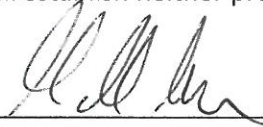
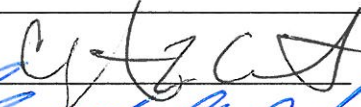
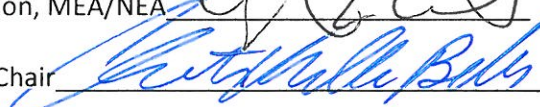


**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA
REGARDING THE CONTINUATION OF SUPPLEMENTAL PAY FOR FACULTY IN
THE HEALTH AND WELLNESS DIVISION**

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. This MOU will automatically terminate at the conclusion of the 2021-2022 Academic Year. This parties may extend this MOU in writing.

This MOU shall apply to the continuation of the practice of compensating eligible Faculty members in the Health and Wellness Division according to the "2018 Rubric for Self-Study (2018)," up to a maximum of 3 supplemental hours for work performed while writing self-study reports and/or participating in site visits.

This MOU shall establish neither precedent nor past practice with respect to any further matter.

Delta College		Date	<u>2/24/22</u>
Delta College Faculty Association, MEA/NEA		Date	<u>2/24/2022</u>
Faculty Executive Committee Chair		Date	<u>2/24/22</u>

2018 Rubric for Self Study

Program	# of standards	Level	# of sub standards	Level	# of questions	Level	# of pages Narrative	Level	# of pages Curr Doc	Level	# Exhibits	Level	# of pgs Exhibits	Level	Grand Total Points	Who and how much	Total # of supplement credits
Dental Assisting	6	2	69	3	155	2	90	1	705	2	75	1	401	1	12		2
Dental Hygiene	6	2	60	3	322	3	226	2	1181	2	271	3	1290	3	18		3
Nursing	6	2	63	3	176	2	200	2	1000	2	100	2	500	1	14		3
Physical Therapy	8	3	62	3	346	3	136	1	668	1	135	2	1500	3	16		3
Radiography	6	2	53	3	24	1	17	1	Within exhibits Samples only	1	173	2	300	1	11		2
Respiratory Therapy	5	2	59	3	131	2	20	1	750	2	48	1	524	2	13		2
Sonography	4	2	62	3	9	1	4	1	1040	2	34	1	1041	3	13		2
Surgical Tech and Surgical First Assistant	5	2	18	1	83	1	20	1	47	1	70	1	620	2	9		2
	8/3 = 3		69/3 = 23		346/3 = 115		535/3 = 178		2040/3 = 680		271/3 = 90		1500/3 = 500		18/3 = 6		
	Levels 1-3 = 1 4-7 = 2 8-11 = 3		Levels 1-23 = 1 24-47 = 2 48-71 = 3		Levels 1-115 = 1 116-231 = 2 232-347 = 3		Levels 1-178 = 1 179-357 = 2 358-536 = 3		Levels 1-680 = 1 681-1361 = 2 1362-2042 = 3		Levels 1-90 = 1 91-181 = 2 182-272 = 3		Levels 1-500 = 1 501-1001 = 2 1002-1502 = 3		Levels 1-6 = 1 7-13 = 2 14-20 = 3		

Four Levels

2018 Rubric for Self Study

Program	# of standards	Level	# of sub standards	Level	# of questions	Level	# of pages Narrative	Level	# of pages Curr Doc	Level	# Exhibits	Level	# of pgs Exhibits	Level	Grand Total Points	# of credits
Dental Assisting	6	3	69	4	155	2	90	1	705	3	75	2	401	2	17 Level 3	2.25
Dental Hygiene	6	3	60	4	322	4	226	2	1181	4	271	4	1290	4	25 Level 4	3
Nursing	6	3	63	4	176	3	200	2	1000	4	100	2	500	2	20 Level 3	2.25
Physical Therapy	8	4	62	4	346	4	136	2	668	3	135	2	1500	4	23 Level 4	3
Radiography	6	3	53	4	24	1	17	1	Within exhibits Samples only	1	173	3	300	1	14 Level 3	2.25
Respiratory Therapy	5	3	59	4	131	2	20	1	750	3	48	1	524	2	16 Level 3	2.25
Sonography	4	2	62	4	9	1	4	1	1040	4	34	1	1041	3	16 Level 3	2.25
Surgical Tech and Surgical First Assistant	5	5	18	2	83	1	20	1	47	1	70	2	620	2	14 Level 3	2.25
	8/4 = 2		69/4 = 17		346/4 = 87		535/4 = 134		1181/4 = 295		271/4 = 68		1500/4 = 375		25/4 = 6.25	

	Levels 1-2 = 1 3-4 = 2 5-6 = 3 7-8 = 4	Levels 1-17 = 1 18-35 = 2 36-53 = 3 54-71 = 4	Levels 1-87 = 1 88-175 = 2 176- 263 = 3 264- 351 = 4	Levels 1-134 = 1 135-269 = 2 270-404 = 3 405-539 = 4	Levels 1-295 = 1 296-591 = 2 592-887 = 3 888-1183 = 4	Levels 1-68 = 1 69-137 = 2 138- 207 = 3 208- 276 = 4	Levels 1-375 = 1 376-751 = 2 752-1127 = 3 1128- 1503 = 4	Levels 1-6 = 1 7-13 = 2 14- 20 = 3 21- 27 = 4	1 = 0- .75 2 = 1.5 3 = 2.25 4 = 3.0
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