,020
12	69,219	70,659	88,785	90,225	91,665	93,105	94,545	97,320
13	70,519	71,959	90,085	91,525	92,965	94,405	95,845	98,620
14	71,819	73,259	91,385	92,825	94,265	95,705	97,145	99,920
15	73,119	74,559	92,685	94,125	95,565	97,005	98,445	101,220
16	74,419	75,859	93,985	95,425	96,865	98,305	99,745	102,520
17	75,719	77,159	95,285	96,725	98,165	99,605	101,045	103,820
18	77,019	78,459	96,585	98,025	99,465	100,905	102,345	105,120
19	78,319	79,759	97,885	99,325	100,765	102,205	103,645	106,420
20	80,666	82,106	102,686	104,126	105,566	107,006	108,446	111,221

2026-2027 Salary Schedule

Instructor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	52,861	54,301	61,213	62,653	64,093	65,533	66,973	69,748
1	54,161	55,601	62,513	63,953	65,393	66,833	68,273	71,048
2	55,461	56,901	63,813	65,253	66,693	68,133	69,573	72,348
3	56,761	58,201	65,113	66,553	67,993	69,433	70,873	73,648
4	58,061	59,501	66,413	67,853	69,293	70,733	72,173	74,948
5	59,361	60,801	67,713	69,153	70,593	72,033	73,473	76,248
6	60,661	62,101	69,013	70,453	71,893	73,333	74,773	77,548
7	61,961	63,401	70,313	71,753	73,193	74,633	76,073	78,848
8	63,261	64,701	71,613	73,053	74,493	75,933	77,373	80,148
9	64,561	66,001	72,913	74,353	75,793	77,233	78,673	81,448
10	65,861	67,301	74,213	75,653	77,093	78,533	79,973	82,748
11	67,161	68,601	75,513	76,953	78,393	79,833	81,273	84,048
12	68,461	69,901	76,813	78,253	79,693	81,133	82,573	85,348
13	69,761	71,201	78,113	79,553	80,993	82,433	83,873	86,648
14	71,061	72,501	79,413	80,853	82,293	83,733	85,173	87,948
15	72,361	73,801	80,713	82,153	83,593	85,033	86,473	89,248
16	73,661	75,101	82,013	83,453	84,893	86,333	87,773	90,548
17	74,961	76,401	83,313	84,753	86,193	87,633	89,073	91,848
18	76,261	77,701	84,613	86,053	87,493	88,933	90,373	93,148
19	77,561	79,001	85,913	87,353	88,793	90,233	91,673	94,448
20	77,571	79,011	85,680	87,120	90,343	91,783	93,223	94,215

Asst Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	55,228	56,668	65,400	66,840	68,280	69,720	71,160	73,935
1	56,528	57,968	66,700	68,140	69,580	71,020	72,460	75,235
2	57,828	59,268	68,000	69,440	70,880	72,320	73,760	76,535
3	59,128	60,568	69,300	70,740	72,180	73,620	75,060	77,835
4	60,428	61,868	70,600	72,040	73,480	74,920	76,360	79,135
5	61,728	63,168	71,900	73,340	74,780	76,220	77,660	80,435
6	63,028	64,468	73,200	74,640	76,080	77,520	78,960	81,735
7	64,328	65,768	74,500	75,940	77,380	78,820	80,260	83,035
8	65,628	67,068	75,800	77,240	78,680	80,120	81,560	84,335
9	66,928	68,368	77,100	78,540	79,980	81,420	82,860	85,635
10	68,228	69,668	78,400	79,840	81,280	82,720	84,160	86,935
11	69,528	70,968	79,700	81,140	82,580	84,020	85,460	88,235
12	70,828	72,268	81,000	82,440	83,880	85,320	86,760	89,535
13	72,128	73,568	82,300	83,740	85,180	86,620	88,060	90,835
14	73,428	74,868	83,600	85,040	86,480	87,920	89,360	92,135
15	74,728	76,168	84,900	86,340	87,780	89,220	90,660	93,435
16	76,028	77,468	86,200	87,640	89,080	90,520	91,960	94,735
17	77,328	78,768	87,500	88,940	90,380	91,820	93,260	96,035
18	78,628	80,068	88,800	90,240	91,680	93,120	94,560	97,335
19	79,928	81,368	90,100	91,540	92,980	94,420	95,860	98,635
20	80,666	82,106	90,542	91,982	93,422	94,862	96,302	99,077

2026-2027 Salary Schedule

Assoc Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	55,228	56,668	69,077	70,517	71,957	73,397	74,837	77,612
1	56,528	57,968	70,377	71,817	73,257	74,697	76,137	78,912
2	57,828	59,268	71,677	73,117	74,557	75,997	77,437	80,212
3	59,128	60,568	72,977	74,417	75,857	77,297	78,737	81,512
4	60,428	61,868	74,277	75,717	77,157	78,597	80,037	82,812
5	61,728	63,168	75,577	77,017	78,457	79,897	81,337	84,112
6	63,028	64,468	76,877	78,317	79,757	81,197	82,637	85,412
7	64,328	65,768	78,177	79,617	81,057	82,497	83,937	86,712
8	65,628	67,068	79,477	80,917	82,357	83,797	85,237	88,012
9	66,928	68,368	80,777	82,217	83,657	85,097	86,537	89,312
10	68,228	69,668	82,077	83,517	84,957	86,397	87,837	90,612
11	69,528	70,968	83,377	84,817	86,257	87,697	89,137	91,912
12	70,828	72,268	84,677	86,117	87,557	88,997	90,437	93,212
13	72,128	73,568	85,977	87,417	88,857	90,297	91,737	94,512
14	73,428	74,868	87,277	88,717	90,157	91,597	93,037	95,812
15	74,728	76,168	88,577	90,017	91,457	92,897	94,337	97,112
16	76,028	77,468	89,877	91,317	92,757	94,197	95,637	98,412
17	77,328	78,768	91,177	92,617	94,057	95,497	96,937	99,712
18	78,628	80,068	92,477	93,917	95,357	96,797	98,237	101,012
19	79,928	81,368	93,777	95,217	96,657	98,097	99,537	102,312
20	80,666	82,106	94,699	96,139	97,579	99,019	100,459	103,234

Professor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	55,228	56,668	75,381	76,821	78,261	79,701	81,141	83,916
1	56,528	57,968	76,681	78,121	79,561	81,001	82,441	85,216
2	57,828	59,268	77,981	79,421	80,861	82,301	83,741	86,516
3	59,128	60,568	79,281	80,721	82,161	83,601	85,041	87,816
4	60,428	61,868	80,581	82,021	83,461	84,901	86,341	89,116
5	61,728	63,168	81,881	83,321	84,761	86,201	87,641	90,416
6	63,028	64,468	83,181	84,621	86,061	87,501	88,941	91,716
7	64,328	65,768	84,481	85,921	87,361	88,801	90,241	93,016
8	65,628	67,068	85,781	87,221	88,661	90,101	91,541	94,316
9	66,928	68,368	87,081	88,521	89,961	91,401	92,841	95,616
10	68,228	69,668	88,381	89,821	91,261	92,701	94,141	96,916
11	69,528	70,968	89,681	91,121	92,561	94,001	95,441	98,216
12	70,828	72,268	90,981	92,421	93,861	95,301	96,741	99,516
13	72,128	73,568	92,281	93,721	95,161	96,601	98,041	100,816
14	73,428	74,868	93,581	95,021	96,461	97,901	99,341	102,116
15	74,728	76,168	94,881	96,321	97,761	99,201	100,641	103,416
16	76,028	77,468	96,181	97,621	99,061	100,501	101,941	104,716
17	77,328	78,768	97,481	98,921	100,361	101,801	103,241	106,016
18	78,628	80,068	98,781	100,221	101,661	103,101	104,541	107,316
19	79,928	81,368	100,081	101,521	102,961	104,401	105,841	108,616
20	80,666	82,106	102,686	104,126	105,566	107,006	108,446	111,221

2027-2028 Salary Schedule

Instructor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	54,182	55,622	62,743	64,183	65,623	67,063	68,503	71,278
1	55,482	56,922	64,043	65,483	66,923	68,363	69,803	72,578
2	56,782	58,222	65,343	66,783	68,223	69,663	71,103	73,878
3	58,082	59,522	66,643	68,083	69,523	70,963	72,403	75,178
4	59,382	60,822	67,943	69,383	70,823	72,263	73,703	76,478
5	60,682	62,122	69,243	70,683	72,123	73,563	75,003	77,778
6	61,982	63,422	70,543	71,983	73,423	74,863	76,303	79,078
7	63,282	64,722	71,843	73,283	74,723	76,163	77,603	80,378
8	64,582	66,022	73,143	74,583	76,023	77,463	78,903	81,678
9	65,882	67,322	74,443	75,883	77,323	78,763	80,203	82,978
10	67,182	68,622	75,743	77,183	78,623	80,063	81,503	84,278
11	68,482	69,922	77,043	78,483	79,923	81,363	82,803	85,578
12	69,782	71,222	78,343	79,783	81,223	82,663	84,103	86,878
13	71,082	72,522	79,643	81,083	82,523	83,963	85,403	88,178
14	72,382	73,822	80,943	82,383	83,823	85,263	86,703	89,478
15	73,682	75,122	82,243	83,683	85,123	86,563	88,003	90,778
16	74,982	76,422	83,543	84,983	86,423	87,863	89,303	92,078
17	76,282	77,722	84,843	86,283	87,723	89,163	90,603	93,378
18	77,582	79,022	86,143	87,583	89,023	90,463	91,903	94,678
19	78,882	80,322	87,443	88,883	90,323	91,763	93,203	95,978
20	80,182	81,622	88,743	90,183	91,623	93,063	94,503	97,278

Asst Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	56,608	58,048	67,035	68,475	69,915	71,355	72,795	75,570
1	57,908	59,348	68,335	69,775	71,215	72,655	74,095	76,870
2	59,208	60,648	69,635	71,075	72,515	73,955	75,395	78,170
3	60,508	61,948	70,935	72,375	73,815	75,255	76,695	79,470
4	61,808	63,248	72,235	73,675	75,115	76,555	77,995	80,770
5	63,108	64,548	73,535	74,975	76,415	77,855	79,295	82,070
6	64,408	65,848	74,835	76,275	77,715	79,155	80,595	83,370
7	65,708	67,148	76,135	77,575	79,015	80,455	81,895	84,670
8	67,008	68,448	77,435	78,875	80,315	81,755	83,195	85,970
9	68,308	69,748	78,735	80,175	81,615	83,055	84,495	87,270
10	69,608	71,048	80,035	81,475	82,915	84,355	85,795	88,570
11	70,908	72,348	81,335	82,775	84,215	85,655	87,095	89,870
12	72,208	73,648	82,635	84,075	85,515	86,955	88,395	91,170
13	73,508	74,948	83,935	85,375	86,815	88,255	89,695	92,470
14	74,808	76,248	85,235	86,675	88,115	89,555	90,995	93,770
15	76,108	77,548	86,535	87,975	89,415	90,855	92,295	95,070
16	77,408	78,848	87,835	89,275	90,715	92,155	93,595	96,370
17	78,708	80,148	89,135	90,575	92,015	93,455	94,895	97,670
18	80,008	81,448	90,435	91,875	93,315	94,755	96,195	98,970
19	81,308	82,748	91,735	93,175	94,615	96,055	97,495	100,270
20	82,608	84,048	93,035	94,475	95,915	97,355	98,795	101,570

2027-2028 Salary Schedule

Assoc Prof	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	56,608	58,048	70,804	72,244	73,684	75,124	76,564	79,339
1	57,908	59,348	72,104	73,544	74,984	76,424	77,864	80,639
2	59,208	60,648	73,404	74,844	76,284	77,724	79,164	81,939
3	60,508	61,948	74,704	76,144	77,584	79,024	80,464	83,239
4	61,808	63,248	76,004	77,444	78,884	80,324	81,764	84,539
5	63,108	64,548	77,304	78,744	80,184	81,624	83,064	85,839
6	64,408	65,848	78,604	80,044	81,484	82,924	84,364	87,139
7	65,708	67,148	79,904	81,344	82,784	84,224	85,664	88,439
8	67,008	68,448	81,204	82,644	84,084	85,524	86,964	89,739
9	68,308	69,748	82,504	83,944	85,384	86,824	88,264	91,039
10	69,608	71,048	83,804	85,244	86,684	88,124	89,564	92,339
11	70,908	72,348	85,104	86,544	87,984	89,424	90,864	93,639
12	72,208	73,648	86,404	87,844	89,284	90,724	92,164	94,939
13	73,508	74,948	87,704	89,144	90,584	92,024	93,464	96,239
14	74,808	76,248	89,004	90,444	91,884	93,324	94,764	97,539
15	76,108	77,548	90,304	91,744	93,184	94,624	96,064	98,839
16	77,408	78,848	91,604	93,044	94,484	95,924	97,364	100,139
17	78,708	80,148	92,904	94,344	95,784	97,224	98,664	101,439
18	80,008	81,448	94,204	95,644	97,084	98,524	99,964	102,739
19	81,308	82,748	95,504	96,944	98,384	99,824	101,264	104,039
20	82,608	84,048	96,804	98,244	99,684	101,124	102,564	105,339

Professor	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	Ph.D
-	56,608	58,048	77,265	78,705	80,145	81,585	83,025	85,800
1	57,908	59,348	78,565	80,005	81,445	82,885	84,325	87,100
2	59,208	60,648	79,865	81,305	82,745	84,185	85,625	88,400
3	60,508	61,948	81,165	82,605	84,045	85,485	86,925	89,700
4	61,808	63,248	82,465	83,905	85,345	86,785	88,225	91,000
5	63,108	64,548	83,765	85,205	86,645	88,085	89,525	92,300
6	64,408	65,848	85,065	86,505	87,945	89,385	90,825	93,600
7	65,708	67,148	86,365	87,805	89,245	90,685	92,125	94,900
8	67,008	68,448	87,665	89,105	90,545	91,985	93,425	96,200
9	68,308	69,748	88,965	90,405	91,845	93,285	94,725	97,500
10	69,608	71,048	90,265	91,705	93,145	94,585	96,025	98,800
11	70,908	72,348	91,565	93,005	94,445	95,885	97,325	100,100
12	72,208	73,648	92,865	94,305	95,745	97,185	98,625	101,400
13	73,508	74,948	94,165	95,605	97,045	98,485	99,925	102,700
14	74,808	76,248	95,465	96,905	98,345	99,785	101,225	104,000
15	76,108	77,548	96,765	98,205	99,645	101,085	102,525	105,300
16	77,408	78,848	98,065	99,505	100,945	102,385	103,825	106,600
17	78,708	80,148	99,365	100,805	102,245	103,685	105,125	107,900
18	80,008	81,448	100,665	102,105	103,545	104,985	106,425	109,200
19	81,308	82,748	101,965	103,405	104,845	106,285	107,725	110,500
20	82,608	84,048	103,265	104,705	106,145	107,585	109,025	111,800