

MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION,
MEA/NEA
Compensation for Workforce Strategies Services

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").

This MOU authorizes additional compensation for faculty providing services to the Delta College Workforce Strategies division. The scope of work and corresponding compensation will be outlined in a Development Contract created by Workforce Strategies prior to the start of services. The College is authorized to negotiate the terms of any such contract directly with an individual faculty member. Faculty members seeking to contract with the Workforce Strategies division are responsible for complying with the provisions outlined in Articles 4.5 and 4.6.

Faculty members who are on a Performance Improvement Plan are ineligible for additional assignments with Workforce Strategies.

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:  Michael Gavin (Sep 18, 2025 16:17:19 EDT) Date 09/18/2025

DCFA,MEA/NEA:  Laura Dull (Sep 18, 2025 14:42:55 EDT) Date 09/18/2025