

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

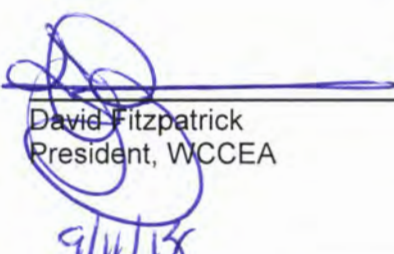
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Joanne Slicker – Fall 2018 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Joanne Slicker may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2018 Semester. She may teach nine (9) contact hours per week, 135 contact hours for the Fall 2018 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations



Date

WASHTENAW COMMUNITY COLLEGE

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BETWEEN

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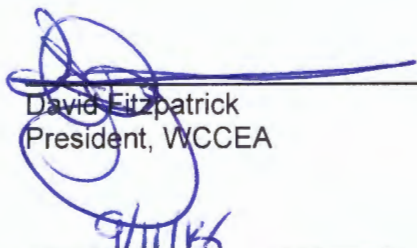
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Alan Orrick – Fall 2018 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Alan Orrick may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2018 Semester. He may teach ten (10) contact hours per week, 150 contact hours for the Fall 2018 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

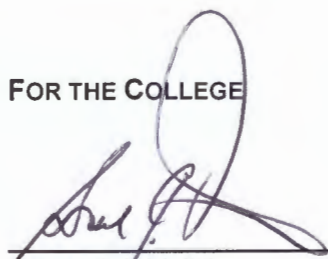
FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA

Date 9/11/18

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

Date 9/11/18

WASHTENAW COMMUNITY COLLEGE

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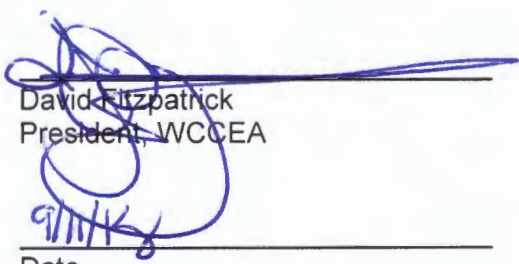
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Hao Xu – Fall 2018 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Hao Xu may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2018 Semester. He may teach nine (9) contact hours per week, 135 contact hours for the Fall 2018 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA



Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations



Date

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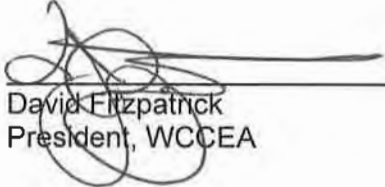
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Stephen Carr – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Stephen Carr may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. He may teach ten and one half (10.5) contact hours per week, 157.5 contact hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

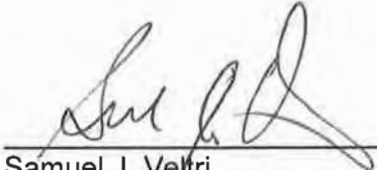


David Fitzpatrick
President, WCCEA

2/7/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

2/8/19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Alan Hack – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Alan Hack may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. He may teach thirteen (13) contact hours per week, 195 contact hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

2/7/19

Date

FOR THE COLLEGE


Samuel J. Veltri
Vice President, HRM & Labor Relations

2/8/19

Date

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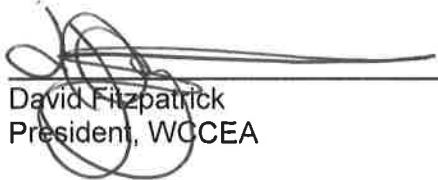
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Victoria Hoover – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Victoria Hoover may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. She may teach nine (9) contact hours per week, 135 contact hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

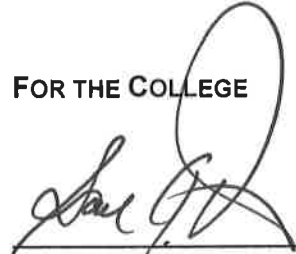


David Fitzpatrick
President, WCCEA

2/7/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

2-1-19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

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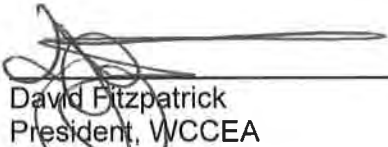
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

David Erwin – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that David Erwin may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. He may teach twelve (12) contact hours per week, 180 contact hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA

2/7/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

2-1-19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Claudia DeAlbaladejo – Winter 2019 Semester

Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Claudia DeAlbaladejo may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Winter 2019 Semester. She may teach ten (10) contact hours per week, 150 contact hours for the Winter 2019 Semester, however, the annual limits for part time adjunct remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

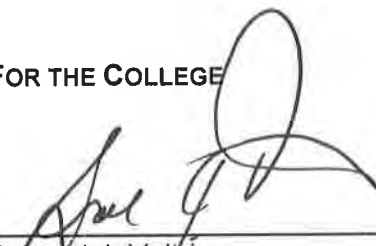


David Fitzpatrick
President, WCCEA

2/7/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

2-1-14

Date

WASHTENAW COMMUNITY COLLEGE

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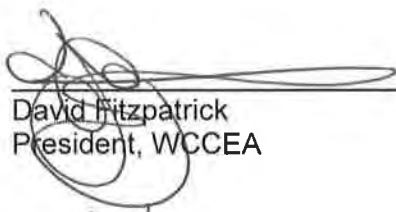
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Natalie Levinson – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Natalie Levinson may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. She may teach 100 subbing hours in addition to her scheduled 60 contact hours, for a total of 160 hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA



Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations



Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Nancy Eggenberger – Winter 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Nancy Eggenberger may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. She may teach 96 subbing hours in addition to her scheduled 60 contact hours, for a total of 156 hours for the Winter 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

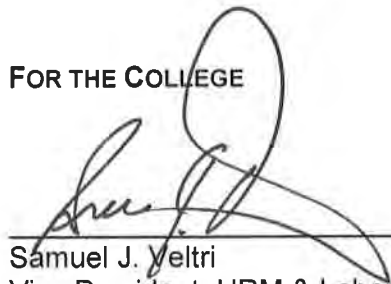


David Fitzpatrick
President, WOCEA

2/18/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

2/18/19

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WASHTENAW COMMUNITY COLLEGE

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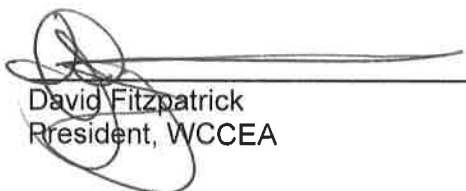
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Beth Kane – Winter 2019 Semester

Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Beth Kane may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Winter 2019 Semester. She may teach ten (10) contact hours per week, 150 contact hours for the Winter 2019 Semester, however, the annual limits for part time adjunct remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

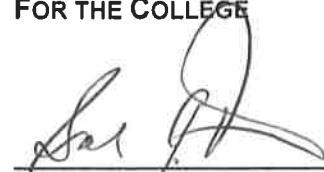


David Fitzpatrick
President, WCCEA

3/4/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

3/4/19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Student Services Advisors Initial Placement: Levels 109-114

The undersigned parties agree to the following expansion of Appendix C-3 of the Master Agreement, in order to clarify initial placement at Levels 109-114.

Initial Placement at Level 109:

1. Bachelor's degree in a related field.
2. Three (3) year's full-time work experience related to assigned area.

Initial Placement at Level 110:

1. Bachelor's degree in a related field.
2. Four (4) year's full-time work experience related to assigned area.

Initial Placement at Level 111:

1. Bachelor's degree in a related field.
2. Five (5) year's full-time work experience related to assigned area.

Initial Placement at Level 112:

1. Bachelor's degree in a related field.
2. Six (6) year's full-time work experience related to assigned area.

Initial Placement at Level 113:

1. Bachelor's degree in a related field.
2. Seven (7) year's full-time work experience related to assigned area.

Initial Placement at Level 114:

1. Bachelor's degree in a related field.
2. Eight (8) year's full-time work experience related to assigned area.

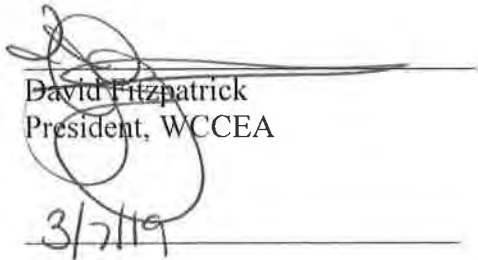
Certificates, Licenses, and Related Credentials

- Certificates, licenses, or other credentials, connected to the teaching area or area of responsibility, will be counted as work experience or training/credit hours, as applicable.

Market Salary Determination

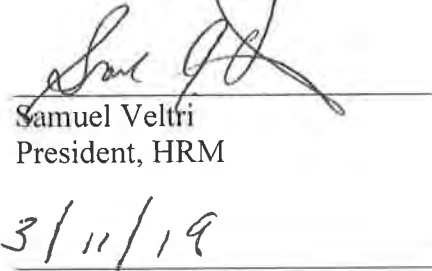
- The Vice President of Human Resources and Labor Relations shall have the option of placing newly appointed classified faculty members at the maximum step level per job classification, if in his/her judgement the market and other factors warrant such action.
- This discretionary action shall be applicable when the following two conditions are satisfied: (1) the applicant qualifies by education and years of experience, for placement at Level 114, and (2) the labor market for the position involved makes it difficult to hire at said level.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA
3/7/19

DATE

FOR THE COLLEGE


Samuel Veltri
President, HRM
3/11/19

DATE

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Clinical Instructor Initial Placement: Levels 111 & 114

The undersigned parties agree to the following expansion of Appendix C-4 of the Master Agreement, in order to clarify initial placement at Levels 111 and 114.

Minimum qualifications for clinical instructors at Level 111 are:

1. Bachelor's degree in related field for all clinical instructors except nursing clinical instructors.
2. BSN degree for nursing clinical instructors.
3. Required registry certification for all Allied Health clinical instructors except nursing clinical instructors.
4. State required licensing/certification in nursing for nursing clinical instructors.
5. Three (3) year's full-time work experience related to assigned area.

Minimum qualifications for clinical instructors at Level 114 are:

1. Bachelor's degree in related field for all clinical instructors except nursing clinical instructors.
2. BSN degree for nursing clinical instructors.
3. Required registry certification for all Allied Health clinical instructors except nursing clinical instructors.
4. State required licensing/certification in nursing for nursing clinical instructors.
5. Five (5) year's full-time work experience related to assigned area.


Certificates, Licenses, and Related Credentials

- Certificates, licenses, or other credentials, connected to the teaching area or area of responsibility, will be counted as work experience or training/credit hours, as applicable.

Market Salary Determination

- The Vice President of Human Resources and Labor Relations shall have the option of placing newly appointed classified faculty members at the maximum step level per job classification, if in his/her judgement the market and other factors warrant such action.
- This discretionary action shall be applicable when the following two conditions are satisfied: (1) the applicant qualifies by education and years of experience, for placement at Level 114, and (2) the labor market for the position involved makes it difficult to hire at said level.

FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA

3/7/19

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FOR THE COLLEGE



Samuel Veltri
President, HRM

3/11/19

DATE

WASHTENAW COMMUNITY COLLEGE

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Instructional Laboratory Assistant Initial Placement: Levels 106-111

The undersigned parties agree to the following expansion of Appendix C-2 of the Master Agreement, in order to clarify initial placement at Levels 106-111.

Initial Placement at Level 106:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. Ninety (90) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, six (6) years of work experience related to the assigned area in which the appointment is being made.

Initial Placement at Level 107:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. One hundred twenty (120) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, seven (7) years of work experience related to the assigned area in which the appointment is being made.

Initial Placement at Level 108:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. One hundred fifty (150) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, eight (8) years of work experience related to the assigned area in which the appointment is being made.

Initial Placement at Level 109:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. One hundred eighty (180) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, nine (9) years of work experience related to the assigned area in which the appointment is being made.

Initial Placement at Level 110:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. Two hundred ten (210) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, ten (10) years of work experience related to the assigned area in which the appointment is being made.

Initial Placement at Level 111:

1. One (1) year as an instructional laboratory assistant or comparable responsibilities.
2. Two hundred forty (240) credit hours made up from special or formal instruction.
3. Or, in lieu of 2 above, eleven (11) years of work experience related to the assigned area in which the appointment is being made.


Certificates, Licenses, and Related Credentials

- Certificates, licenses, or other credentials, connected to the teaching area or area of responsibility, will be counted as work experience or training/credit hours, as applicable.

Market Salary Determination

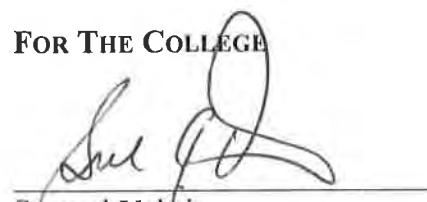
- The Vice President of Human Resources and Labor Relations shall have the option of placing newly appointed classified faculty members at the maximum step level per job classification, if in his/her judgement the market and other factors warrant such action.
- This discretionary action shall be applicable when the following two conditions are satisfied: (1) the applicant qualifies by education and years of experience, for placement at Level 111, and (2) the labor market for the position involved makes it difficult to hire at said level.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA
3/7/19

DATE

FOR THE COLLEGE


Samuel Veltri
President, HRM
3/11/19

DATE

WASHTENAW COMMUNITY COLLEGE

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BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Carol Wissel – Fall 2019 Semester

Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Carol Wissel may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Fall 2019 Semester. She may teach twelve (12) contact hours per week, 180 contact hours for the Fall 2019 Semester, however, the annual limits for part time adjunct remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

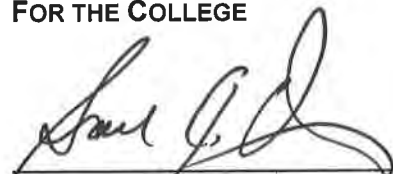


David Fitzpatrick
President, WCCEA

8/26/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Cindy Green – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Cindy Green may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. She may teach ten (10) contact hours per week, 150 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

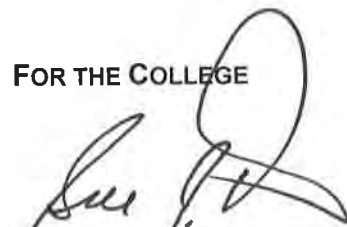
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FOR THE ASSOCIATION


David Fitzpatrick
President, WOCEA

8/26/19
Date

FOR THE COLLEGE


Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19
Date

WASHTENAW COMMUNITY COLLEGE

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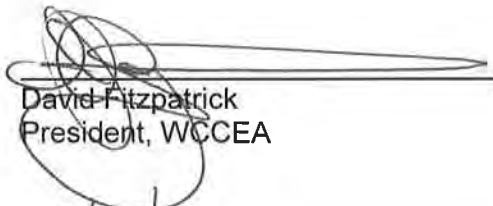
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Ted Roszell – Fall 2019 Semester

Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Ted Roszell may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Fall 2019 Semester. He may teach ten (10) contact hours per week, 150 contact hours for the Fall 2019 Semester, however, the annual limits for part time adjunct remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

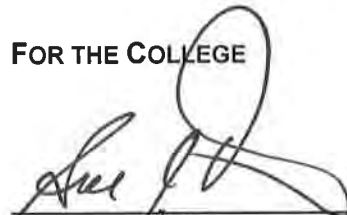
FOR THE ASSOCIATION



David Fitzpatrick
President, WCCEA
8/22/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations
8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jeremiah Pfahlert – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Jeremiah Pfahlert may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach eleven and a half (11.5) contact hours per week, 172.5 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

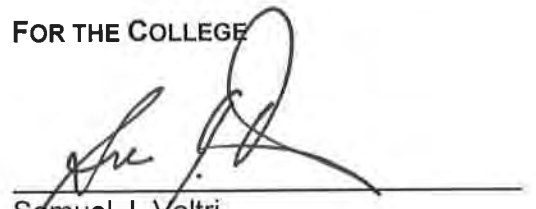


David Fitzpatrick
President, WCCEA

8/21/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jerry Allen – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Jerry Allen may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach eleven and a half (11.5) contact hours per week, 172.5 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

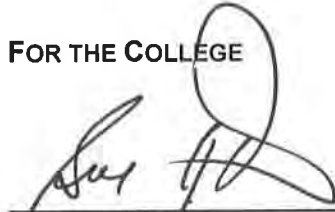


David Fitzpatrick
President, WCCEA

8/21/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

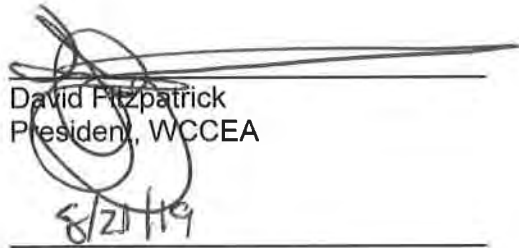
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Michael Kontry – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Michael Kontry may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach twelve (12) contact hours per week, 180 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

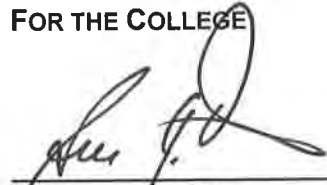


David Fitzpatrick
President, WCCEA

8/21/19

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

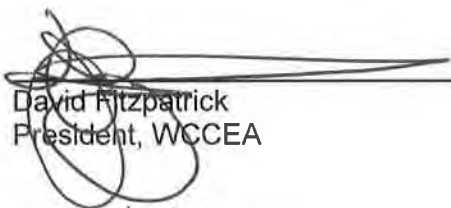
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

John Carter – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that John Carter may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach eleven and a half (11.5) contact hours per week, 172.5 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

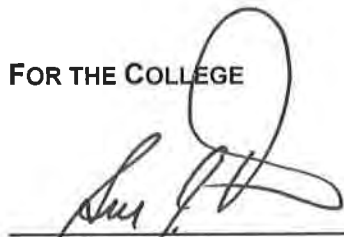


David Fitzpatrick
President, WCCEA

8/21/15

Date

FOR THE COLLEGE



Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date

WASHTENAW COMMUNITY COLLEGE

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BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

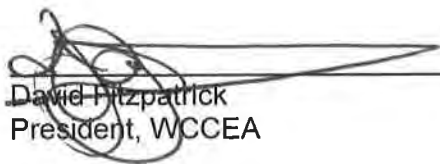
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Timothy Makowski – Fall 2019 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Timothy Makowski may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach ten (10) contact hours per week, 150 contact hours for the Fall 2019 Semester, however, the annual limits for part time remain in place.

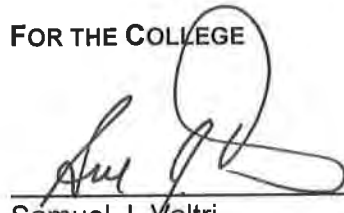
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

8/21/17
Date

FOR THE COLLEGE


Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/17
Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

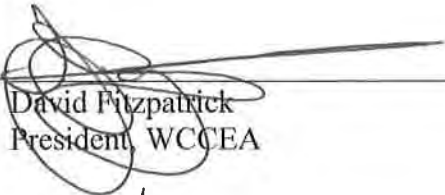
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

WCCEA Release Time Banking from Fall 2019 to Winter 2020

Notwithstanding Section 0023.1 of the Master Agreement, the undersigned parties agree that 3 contact hours per week of WCCEA release time will be transferred from Fall 2019 to Winter 2020, bringing the total WCCEA release time hours for Winter 2020 to 18 contact hours per week.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.


FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

9/24/19

DATE

FOR THE COLLEGE


Samuel Veltri
Vice President, Human
Resources & Labor Relations

9/24/19

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Classified Faculty – Vacation Carryover/Cash Out

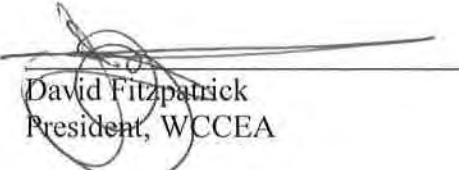
The undersigned parties agree that Section 0115.10 Vacation Schedule (Classified Faculty) shall be revised for clarification as follows:

E. At the beginning of each fiscal year, an employee may carry forward a maximum of one (1) year's vacation accrual plus ten (10) days or eighty (80) hours.

F. Classified Faculty shall be eligible to participate in the "Independent Vacation Payout Pilot Program" which currently permits eligible staff the ability to "cash out" vacation time from their available balance annually up to a maximum of 160 hours at the end of the fiscal year. The parties recognize given the timing of this LOA, that three (3) classified faculty members who are listed below currently have a vacation balance, which exceeds 160 hours. These employees shall be paid for the vacation time in excess of 160 hours as described below and have their vacation bank reduced to 160 hours effective July 1, 2019.

- | | |
|------------------|-------------------------------|
| - Amanda Deacon | 1.34 vacation hours paid out |
| - Robert Kilgore | 14.71 vacation hours paid out |
| - Joe Ortiz | 51.54 vacation hours paid out |

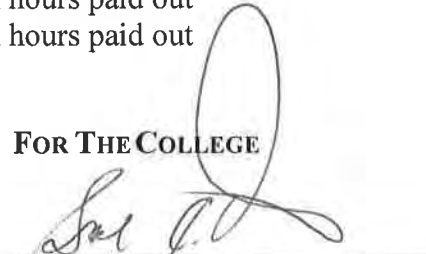
FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

11/6/19

DATE

FOR THE COLLEGE


Samuel Veltri Vice President,
Human Resources and Labor
Relations

11/6/19

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

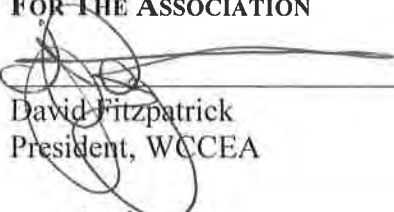
Cristina Buzas – Virtual Campus Concierge Pilot Program

Per Section 0303, Cristina Buzas will be permitted to return to the bargaining unit upon completion of the part-time Virtual Campus Concierge Pilot Program, or at a time prior to the pilot ending. She will return to the bargaining unit within the three-year time frame specified in 0303. The time spent in the pilot program will be added to her seniority in the bargaining unit.

Further, all accrued leave times (sick leave, vacation leave, etc.) in her bargaining unit position will be frozen when she begins the pilot program position. Upon her return to the bargaining unit those leave times will begin to accrue again and none of that time will be lost, in accordance with the Classified Faculty – Vacation Carryover/Cash Out LOA, if still in effect at the time of return.

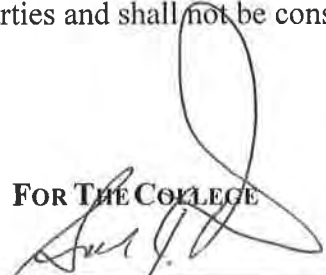
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

12/16/19
DATE

FOR THE COLLEGE


Samuel Veltri
Vice President, Human
Resources & Labor Relations

12/16/19
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

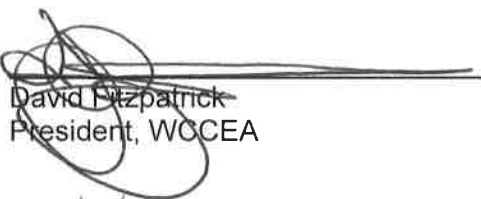
WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Laura Abney – Winter 2020 Semester

Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Laura Abney may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Winter 2020 Semester. She may teach twelve (12) contact hours per week, 180 contact hours for the Winter 2020 Semester, however, the annual limits for part time adjunct remain in place.

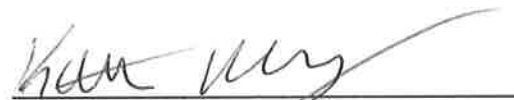
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


David Fitzpatrick
President, WCCEA

1/16/20
Date

FOR THE COLLEGE


Katherine DeLong
Executive Director of Labor Relations

1/16/2020
Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES


Sondra Bobroff – Winter 2020 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Sondra Bobroff may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2020 Semester. She may teach twelve (12) contact hours per week, 180 contact hours for the Winter 2020 Semester, however, the annual limits for part time remain in place.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

FOR THE COLLEGE



David Fitzpatrick
President WCCEA



Katherine DeLong
Executive Director of Labor Relations

1/16/20

Date

1/16/2020

Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Kaitlin Williams – Winter 2020 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Kaitlin Williams may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2020 Semester. She may teach 7.5 contact hours over the limit, for a total of 127.5 contact hours for the Winter 2020 Semester, however, the annual limits for part time remain in place.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Jason Withrow
President, WCCEA



Date

FOR THE COLLEGE



Katherine DeLong
Executive Director of Labor Relations



Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Nate Oliver – Winter 2020 Semester

Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Nate Oliver may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2020 Semester. He may teach 48 subbing hours in addition to his scheduled contact hours, however, the annual limits for part time remain in place.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

2-13-2020
Date

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor Relations

03/13/2020
Date

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Winter 2020 and Spring/Summer 2020 Blackboard Credentialing & Recertification

Notwithstanding para 0105.2 of the master contract, faculty shall we permitted to teach online and blended courses in Winter 2020 and Spring/Summer 2020 without needing to take a Blackboard competency course, without completing a WCC approved teaching online course, and without completing an annual recertification course.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.


FOR THE ASSOCIATION


Julie Kissel
resident, WCCEA

4-20-2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

04/20/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Winter 2020 and Spring/Summer 2020 Student Opinion Questionnaires

Administration of Student Opinion Questionnaires will not be required during the Winter 2020 and Spring/Summer 2020 semesters. This change overrides item D in the 'Student Opinion Questionnaire and Curriculum & Assessment Evaluation' letter of agreement dated 8/23/2018, for the semesters indicated.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

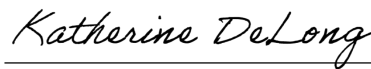


Julie Kissel
President, WCCEA

4-20-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

04/20/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Susan Dentel in excess of 21 hours Summer 2020.

Notwithstanding para 0109.4 of the master contract, Susan Dentel will be allowed to exceed 21 contact hours per week for overload for the Summer 2020 semester. The excess amount includes one course (teaching assignment); the 252 contact hours of load cover leadership for a federal grant.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

4-20-2020
DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

04/20/2020
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

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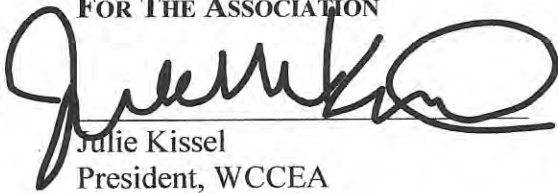
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 21 hours weekly - Summer 2020

Notwithstanding para 0109.4 of the master contract, Lisa Manoukian, Robert Hatcher and David Fitzpatrick will be allowed to exceed 21 contact hours per week for overload for the Summer 2020 semester in some overlapping weeks. The faculty load will not exceed 252 total contact hours.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way


FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Double Lecture, Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Robert Keeton and Ovidiu Toader will be allowed to exceed 120 contact hours for the Summer 2020 semester. Each instructor is teaching one course with 48 students. The total contact hours for each course is 183.75 per section 0106.3.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

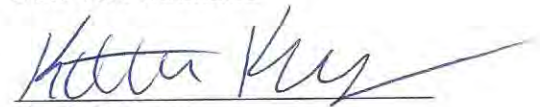
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020
DATE

WASHTENAW COMMUNITY COLLEGE

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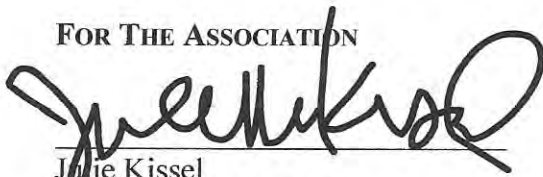
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Ed Kavannaugh, Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Ed Kavannaugh will be allowed to exceed 120 contact hours for the Summer 2020 semester. Ed Kavannaugh may teach 225 contact hours for the Summer 2020 semester.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

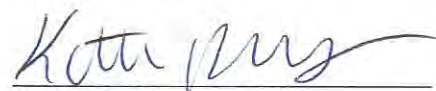
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020
DATE

WASHTENAW COMMUNITY COLLEGE

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AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Basma Elshamy, Eric Haynes, and Steven Karr will be allowed to exceed 120 contact hours for the Summer 2020 semester. These faculty may teach 150 contact hours.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way

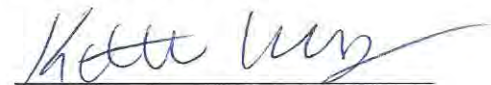
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020
DATE

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

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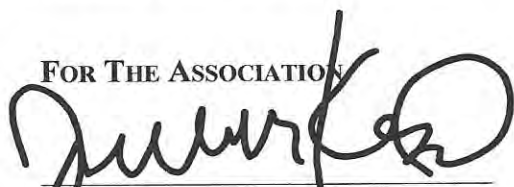
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Michael A. Quail, Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Michael A. Quail will be allowed to exceed 120 contact hours for the Summer 2020 semester. Michael A. Quail may teach 180 contact hours for the Summer 2020 semester.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way

FOR THE ASSOCIATION

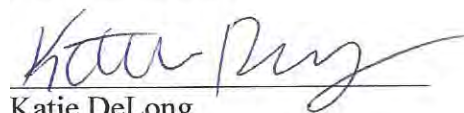


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

05/15/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Weishu Bu, Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Weishu Bu will be allowed to exceed 120 contact hours for the Summer 2020 semester. Weishu Bu may teach 210 contact hours for the Summer 2020 semester.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

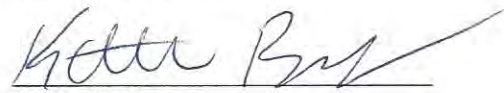
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 120 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, Dorina Hoxhaj, Michael Rosen, Steve Karr and Toni Walkowiak will be allowed to exceed 120 contact hours for the Summer 2020 semester. These faculty may teach 135 contact hours.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

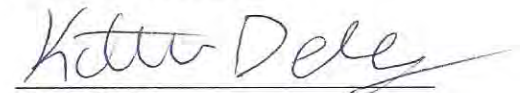
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

05/15/2020
DATE

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

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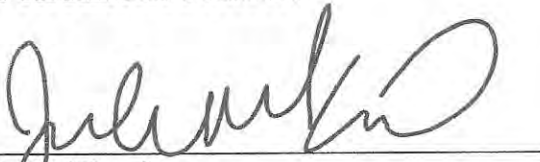
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Appendix A-2 College Calendar 2021-2024

College Calendars 2021-2024 of the Master agreement as attached.

This action constitutes the entire agreement between the parties, and it shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

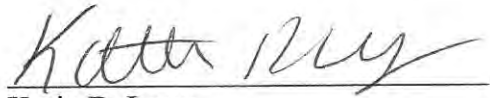


Julie Kissel
President, WCCEA

5-22-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor Relations

5/22/2020

DATE

Fall Semester 2021

August 24-27	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
August 30	Monday	7:00 a.m.	Classes Begin
September 6 - 7	Monday-Tuesday	No Classes	Labor Day Holiday
November 24-28	Wednesday-Sunday	No Classes	Thanksgiving Break
December 19	Sunday	11:00 p.m.	Classes End
December 21	Tuesday	12:00 noon	Grades Due

80 Reporting Days*

Winter Semester 2022

January 4-7	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
January 10	Monday	7:00 a.m.	Classes Begin
January 17	Monday	No Classes	Martin Luther King Holiday
March 7-12	Monday-Saturday	No Classes	Winter Break
April 17	Sunday	No Classes	Easter Holiday
May 2	Monday	11:00 p.m.	Classes End
May 4	Wednesday	12:00 noon	Grades Due

80 Reporting Days*

Spring/Summer Semester 2022

May 9	Monday	7:00 a.m.	Classes Begin
May 30	Monday	No Classes	Memorial Day Holiday Break
July 4	Monday	No Classes	Independence Day Holiday Break
August 1	Monday	11:00 p.m.	Classes End
August 3	Wednesday	12:00 noon	Grades Due

* Includes 16 hours of PDE completed through the Teaching & Learning Center.

Fall Semester 2022

August 23-26	Tuesday – Friday	No Classes	All Faculty Report – Faculty In-Service
August 29	Monday	7:00 a.m.	Classes Begin
September 5-6	Monday-Tuesday	No Classes	Labor Day Holiday
November 23-27	Wednesday-Sunday	No Classes	Thanksgiving Break
December 18	Sunday	11:00 p.m.	Classes End
December 20	Tuesday	12:00 noon	Grades Due

80 Reporting Days*

Winter Semester 2023

January 3-6	Tuesday – Friday	No Classes	All Faculty Report – Faculty In-Service
January 9	Monday	7:00 a.m.	Classes Begin
January 16	Monday	No Classes	Martin Luther King Holiday
March 6-11	Monday-Saturday	No Classes	Winter Break
April 9	Sunday	No Classes	Easter Holiday
May 1	Monday	11:00 p.m.	Classes End
May 3	Wednesday	12:00 noon	Grades Due

80 Reporting Days*

Spring/Summer Semester 2023

May 8	Monday	7:00 a.m.	Classes Begin
May 29	Monday	No Classes	Memorial Day Holiday
July 4	Tuesday	No Classes	Independence Day Holiday Break
August 1	Tuesday	11:00 p.m.	Classes End
August 3	Thursday	12:00 noon	Grades Due

* Includes 16 hours of PDE completed through the Teaching & Learning Center.

Fall Semester 2023

August 22-25	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
August 28	Monday	7:00 a.m.	Classes Begin
September 4-5	Monday-Tuesday	No Classes	Labor Day Holiday
November 22-26	Wednesday-Sunday	No Classes	Thanksgiving Break
December 17	Sunday	11:00 p.m.	Classes End
December 19	Tuesday	12:00 noon	Grades Due

80 Reporting Days*

Winter Semester 2024

January 2-5	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
January 8	Monday	7:00 a.m.	Classes Begin
January 15	Monday	No Classes	Martin Luther King Holiday
March 4-9	Monday-Saturday	No Classes	Winter Break
March 31	Sunday	No Classes	Easter Holiday
April 29	Monday	11:00 p.m.	Classes End
May 1	Wednesday	12:00 noon	Grades Due

80 Reporting Days*

Spring/Summer Semester 2024

May 6	Monday	7:00 a.m.	Classes Begin
May 27-28	Monday – Tuesday	No Classes	Memorial Day Holiday
July 3-4	Wednesday-Thursday	No Classes	Independence Day Holiday Break
August 1	Thursday	11:00 p.m.	Classes End
August 5	Monday	12:00 noon	Grades Due

* Includes 16 hours of PDE completed through the Teaching & Learning Center.

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

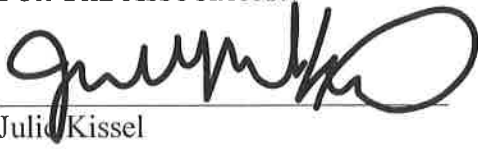
Adjunct Requalification and Appointment 2020-2021

Notwithstanding Section 2 of the master contract's Appendix E, all adjunct faculty will maintain their adjunct status for the 2020-2021 academic year.

Notwithstanding para 3.1 of the master contract's Appendix E, no new adjunct faculty will be added for the 2020-2021 academic year.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

June 9, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

6/11/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jennifer Baker – Assessment Committee Transfer Without Hiatus

Notwithstanding para 0119.1 of the master contract, Jennifer Baker will be allowed to transfer from the Curriculum Committee to the Assessment Committee, without taking a one calendar year hiatus. Jennifer's time on the Assessment Committee will begin with the 2020-2021 academic year.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.


FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

June 9, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

6/11/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Stipends for OLAT Faculty Members - Fall 2020

Notwithstanding para 0118.4 of the master contract, faculty members serving on the OLAT committee will receive a \$3500 stipend for their service on the committee for the Fall 2020 semester. The OLAT committee members are:

Randy Van Wagnen
DeAnna Gapp
Doug Waters
Robert Klemmer

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

June 9, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

6/11/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES


Adjunct Load and Office Hours – Fall 2020

Notwithstanding Section 3.3 of the master contract's Appendix E, adjunct faculty can teach 150 contact hours during the Fall 2020 semester.

Notwithstanding Section 5 of the master contract's Appendix E, adjunct faculty teaching 150 contact hours during the Fall 2020 semester will post (3) office hours per week and will be compensated for those hours at 68% of the contractual instructional rate.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.


FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

June 10, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

6/11/2020
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 21 hours weekly - Summer 2020

Notwithstanding para 0109.4 of the master contract, Susan Albach will be allowed to exceed 21 contact hours per week for overload for the Summer 2020 semester in some overlapping weeks.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way

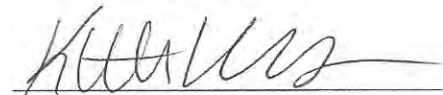
FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

June 12, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

6/12/2020
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Christina Herbin. Excess of 135 Contact Hours - Summer 2020

Notwithstanding para 0108.2 of the master contract, adjunct faculty member, Christina Herbin will be allowed to exceed 135 contact hours for the Summer 2020 semester. Christina Herbin may teach 145 contact hours for the Summer 2020 semester. She will be teaching a series of free non-credit classes for community education.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

July 7, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

7/7/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES


Maximum Hours Flexibility for CiTL "DL Pilot" Cohort 2020-2021 Academic Year

Notwithstanding section 0105.4 of the master contract, professional faculty who are paid \$6000 or \$6500 for the 2020-2021 "DL Pilot" CiTL cohort will have the option of teaching either a maximum of 255 hours in the Fall 2020 semester OR teaching a maximum of 255 hours in the Winter 2021 semester OR teaching a maximum of 285 hours in both Fall 2020 and Winter 2021.

Professional faculty who are paid \$3000 or \$3500 for the 2020-2021 "DL Pilot" CiTL cohort will have the option of teaching either a maximum of 285 hours in the Fall 2020 semester OR teaching a maximum of 285 hours in the Winter 2021 semester OR teaching a maximum of 300 hours in both Fall 2020 and Winter 2021.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

July 14, 2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

7/16/2020
DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

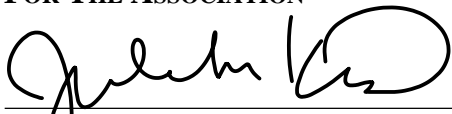
Ernesto Querijero Sabbatical

Ernesto Querijero's sabbatical scheduled for the Winter 2021 semester will be moved to the Winter 2022 semester.

This sabbatical rescheduling will result in 1 additional sabbatical being available for the 2020-2021 academic year, and will reduce the number of sabbaticals available for the 2021-2022 academic year to 5. This is consistent with section 0709.1 of the master contract, which specifies 6 full sabbaticals per academic year.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

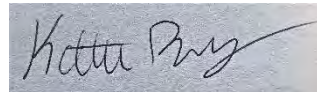


Julie Kissel
President, WCCEA

August 19, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

08/20/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

WCCEA Release Time Banking from Fall 2020 to Winter 2021

Notwithstanding Section 0023.1 of the Master Agreement, the undersigned parties agree that 3 contact hours per week of WCCEA release time will be transferred from Fall 2020 to Winter 2021, bringing the total WCCEA release time hours for Winter 2021 to 18 contact hours per week.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION




Julie Kissel President,
WCCEA

August 31, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

September 1, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

WCC Student Advisor – Children’s Center - Fall 2020 Current and Future Staffing

Due to ongoing health and safety issues presented by the global COVID 19 pandemic, the Washtenaw Community College’s (WCC) Children’s Center has been closed since March 16, 2020.

The Children’s Center is anticipated to remain closed due to ongoing health and safety issues until December 31, 2020.

WCC expects to reopen the Children’s Center to serve its faculty, staff and employee families as soon as the COVID 19 health and safety issues have improved enough to ensure a safer environment. The re-opening date is uncertain and depends upon recommendations from the State of Michigan, the County of Washtenaw Health Department and other public health experts.

Although the Children’s Center will remain closed indefinitely, the Washtenaw Community College Education Association “Student Advisor – Children’s Center” position employed therein, will remain employed (not in lay off status), and continue to receive benefits -- but will be assigned no work hours as a Student Advisor - Children’s Center, starting September 1, 2020, and therefore will not receive pay. Once work hours become available, the employee shall return to work. The Student Advisor – Children’s Center will continue to be responsible for paying the employee portion of benefit premiums.

This LOA is non-precedent setting and specific to the Children’s Center’s unique operation. These actions do not create any obligation or past practice on the part of the College or the WCCEA, currently, or in the future, or for any other employee represented by the WCCEA.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

9-2-2020

Date:

FOR THE COLLEGE



Katie DeLong
Executive Director, Labor Relations

September 2, 2020

Date:

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Double Lecture, Excess of 120 Contact Hours - Fall 2020

Notwithstanding para 0107.2 of the master contract, Jonah Lee will be allowed to exceed 120 contact hours for the Fall 2020 semester. Jonah Lee is teaching one course with 48 students covering 150 contact for Fall 2020. The total contact hours paid will be 180 hours consistent with 0105.3 of the master agreement.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

9-7-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

September 8, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Corey Brown, excess of 120 contact hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Corey Brown will be allowed to exceed 120 contact hours for the Fall 2020 semester. He may teach 135 contact hours. The annual limit of 360 will not be exceeded.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.

FOR THE ASSOCIATION




Julie Kissel
President, WCCEA

9-7-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

September 8, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Cynthia Allison in excess of 120 Contact Hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Cynthia Allison will be allowed to exceed 120 contact hours for the Fall 2020 semester. She may teach 200 contact hours of clinical/lab courses. The annual limit of 360 will not be exceeded.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.


FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

9-7-2020

DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

September 8, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 120 Contact Hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Russel Hazen will be allowed to exceed 120 contact hours for the Fall 2020 semester. He may teach 135 contact hours. The annual limit of 360 will not be exceeded.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.

FOR THE ASSOCIATION




Julie Kissel
President, WCCEA

9-7-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

September 8, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND


THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Excess of 120 Contact Hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Clair Teig, Terra Mauer, Lymari Lopez-Diaz and Jason Rees will be allowed to exceed 120 contact hours for the Fall 2020 semester. They may teach 135 contact hours. The annual limit of 360 will not be exceeded.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.

FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

9-14-2020
DATE

FOR THE COLLEGE


Katie DeLong
Executive Director of Labor
Relations

September 14, 2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jennifer Lickers in excess of 120 contact hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Jennifer Lickers will be allowed to exceed 120 contact hours for the Fall 2020 semester. She may teach 180 contact hours. The annual limit of 360 will not be exceeded.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

October 9, 2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

10/9/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Adjunct Load and Office Hours – Winter 2021

Notwithstanding Section 3.3 of the master contract's Appendix E, adjunct faculty can teach 150 contact hours during the Winter 2021 semester.

Notwithstanding Section 5 of the master contract's Appendix E, adjunct faculty teaching 150 contact hours during the Winter 2021 semester will post (3) office hours per week and will be compensated for those hours at 68% of the contractual instructional rate.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION

Julie M Kissel

Julie Kissel
President, WCCEA

October 16, 2020
DATE

FOR THE COLLEGE

Katie DeLong

Katie DeLong
Executive Director of Labor
Relations

10/19/2020
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Master Agreement Contract Extension

Notwithstanding Section 0903 of the Master Agreement, the undersigned parties agree that the Master Agreement shall continue in effect until August 22, 2022. It is also agreed that all provisions of the Master Agreement are hereby extended unchanged except to the extent they have been amended or modified by this Master Agreement Contract Extension Agreement and other Letters of Agreement signed during the duration of the contract.

Appendix B-1 and Appendix C-1 shall be updated to reflect 2021-2022 compensation, reflecting a 1.5% pay increase.

Professional Faculty Compensation			
Step	2019-2020	2020-2021	2021-2022
16	\$ 59,228	\$ 60,116	\$ 61,018
17	\$ 62,237	\$ 63,171	\$ 64,118
18	\$ 65,256	\$ 66,235	\$ 67,228
19	\$ 68,240	\$ 69,264	\$ 70,302
20	\$ 71,247	\$ 72,316	\$ 73,400
21	\$ 74,297	\$ 75,411	\$ 76,542
22	\$ 77,277	\$ 78,436	\$ 79,613
23	\$ 80,271	\$ 81,475	\$ 82,697
24	\$ 83,307	\$ 84,557	\$ 85,824
25	\$ 86,287	\$ 87,581	\$ 88,895
26	\$ 89,323	\$ 90,663	\$ 92,022
27	\$ 92,304	\$ 93,689	\$ 95,093
28	\$ 95,301	\$ 96,731	\$ 98,181
29	\$ 98,348	\$ 99,823	\$ 101,320
30	\$ 101,344	\$ 102,864	\$ 104,407

Annual Adjustments to the Professional Salary Schedule as follows:

1.50% increase August 2019
1.50% increase August 2020
1.50% increase August 2021

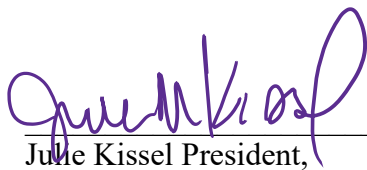
Compensation for Classified Faculty				
Step	2018-19	2019-20	2020-21	2021-22
101	\$ 17.91	\$ 18.18	\$ 18.45	\$ 18.73
102	\$ 19.29	\$ 19.58	\$ 19.87	\$ 20.17
103	\$ 20.74	\$ 21.05	\$ 21.37	\$ 21.69
104	\$ 22.12	\$ 22.45	\$ 22.79	\$ 23.13
105	\$ 23.55	\$ 23.91	\$ 24.27	\$ 24.63
106	\$ 24.95	\$ 25.32	\$ 25.70	\$ 26.09
107	\$ 26.38	\$ 26.78	\$ 27.18	\$ 27.59
108	\$ 27.80	\$ 28.21	\$ 28.63	\$ 29.06
109	\$ 29.17	\$ 29.61	\$ 30.05	\$ 30.50
110	\$ 30.61	\$ 31.07	\$ 31.54	\$ 32.01
111	\$ 31.99	\$ 32.47	\$ 32.96	\$ 33.45
112	\$ 33.45	\$ 33.95	\$ 34.46	\$ 34.98
113	\$ 34.85	\$ 35.37	\$ 35.90	\$ 36.44
114	\$ 36.24	\$ 36.79	\$ 37.34	\$ 37.90

Instructional Laboratory Assistants: Maximum level 111
Student Services Advisors: Maximum level 114
Clinical and Laboratory Instructors: Maximum level 114

2.50% increase August 2018
1.50% increase August 2019
1.50% increase August 2020
1.50% increase August 2021

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel President,
WCCEA

11-5-2020
DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

11/05/2020
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Appendix E (Part-Time Adjunct) Contract Extension


Notwithstanding Section 15.0 of Appendix E of the Master Agreement, the undersigned parties agree that Appendix E shall continue in effect until August 21, 2023. It is also agreed that all provisions of Appendix E are hereby extended unchanged except to the extent they have been amended or modified by this Appendix E (Part-Time Adjunct) Contract Extension Agreement and other Letters of Agreement signed during the duration of the contract.

Section 14.0 of Appendix E shall be updated to include 2022-2023 compensation, which reflects a 1.5% increase from 2021-2022 compensation.

14.0 Regular Wage Rates for Part-time Adjunct Teaching Faculty Members
2019-2020 (\$949) \$63.24 one (1) course contact hour
2020-2021 (\$963) \$64.19 one (1) course contact hour
2021-2022 (\$977) \$65.15 one (1) course contact hour
2022-2023 (\$992) \$66.13 one (1) course contact hour

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel President,
WCCEA

11-5-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

11/05/2020

DATE

Washtenaw Community College

Letter of Agreement

Between

The Washtenaw Community College Board of Trustees

And

The Washtenaw Community College Education Association

REPLACEMENT LANGUAGE:

0704 Personal Business Leave

Professional faculty, **librarians, service personnel, and counselor (Professional faculty)** will be allowed up to four (4) days per contract year to conduct personal business or to respond to personal emergencies, but not to exceed two (2) consecutive days. Classified faculty members will be allowed up to five (5) days per fiscal year, but not to exceed two (2) consecutive days. In the event of need to use personal leave time for bereavement, the two (2) consecutive day limit will be waived.

Professional faculty, librarians, service personnel, and Classified faculty must apply to the Vice President for Instruction for written approval of absence for personal business during the first three (3) days or last three (3) days of a semester, or for two (2) days immediately preceding or following a holiday, or for use of personal business days contiguous to four (4) or more vacation or non-reporting days.

Professional counselors must apply to the Executive Vice President Student & Academic Services for written approval of absence for personal business during the month of August, the week of Winter in-service and the first week of the Winter semester or for two (2) days immediately preceding or following a holiday, or for use of personal business days contiguous to four (4) or more vacation or non-reporting days.

CURRENT LANGUAGE:

0704 Personal Business Leave

Professional faculty members will be allowed up to four (4) days per contract year to conduct personal business or to respond to personal emergencies, but not to exceed two (2) consecutive days. Classified faculty members will be allowed up to five (5) days per fiscal year, but not to exceed two (2) consecutive days. In the event of need to use personal leave time for bereavement, the two (2) consecutive day limit will be waived.

Faculty members must apply to the Vice President for Instruction for written approval of absence for personal business during the first three (3) days or last three (3) days of a semester, or for two (2) days immediately preceding or following a holiday, or for use of personal business days contiguous to four (4) or more vacation or non-reporting days.

This action constitutes the entire agreement between the parties and it shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

11-6-2020

Date

FOR THE COLLEGE



Katie DeLong
Executive Director, Labor Relations

11/06/2020

Date

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Janel Baker exceed contact hours.

Notwithstanding Section 3.3 of the master contract's Appendix E, and the *Fall 2020 Adjunct Load and Office Hours Letter of Agreement*, Janel Baker can teach 180 contact hours during the Fall 2020 semester. The exception is being made to cover faculty medical emergency.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

11-24-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

11/25/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

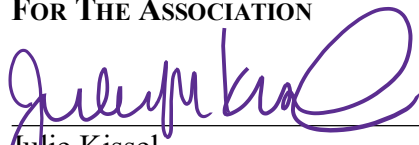
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jean Rishel in excess of 120 contact hours - Fall 2020

Notwithstanding para 0108.2 of the master contract, Jean Rishel will be allowed to exceed 120 contact hours for the Fall 2020 semester. She may teach 180 contact hours. The exception is being made to cover faculty medical emergency.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way, however the annual limits for part-time remain in place.


FOR THE ASSOCIATION


Julie Kissel
President, WCCEA

11-24-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

11/25/2020

DATE

WASHTENAW COMMUNITY

COLLEGE LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

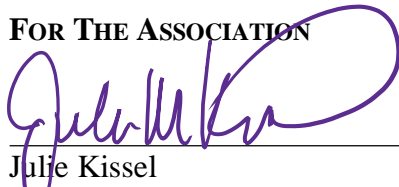
Khaled Mansour Sabbatical

Khaled Mansour sabbatical scheduled for the Winter 2021 semester will be moved to the Winter 2022 semester.

This sabbatical rescheduling will reduce the number of sabbaticals available for the 2021-2022 academic year to 4 (there has already been 1 rescheduled due to covid-19). This is consistent with section 0709.1 of the master contract, which specifies 6 full sabbaticals per academic year.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

FOR THE ASSOCIATION



Julie Kissel
President, WCCEA

12-18-2020

DATE

FOR THE COLLEGE



Katie DeLong
Executive Director of Labor
Relations

12/21/2020

DATE