

MEMORANDUM OF UNDERSTANDING BETWEEN DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA ON THE ADVANCE PAY OPTION FOR NEW HIRES

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 subsequent ratified contract or a written agreement signed by an authorized representative of each Party, and that these terms will supersede any policies or practices inconsistent with these terms.

In accordance with CBA 14.1 Wages "Full-time faculty members shall be paid via direct deposit in twenty-six (26) installments on a schedule of every other Friday except when a scheduled payday falls on a holiday."

In their initial year of employment Faculty who are newly hired for the Fall semester will not receive the full 26 pay installments. In order to account for this faculty will be offered two options: 1) to receive a stipend to be paid over the Fall semester representing the pay periods that occurred from July 1 to their date of hire or 2) request to begin receiving their salary with the first pay of the fiscal year, this option requires a signed advance pay agreement whereas the Faculty agrees that if they receive compensation and subsequently do not perform the contracted work they will reimburse the College for wages and benefits paid but not earned.

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

Delta College DocuSigned by:
Michael Gavin
214C66D2E0C94F5... Date 5/18/2023

Delta College Faculty Association, MEA/NEA DocuSigned by:
Ski Vanderlaan
8AA541EE045440F... Date 5/18/2023