

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA  
REGARDING  
THE EXTENSION OF ONE-YEAR RENEWABLE FACULTY POSITIONS.**

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MOU shall apply to College academic year 2021-2022 and will expire at the conclusion of academic year 2021-2022 unless superseded by a collective bargaining agreement. If a collective bargaining agreement between the College and the DCFA is not executed on or before September 1, 2021, the Parties shall meet and negotiate in good faith about a successor memorandum of understanding to this MOU

The Parties acknowledge and agree that this MOU is subject to further negotiation during collective bargaining and that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party. This MOU shall establish neither precedent nor past practice with respect to any further matter.

One-Year Renewable Faculty - This is a renewable full-time appointment for one academic year with full benefits, including membership in the Senate Assembly and eligibility for DCFA membership. The one-year renewable faculty position is intended to fill temporary needs without committing to tenure track obligations.

Prior to posting a new one-year renewable position, the Administration will provide rationale for doing so to the DCFA President.

Appointment Process: The Academic Associate Dean will consult with division/discipline faculty and recommend a candidate for appointment to the Dean of Teaching and Learning and the Vice President of Instruction and Learning Services. The Dean of Teaching and Learning and the Vice President of Instruction and Learning Services will consider the recommendation and either individual may recommend the candidate for appointment to the College President. The College President will consider such a recommendation and may appoint the candidate to the one-year renewable faculty position

Responsibilities: In addition to teaching and division responsibilities, one-year renewable faculty are expected to fulfill all College responsibilities, including participation in governance, Senate and College committees, and major College activities, including the graduation ceremony.

Time served in a one-year renewable faculty position applies toward promotion and also toward tenure if the individual is subsequently hired into a tenure-track position.

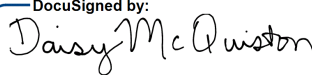
These positions will be reviewed annually for viability and possible conversion to tenure-track positions. If not converted to tenure-track, these positions will be automatically eliminated at the conclusion of the Spring 2022 semester, unless otherwise agreed to by the Parties in writing in a successor memorandum of understanding or collective bargaining agreement.

DocuSigned by:  
Delta College   
2D0FB7EDA21248E...

Date 5/19/2021

DocuSigned by:  
Delta College Faculty Association, MEA/NEA   
9E9425A07979420...

Date 5/19/2021

DocuSigned by:  
Faculty Executive Committee Chair   
F94D9200F3B6417...

Date 5/19/2021