

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE  
ADJUNCT FACULTY ASSOCIATION, MEA/NEA  
Dental Clinic Staff Coverage – Adjunct Faculty Support**

This Memorandum of Understanding ("MOU") is entered into by and between Delta College ("College") and the Delta College Adjunct Faculty Association, MEA/NEA ("AFADC") (individually, a "Party" and collectively, the "Parties"). The Parties hereby agree to the following terms, understanding that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party.

The Parties acknowledge that adjunct faculty may be asked to assist with additional duties necessary to support the continued operation of the Dental Clinic and student education during an absence of the Dental Clinic Operations Specialist (DCOS) or an absence of the part-time dental clinic office professional (OP).

Coverage assignments will be coordinated by program leadership based on clinic needs and adjunct faculty availability. Hours and specific responsibilities may vary throughout the duration of this arrangement.

Adjunct faculty providing approved coverage support under this MOU shall be compensated at the current adjunct hourly rate of pay.

This MOU shall remain in effect until the positions (DCOS and part-time dental OP) are filled, or until otherwise modified or terminated by the Parties.

All terms in the CBA and in other MOUs between the Parties not inconsistent with this MOU shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College. Once this MOU is signed by each Party, it shall be effective immediately.

Delta College: *Andrea Ursuy* Date: 06/03/2026  
[Andrea Ursuy \(Jun 3, 2026 11:27:38 EDT\)](#)

Its: Interim President

AFADC, MEA/NEA: *Christina De Clerck-Szilagyi* Date: 06/03/2026

Its: AFADC CoPresident