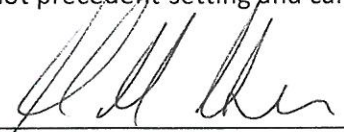


**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA  
REGARDING THE MARTIN LUTHER KING JR. HOLIDAY**


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, that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party, and that these terms will supersede any policies, practices, and agreements currently in place that are inconsistent with these terms:

As a change to the 2023 holiday schedule, the parties agree that the College will be closed for Martin Luther King Jr Day on January 16, 2023. Each Faculty member, as defined in the collective bargaining agreement between the Parties, who has a class currently scheduled for that day shall ensure that course content for that day will be made up in alternative format, which alternate format will be at the discretion of the Faculty member.

This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.

Delta College  Date 2/24/22

Delta College Faculty Association, MEA/NEA  Date 2/24/2022

Faculty Executive Committee Chair  Date 2-24-22