

**MEMORANDUM OF UNDERSTANDING BETWEEN DELTA COLLEGE AND
DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA
FACULTY EVALUATION COMPLETION DATE**

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.

Whereas:

1. CBA Article X (Evaluations), Section 10.1(E), states that after a Faculty Evaluation Form ("Form") is completed and after a subsequent evaluation meeting, the Form will be signed by the Faculty member to which the evaluation pertains and by a specified administrator.
2. Article X does not specify a date by which the Faculty member must sign the completed Form.

Now Therefore:

1. The Parties hereby agree that each Faculty member shall sign a completed Form by May 15 of the same academic year to which the Form pertains.
2. All terms in the CBA and in other MOUs between the Parties, not inconsistent with this MOU, shall continue to apply.
3. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.
4. Once this MOU is signed by each Party, it shall be effective immediately.

Delta College:  Date: 1/23/24

Delta College Faculty Association, MEA/NEA:  Date: 1/23/24