

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

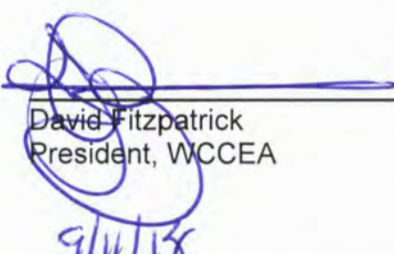
***Joanne Slicker – Fall 2018 Semester***

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**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
David Fitzpatrick  
President, WCCEA

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

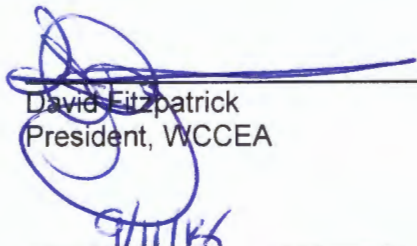
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***Alan Orrick – Fall 2018 Semester***

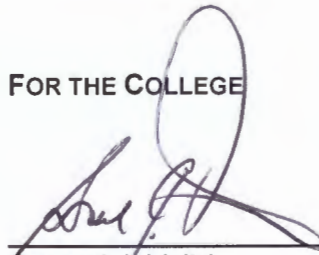
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Alan Orrick may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2018 Semester. He may teach ten (10) contact hours per week, 150 contact hours for the Fall 2018 Semester, 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  
  
\_\_\_\_\_  
9/11/18  
Date

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations  
  
\_\_\_\_\_  
9/11/18  
Date

**WASHTENAW COMMUNITY COLLEGE**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**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**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
David Fitzpatrick  
President, WCCEA

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations

  
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Date

  
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Date

**WASHTENAW COMMUNITY COLLEGE**

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**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***Stephen Carr – Winter 2019 Semester***

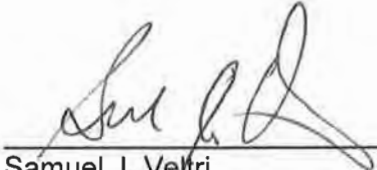
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Stephen Carr may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. He may teach ten and one half (10.5) contact hours per week, 157.5 contact hours for the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

**LETTER OF AGREEMENT**

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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

**WASHTENAW COMMUNITY COLLEGE**

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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.

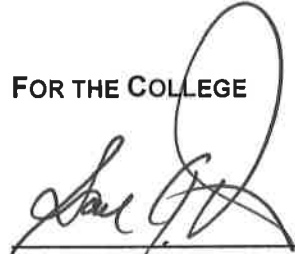
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**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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***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.

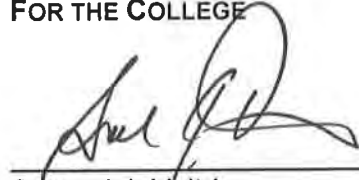
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**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  
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Date

**WASHTENAW COMMUNITY COLLEGE**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

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**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**


***Claudia DeAlbaladejo – Winter 2019 Semester***

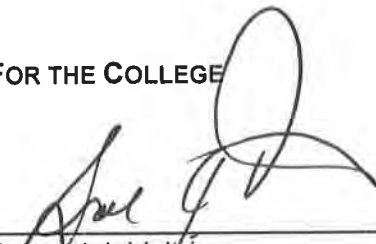
Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Claudia DeAlbaladejo may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Winter 2019 Semester. She may teach ten (10) contact hours per week, 150 contact hours for the Winter 2019 Semester, 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**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
David Fitzpatrick  
President, WCCEA  
2/7/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations  
2-1-19  
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***Natalie Levinson – Winter 2019 Semester***

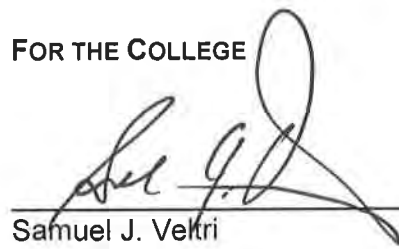
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Natalie Levinson may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. She may teach 100 subbing hours in addition to her scheduled 60 contact hours, for 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  
  
2/18/19  
\_\_\_\_\_  
Date

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations  
  
2/18/19  
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Date

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***Nancy Eggenberger – Winter 2019 Semester***

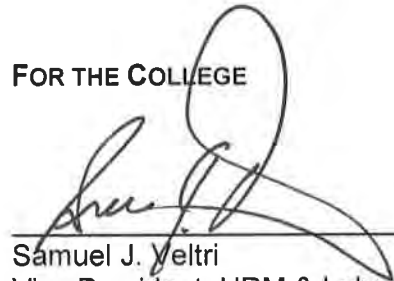
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Nancy Eggenberger may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Winter 2019 Semester. She may teach 96 subbing hours in addition to her scheduled 60 contact hours, for 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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***Beth Kane – Winter 2019 Semester***

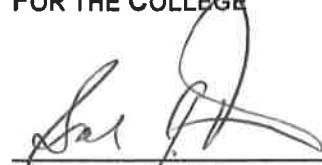
Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Beth Kane may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Winter 2019 Semester. She may teach ten (10) contact hours per week, 150 contact hours for the Winter 2019 Semester, however,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

**FOR THE COLLEGE**

  
\_\_\_\_\_  
David Fitzpatrick  
President, WCCEA

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations

3/4/19  
\_\_\_\_\_  
Date

3/4/19  
\_\_\_\_\_  
Date

**WASHTENAW COMMUNITY COLLEGE**

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*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.

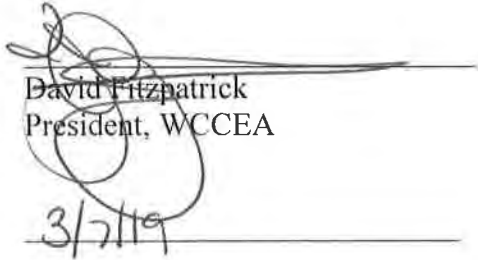
Certificates, Licenses, and Related Credentials

- 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

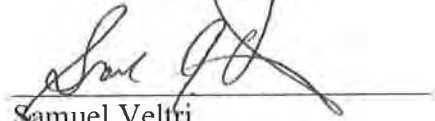
- The Vice President of Human Resources and Labor Relations shall have the option of placing newly appointed classified faculty members at the maximum step level per job classification, if in his/her judgement the market and other factors warrant such action.
- This discretionary action shall be applicable 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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**AND**

**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  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Samuel Veltri  
President, HRM

3/11/19  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*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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**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**

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**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.

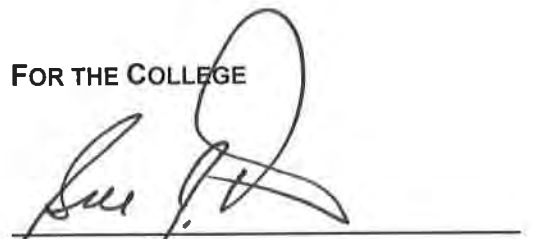
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**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
David Fitzpatrick  
President, WOCEA

8/26/19  
\_\_\_\_\_  
Date

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Samuel J. Veltri  
Vice President, HRM & Labor Relations

8/28/19  
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Date

**WASHTENAW COMMUNITY COLLEGE**

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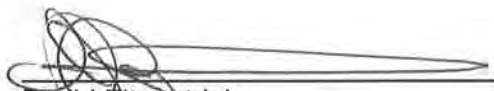
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***Ted Roszell – Fall 2019 Semester***

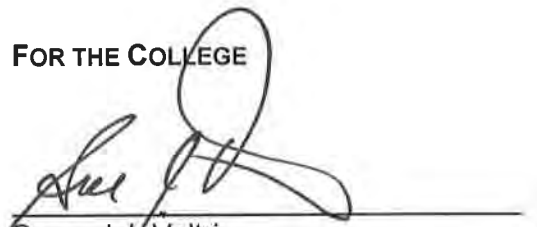
Notwithstanding Section 3.4 of Appendix E, the undersigned parties agree that Ted Roszell may exceed the nine (9) contact hours per week, 135 contact hours per 15 week term for Fall 2019 Semester. He may teach ten (10) contact hours per week, 150 contact hours for the Fall 2019 Semester, however, the 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  
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**WASHTENAW COMMUNITY COLLEGE**

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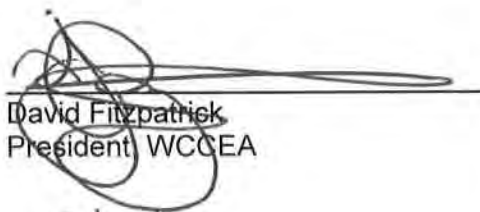
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***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**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**


**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***Jerry Allen – Fall 2019 Semester***

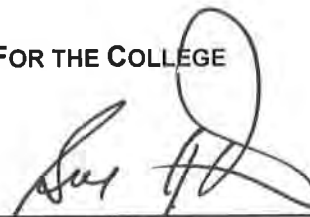
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that Jerry Allen may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach eleven and a half (11.5) contact hours per week, 172.5 contact hours for the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

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

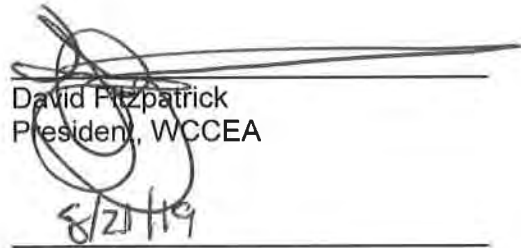
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***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.

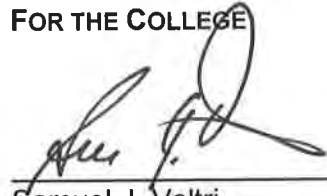
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**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***

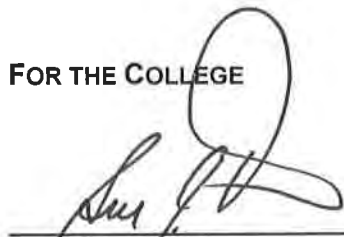
Notwithstanding Section 0108.2 of the Master Agreement, the undersigned parties agree that John Carter may exceed the eight (8) contact hours per week, 120 contact hours per 15 week term for Fall 2019 Semester. He may teach eleven and a half (11.5) contact hours per week, 172.5 contact hours for the 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  
8/21/19  
\_\_\_\_\_  
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**

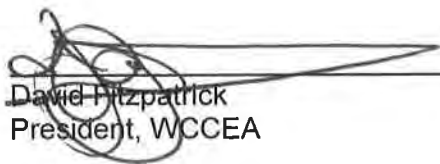
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***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**

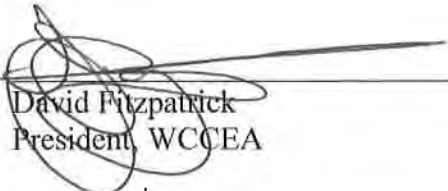
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*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.

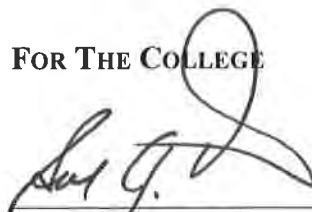
**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
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*

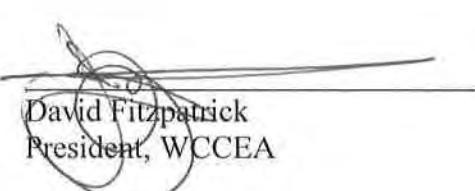
The undersigned parties agree that Section 0115.10 Vacation Schedule (Classified Faculty) shall be revised for clarification as follows:

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.

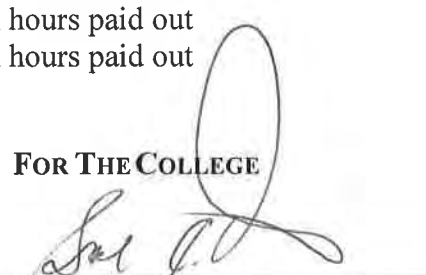
- Amanda Deacon                      1.34 vacation hours paid out
- Robert Kilgore                      14.71 vacation hours paid out
- Joe Ortiz                              51.54 vacation hours paid out

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**

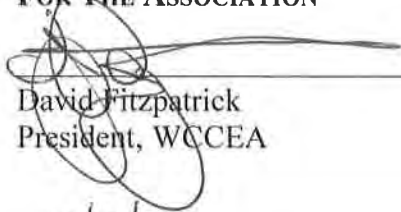
*Cristina Buzas – Virtual Campus Concierge Pilot Program*

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.

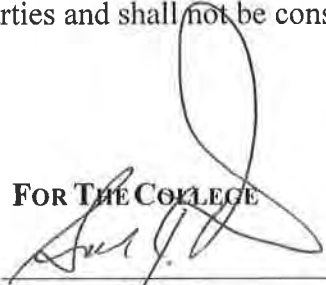
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**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**

**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**


***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

1/16/20  
Date



---

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**

***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**

**FOR THE COLLEGE**



Jason Withrow  
President, WCCEA



Katherine DeLong  
Executive Director of Labor Relations



Date



Date

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

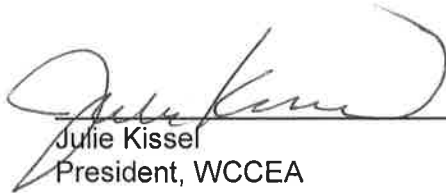
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***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.

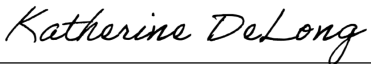
FOR THE ASSOCIATION

  
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**

*Katherine DeLong*  
\_\_\_\_\_  
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**

*Katherine DeLong*  
\_\_\_\_\_  
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**

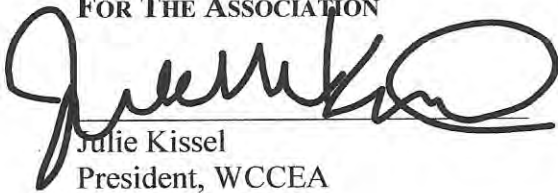
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*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

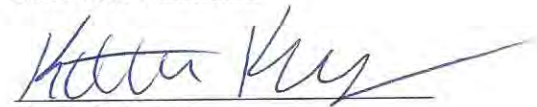


Julie Kissel  
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE



Katie DeLong  
Executive Director of Labor  
Relations

05/15/2020

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

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

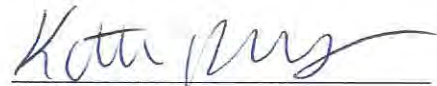


Julie Kissel  
President, WCCEA

May 13, 2020

DATE

FOR THE COLLEGE



Katie DeLong  
Executive Director of Labor  
Relations

05/15/2020

DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours - Summer 2020*

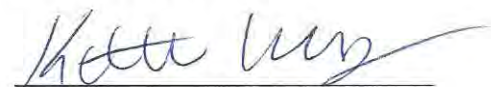
Notwithstanding para 0108.2 of the master contract, Basma Elshamy, Eric Haynes, and Steven Karr will be allowed to exceed 120 contact hours for the Summer 2020 semester. These faculty may teach 150 contact hours.

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

**FOR THE COLLEGE**

  
Katie DeLong  
Executive Director of Labor  
Relations

May 13, 2020  
\_\_\_\_\_  
**DATE**

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**

*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

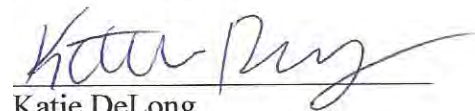
**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
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**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Weishu Bu, Excess of 120 Contact Hours - Summer 2020*

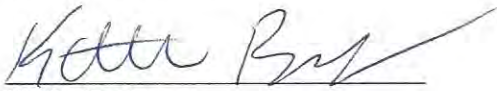
Notwithstanding para 0108.2 of the master contract, Weishu Bu will be allowed to exceed 120 contact hours for the Summer 2020 semester. Weishu Bu may teach 210 contact hours for the Summer 2020 semester.

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

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

May 13, 2020  
\_\_\_\_\_  
DATE

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**

*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**

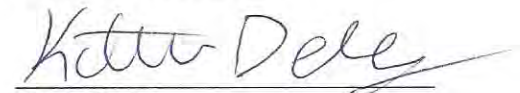


Julie Kissel  
President, WCCEA

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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**AND**

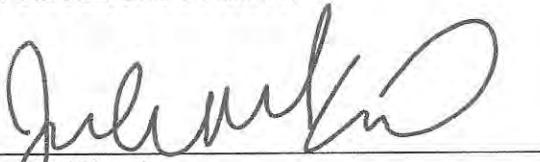
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*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.

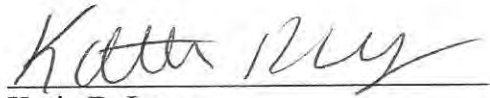
**FOR THE ASSOCIATION**



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 &amp; 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 &amp; 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 &amp; Learning Center.

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION**

**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

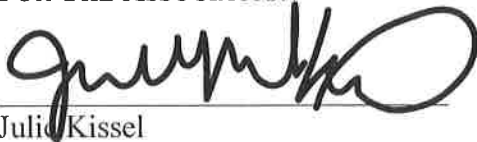
*Adjunct Requalification and Appointment 2020-2021*

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

FOR THE COLLEGE

  
Katie DeLong  
Executive Director of Labor  
Relations

June 9, 2020

DATE

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

**FOR THE COLLEGE**

  
Katie DeLong  
Executive Director of Labor  
Relations

June 12, 2020

**DATE**

6/12/2020

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

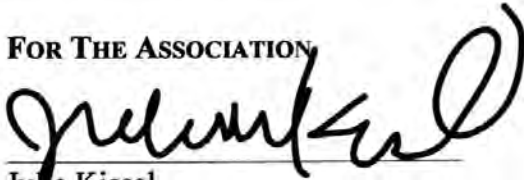
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*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

**FOR THE COLLEGE**



Katie DeLong  
Executive Director of Labor  
Relations

July 7, 2020

DATE

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**

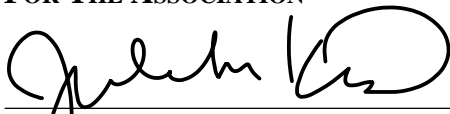
*Ernesto Querijero Sabbatical*

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.

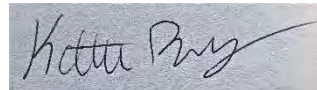
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**FOR THE ASSOCIATION**



Julie Kissel  
President, WCCEA

**FOR THE COLLEGE**



Katie DeLong  
Executive Director of Labor  
Relations

August 19, 2020

**DATE**

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**

**FOR THE COLLEGE**



Julie Kissel  
President, WCCEA

Katie DeLong  
Executive Director, Labor Relations

9-2-2020

September 2, 2020

Date:

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.

<b>Professional Faculty Compensation</b>			
<b>Step</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
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


<b>Compensation for Classified Faculty</b>				
<b>Step</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>
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

**DATE**

11-24-2020

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

**DATE**

11/25/2020

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION**

**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

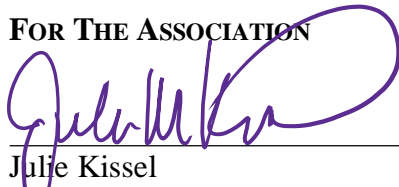
*Khaled Mansour Sabbatical*

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**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

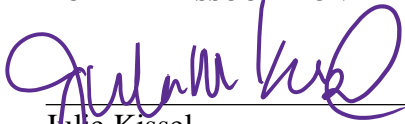
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Tom Penird in excess of 30 Substitute Hours - Fall 2020*

Notwithstanding para 0110 of the master contract, Tom Penird will be allowed to exceed 30 contact hours of subbing for the Fall 2020 semester. He may substitute 72 total contact hours. The exception is being made to cover multiple staffing emergencies

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

**DATE**

*1-14-2021*

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

01/14/2021

**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 - Winter 2021 (MSE Division)*

Notwithstanding para 0108.2 of the master contract, Mary Farhat, Hao Xu, Steven Barone, David Erwin, Daniel Mallot, Alan Orrick & Jason Rees will be allowed to exceed 120 contact hours for the Winter 2021 semester. They may teach up to 150 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

1-24-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

01/25/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**


**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Bridget Gruber - Excess of 120 Contact Hours - Winter 2021*

Notwithstanding para 0108.2 of the master contract, Bridget Gruber will be allowed to exceed 120 contact hours for the Winter 2021 semester. She may teach up to 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

*2-3-2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

02/03/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

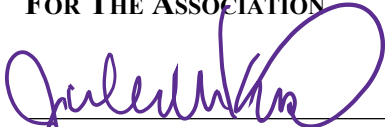
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Jessica Lacerte, excess of 120 contact hours - Winter 2021*

Notwithstanding para 0108.2 of the master contract, Jessica Lacerte will be allowed to exceed 120 contact hours for the Winter 2021 semester. She 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

*2-3-2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

*02/03/2021*  
\_\_\_\_\_  
**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 2021 and Winter 2022 Semesters*

Notwithstanding Section 3.3 of the master contract's Appendix E, adjunct faculty can teach 150 contact hours during each of the Fall 2021 and Winter 2022 semesters.

Notwithstanding Section 5 of the master contract's Appendix E, adjunct faculty teaching 150 contact hours during the Fall 2021 and/or Winter 2022 semesters will post (3) office hours per week and will be compensated for those hours at 68% of the contractual instructional rate during that 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

3-15-2021  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

3/17/2021  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Fall 2021 Virtual Office Hours / Virtual Student Consultation Hours*

Office hours (para 0112.4 of the master contract) and student consultation hours (para 5.0 of the master contract's Appendix E) will be held virtually during the Fall 2021 semester. No face-to-face office hours or face-to-face student consultation hours will be scheduled.

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

3-22-2021

**DATE**

**FOR THE COLLEGE**



Katie DeLong  
Executive Director of Labor  
Relations

03/22/2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

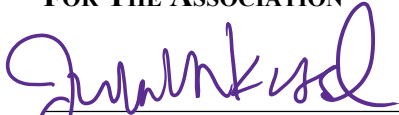
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Fall 2021 Standing Meetings and Inservice*

Standing meetings (as detailed in paras 0112.4, 0113.3, 0211.1, and 0211.2 of the master contract) and inservice will be held virtually during the Fall 2021 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

3-22-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

03/22/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

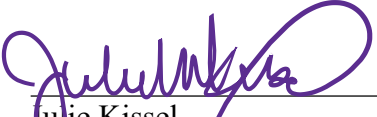
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Instructors Working Remotely – Fall 2021*

Notwithstanding para 0112.2 of the master contract, professional instructors are not required to report to campus during Fall 2021 semester, unless they are teaching on campus. For Fall 2021 semester, professional obligations and meetings will be met remotely.


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

3 - 23 - 2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Katie DeLong  
Executive Director of Labor  
Relations

03/23/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Counselors, Academic Advisors & Librarians Working Remotely – Fall 2021*

Notwithstanding para 0113.3 of the master contract, personal counseling and advising activities will primarily be conducted remotely during the Fall 2021 semester. The Dean of Students will plan a rotating schedule for at least one licensed professional counselor (LPC) to be on campus daily Monday through Friday. The Director of Advising & Success Coaching will plan a rotating schedule for at least one academic advisor/professional service staff to be on campus daily Monday through Friday.

In addition, librarians will work remotely except when they are needed on campus to meet student needs. The librarians will work with administration to define a rotating schedule as needed.

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

4-8-2021

**DATE**

**FOR THE COLLEGE**



Katie DeLong  
Executive Director of Labor  
Relations

04/11/2021

**DATE**



# LETTER OF AGREEMENT

## BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

## AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

### ***CULINARY ARTS AND BAKING & PASTRY PROGRAM ELIMINATION***

In July 2020, the WCCEA and its unit members of the Culinary Arts and Baking & Pastry programs were notified that these programs would be discontinued at the end of the 2021 Spring/Summer semester. These WCCEA unit members include:

1. Derek Anders, Professional Faculty
2. Sharyl Politi, Professional Faculty
3. Christopher Troiano, Classified Faculty

The college and the WCCEA exchanged proposals regarding the offering of enhanced employment pay and benefits for these affected WCCEA unit members beyond what the current CBA language requires. The following agreement has been reached:

- **Section 0313 Continuation of Benefits** grants Derek Anders and Sharyl Politi continued healthcare benefits for a period of three months but does not apply to Christopher Troiano because he is Classified Faculty.
  - o An additional month of benefits will be provided to Sharyl Politi, for a total of four months (September – December of 2021) in recognition of the ongoing COVID 19 pandemic situation and the health challenges it presents.
  - o Derek Anders will forego the continuation of benefits due to coverage elsewhere. No monetary payment will be provided in lieu of benefits.
  - o Christopher Troiano will be granted continued healthcare benefits for a three-month period after his last day employed. Applying the terms of Section 0313 to this Classified Faculty member is being done in recognition of the ongoing COVID 19 pandemic situation and the health challenges it presents.
- **Section 0314 Recall Eligibility.** There shall be immediate extinguishment of all recall rights for all Culinary program WCCEA unit members in exchange for severance payments offered in the following amounts:
  1. Derek Anders, \$10,000
  2. Sharyl Politi, \$10,000

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Al Coleman in excess of 30 Substitute Hours - Winter 2021*

Notwithstanding para 0110 of the master contract, Al Coleman will be allowed to exceed 30 contact hours of subbing for the Winter 2021 semester. He may substitute up to 55 contact hours. The exception is being made to cover multiple staffing emergencies.

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

*5-17-2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
Human Resources

May 17, 2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

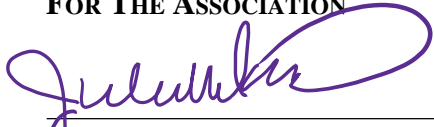
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Kathryn Hernandez in excess of 30 Substitute Hours - Winter 2021*

Notwithstanding para 0110 of the master contract, Kathryn Hernandez will be allowed to exceed 30 contact hours of subbing for the Winter 2021 semester. She may substitute 62.5 total contact hours. The exception is being made to cover a staffing 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.

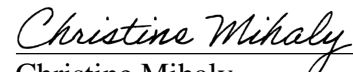
**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

*5-17-2021*

**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President,  
Human Resources

May 17, 2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**


**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Tom Penird in excess of 30 Substitute Hours - Winter 2021*

Notwithstanding para 0110 of the master contract, Tom Penird will be allowed to exceed 30 contact hours of subbing for the Winter 2021 semester. The exception is being made to cover multiple staffing emergencies and COVID-19 Incompletes.

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

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President,  
Human Resources

*5-17-2021*  
\_\_\_\_\_  
**DATE**

May 17, 2021  
\_\_\_\_\_  
**DATE**

# LETTER OF AGREEMENT

## BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

## AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

### ***CULINARY ARTS AND BAKING & PASTRY PROGRAM ELIMINATION***

In July 2020, the WCCEA and its unit members of the Culinary Arts and Baking & Pastry programs were notified that these programs would be discontinued at the end of the 2021 Spring/Summer semester. These WCCEA unit members include:

1. Derek Anders, Professional Faculty
2. Sharyl Politi, Professional Faculty
3. Christopher Troiano, Classified Faculty

The college and the WCCEA exchanged proposals regarding the offering of enhanced employment pay and benefits for these affected WCCEA unit members beyond what the current CBA language requires. The following agreement has been reached:

- **Section 0313 Continuation of Benefits** grants Derek Anders and Sharyl Politi continued healthcare benefits for a period of three months but does not apply to Christopher Troiano because he is Classified Faculty.
  - o An additional month of benefits will be provided to Sharyl Politi, for a total of four months (September – December of 2021) in recognition of the ongoing COVID 19 pandemic situation and the health challenges it presents.
  - o Derek Anders will forego the continuation of benefits due to coverage elsewhere. No monetary payment will be provided in lieu of benefits.
  - o Christopher Troiano will be granted continued healthcare benefits for a three-month period after his last day employed. Applying the terms of Section 0313 to this Classified Faculty member is being done in recognition of the ongoing COVID 19 pandemic situation and the health challenges it presents.
- **Section 0314 Recall Eligibility.** There shall be immediate extinguishment of all recall rights for all Culinary program WCCEA unit members in exchange for severance payments offered in the following amounts:
  1. Derek Anders, \$10,000
  2. Sharyl Politi, \$10,000

3. Christopher Troiano, \$5,000 (Classified Faculty enjoy no recall rights under Section 0314. This is being provided in recognition of the ongoing COVID 19 pandemic situation and the challenges it presents). He will also receive payout of available vacation time, as of his last day worked.

- This immediate recall right extinguishment takes place regardless of whether any WCCEA unit member accepts or all accept the offered severance payment. The severance payment will be made within 30 days of a WCCEA unit member's last day worked.
- WCC tuition benefits will be provided for the three WCCEA unit members, their spouse, and eligible dependents for two (2) years from the last day worked, to be concluded by the Fall 2023 semester.
- Up to three (3) months of outplacement services, as designated by the college, will be provided to each of the three WCCEA unit members as of the first of the month following their last day worked.

The parties agree that this LOA satisfies the legal and CBA requirements pertaining to this Culinary program elimination.

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

FOR THE ASSOCIATION



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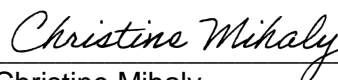
Julie Kissel  
President, WCCEA

6/22/2021

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Date

FOR THE COLLEGE



---

Christine Mihaly  
Associate Vice President  
Human Resources

June 21, 2021

---

Date

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION**

**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Department Chair Availability – Fall 2021 Semester*

Notwithstanding section 0124 of the master contract, department chairs will be available four days per week in Fall 2021. The on-campus minimum days requirement for department chairs will not be in effect for Fall 2021 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

*6/25/2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

*Christine Mihaly*  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

6-25-21  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION**

**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

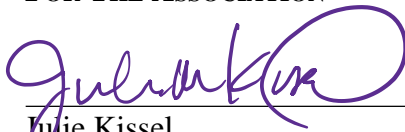
*Part Time (Non-Adjunct) Faculty Contact Hour Semester Limits – 2021-2022 Academic Year*

Notwithstanding para 0108.2 of the master contract, part-time faculty can teach up to 135 contact hours during each of the Fall 2021, Winter 2022, and Spring/Summer 2022 semesters; however, the limit of 360 contact hours for the academic years remains in effect.

Scheduling of part-time faculty up to the 135 contact hours shall only occur after the right of first refusal has been exercised by full-time faculty and adjunct faculty, and full-time faculty have selected their overload classes.

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

6/25/2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

6/25/2021  
\_\_\_\_\_  
**DATE**



**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Suzanne Caravello - Excess of 120 Contact Hours - Fall 2021*

Notwithstanding para 0108.2 of the master contract, Suzanne Carvahlo will be allowed to exceed 120 contact hours for the Summer 2021 semester. She may teach up to 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

**DATE**

*7-15-2021*

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
AVP, Human Resources

7-19-2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

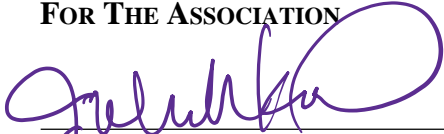
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Jason Morgan - Excess of 120 Contact Hours - Summer 2021*

Notwithstanding para 0108.2 of the master contract, Jason Morgan will be allowed to exceed 120 contact hours for the Summer 2021 semester. He may teach up to 180 contact hours due to an unforeseen staffing emergency after the semester started. 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

*7-15-2021*

**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
AVP, Human Resources

7-19-2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

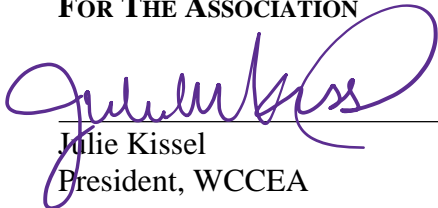
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Tanya Olenik - Excess of 120 Contact Hours - Summer 2021*

Notwithstanding para 0108.2 of the master contract, Tanya Olenik will be allowed to exceed 120 contact hours for the Summer 2021 semester. She may teach up to 195 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

**DATE**

7-15-2021

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
AVP, Human Resources

**DATE**

7-19-2021

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

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**AND**

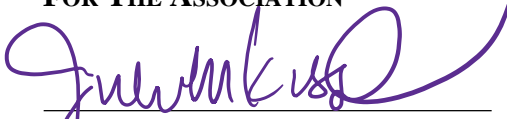
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Juan Diaz - Excess of 120 Contact Hours - Summer 2021*

Notwithstanding para 0108.2 of the master contract, Juan Diaz will be allowed to exceed 120 contact hours for the Summer 2021 semester. He may teach up to 150 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

7-15-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
AVP, Human Resources

7-19-2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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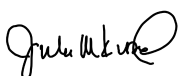
**WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

***Life Insurance Coverage Options***

Notwithstanding Paragraph 0501.1 of the Collective Bargaining Agreement, the undersigned parties agree:

- Due to Lincoln Life (insurance carrier) notifying the College that they would no longer provide universal life contracts for any employee with a salary less than \$75,000 as of April 1, 2021 the College is unable to continue to provide universal life insurance to newly hired employees.
- Due to there being no insurance carrier who will provide universal life insurance, the College will instead provide term life insurance for all new hires as of April 1, 2021. This will remain until the next contract negotiations.
- All universal life policies in force as of March 31, 2021 would be grandfathered and remain as is.
- The term life policy will be for the value of 2x's the employee's annual salary.

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

8-12-2021  
\_\_\_\_\_  
Date

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
AVP Human Resources

8/11/2021  
\_\_\_\_\_  
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 2021 to Winter 2022*

Notwithstanding Section 0023.1 of the Master Agreement, the undersigned parties agree that 4 contact hours per week of WCCEA release time will be transferred from Fall 2021 to Winter 2022, bringing the total WCCEA release time hours for Winter 2022 to 19 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 M Kissel*

Julie Kissel  
President, WCCEA

*9/20/2021*

**DATE**

**FOR THE COLLEGE**

*Christine Mihaly*

Christine Mihaly  
Associate Vice President of  
Human Resources

*9/20/2021*

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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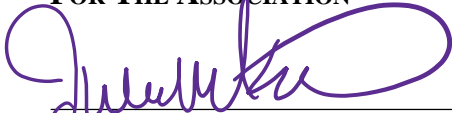
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Winter 2022 Standing Meetings and Inservice*

Standing meetings (as detailed in paras 0112.4, 0113.3, 0211.1, and 0211.2 of the master contract) and inservice will be held virtually during the Winter 2022 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

10-7-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
of Human Resources

10/08/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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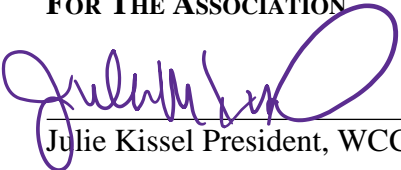
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Winter 2022 Virtual Office Hours / Virtual Student Consultation Hours*

Office hours (para 0112.4 of the master contract) and student consultation hours (para 5.0 of the master contract's Appendix E) may be held virtually during the Winter 2022 semester. At least two (2) face-to-face office hours or one (1) student consultation hour on campus should be scheduled if the faculty member is teaching on-campus classes. Faculty may meet in larger spaces and/or offices as needed and recommended by safety protocols.


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

10/8-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
of Human Resources

10/08/2021  
\_\_\_\_\_  
**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**

*Larry David in excess of 30 Substitute Hours - Fall 2021*

Notwithstanding para 0110 of the master contract, Larry David will be allowed to exceed 30 contact hours of subbing for the Fall 2021 semester. He may substitute and exceed contact hours. The exception is being made to cover staffing emergencies.


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

10-8-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
of Human Resources

10-08-2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION**

**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

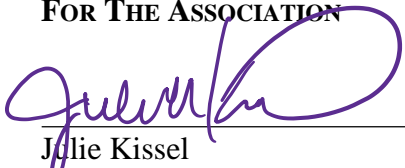
*Virtual Classes – Reduced Days on Campus*

Para 0112.2 of the master agreement is amended as follows:

Professional Instructors shall be responsible for a total of 450 contact hours per academic year. Each instructor is expected to be on campus at least four (4) days per week. If more than 25% of an Instructor's base load contact hours are taught online and/or in a virtual classroom, the Instructor is expected to be on campus for a minimum of three (3) days 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

10-13-2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

10/14/2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

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**ASSOCIATION AND**

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*Department Chair Days on Campus – Winter 2022 Semester*

Notwithstanding section 0124 of the master contract, department chairs are expected to be on campus a minimum of three (3) days per week in the Winter 2022 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

10-13-2021

**DATE**

**FOR THE COLLEGE**



Christine Mihaly  
Associate Vice President of  
Human Resources

10/14/2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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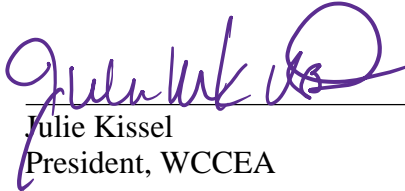
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Service Personnel and Advisor Scheduling – Winter 2022*

Notwithstanding para 0115.6 of the master contract, academic advisors and professional service personnel will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs. Professional service personnel days will be planned based on their reporting calendar.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends April 29, 2022.*

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

10-29-2021  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

10-29-2021  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

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*Librarian Scheduling – Winter 2022*

Notwithstanding para 0114.1 of the master contract, professional librarians will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends April 29, 2022.*

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

*10-29-2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

10-29-2021  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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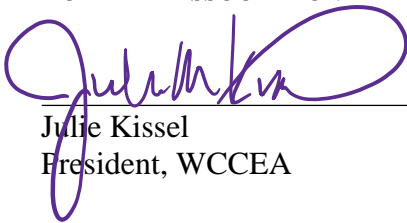
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Counselor and Student Resource Center Case Manager (classified faculty)  
Scheduling – Winter 2022*

Notwithstanding para 0113.3 and 0115.6 of the master contract, professional counselors will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs. Professional counselors' days will be planned based on their reporting calendar.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends April 29, 2022.*

**FOR THE ASSOCIATION**

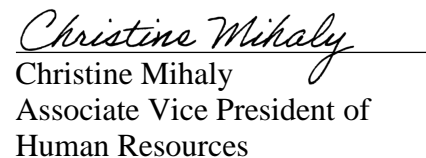


Julie Kissel  
President, WCCEA

10-29-2021

**DATE**

**FOR THE COLLEGE**



Christine Mihaly  
Associate Vice President of  
Human Resources

10-29-2021

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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*Professional Instructors Working Remotely – Winter 2022 UPDATE*

Notwithstanding para 0112.2 of the master contract, professional instructors are not required to report to campus during Winter 2022 semester, unless they are teaching on campus or their presence is required for College-related business. For Winter 2022 semester, professional obligations and meetings will be met remotely.


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

*12/15/2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
Human Resources

*12/15/2021*  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Counselor and Student Resource Center Case Manager (classified faculty)  
Scheduling*

Notwithstanding para 0113.3 and 0115.6 of the master contract, professional counselors will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs. Professional counselors' days will be planned based on their reporting calendar.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends June 30, 2022.*

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

12/15/2021  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
Human Resources

12/15/2021  
\_\_\_\_\_  
**DATE**



**WASHTENAW COMMUNITY COLLEGE**

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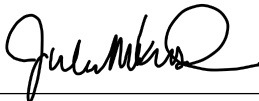
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Service Personnel and Advisor Scheduling*

Notwithstanding para 0115.6 of the master contract, academic advisors and professional service personnel will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs. Professional service personnel days will be planned based on their reporting calendar.


This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends June 30, 2022.*

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

*12/15/2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
Human Resources

*12/15/2021*  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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**AND**


**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Librarian Scheduling*

Notwithstanding para 0114.1 of the master contract, professional librarians will work a planned on-campus schedule of three days per week. Schedules will be managed by the supervisor and adjusted based on student and operational needs.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. *This agreement ends June 30, 2022.*

**FOR THE ASSOCIATION**



\_\_\_\_\_  
Julie Kissel  
President, WCCEA

*12/15/2021*

\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**



\_\_\_\_\_  
Christine Mihaly  
Associate Vice President  
Human Resources

*12/15/2021*

\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

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**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

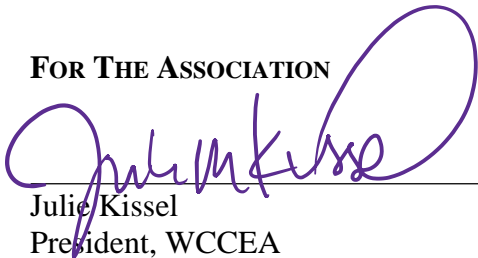
*Ernesto Querijero Sabbatical*

Ernesto Querijero's sabbatical scheduled for the Winter 2022 semester will be moved to the Winter 2023 semester due to COVID-related restrictions.

This sabbatical rescheduling will reduce the number of sabbaticals available for the 2022-2023 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

12-16-2021  
**DATE**

**FOR THE COLLEGE**

  
Christine Mihaly  
Associate Vice President of  
Human Resources

12/17/2021  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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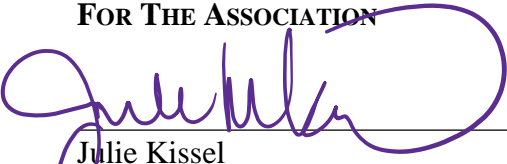
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Mike Kontry - Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Mike Kontry will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

*12-16-2021*  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

*Christine Mihaly*  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

*12/17/2021*  
\_\_\_\_\_  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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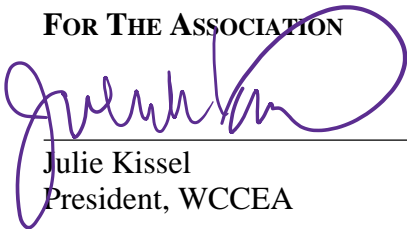
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Suzanne Carvalho - Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Suzanne Carvalho will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

12.17.2021  
**DATE**

**FOR THE COLLEGE**



---

Christine Mihaly  
Associate Vice President of  
Human Resources

12/17/2021  
**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

Matthew Buryta - *Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Matthew Buryta will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

*1-17-2022*

**DATE**

**FOR THE COLLEGE**



Christine Mihaly  
Associate Vice President of  
Human Resources

*01/17/2022*

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Joseph Penzien, Heidi Dodson, May Farhat & Zena Hamden*

*Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, the above part-time faculty in the MSE Division will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

*1-17-2022*

**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Christine Mihaly  
Associate Vice President of  
Human Resources

*01/17/2022*

**DATE**

**WASHTENAW COMMUNITY**

**COLLEGE LETTER OF AGREEMENT**

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**ASSOCIATION AND**

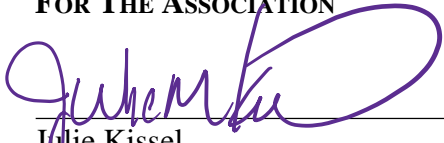
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Maximum Hours CiTL Cohort 2021-2022 Academic Year – Kevin Woodland*

Notwithstanding section 0105.4 of the master contract, Kevin Woodland, who is paid \$6500 for the 2021-2022 CiTL cohort, shall not exceed 570 hours over the baseload semesters.

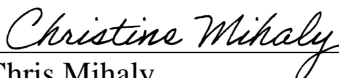
This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way.

**FOR THE ASSOCIATION**

  
\_\_\_\_\_  
Julie Kissel  
President, WCCEA

1-18-2022  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Chris Mihaly  
Associate Vice President Human  
Resources

01/18/2022  
\_\_\_\_\_  
**DATE**



**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Part Time (Non-Adjunct) Faculty Contact Hour Semester Limits – 2022-2023 Academic Year*

Notwithstanding para 0108.2 of the master contract, part-time faculty can teach up to 135 contact hours during each of the Fall 2022, Winter 2023, and Spring/Summer 2023 semesters; however, the limit of 360 contact hours for the academic year remains in effect.

Scheduling of part-time faculty up to the 135 contact hours shall only occur after the right of first refusal has been exercised by full-time faculty and adjunct faculty, and full-time faculty have selected their overload classes.

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

*2.25.2022*

**DATE**

**FOR THE COLLEGE**



Christine Mihaly  
Associate Vice President of  
Human Resources

03/01/2022

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

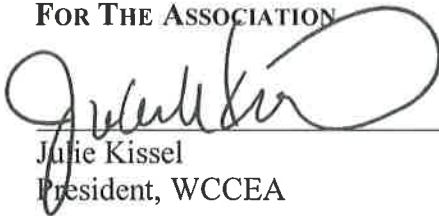
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Sondra Bobroff - Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Sondra Bobroff will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

2-19-2022  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Thaddeus (Ted) Cwiek  
Vice President of Labor  
Relations & Chief Human  
Resources Officer

3/7/22  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

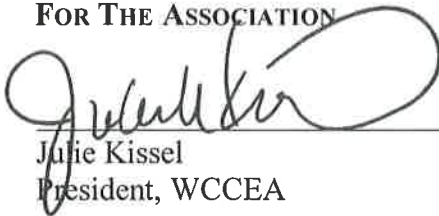
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Sondra Bobroff - Excess of 120 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Sondra Bobroff will be allowed to exceed 120 contact hours for the Winter 2022 semester. 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

2-19-2022  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Thaddeus (Ted) Cwiek  
Vice President of Labor  
Relations & Chief Human  
Resources Officer

3/7/22  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Amy Higgins - Excess of 135 Contact Hours - Winter 2022*

Notwithstanding para 0108.2 of the master contract, Amy Higgins will be allowed to exceed 135 contact hours for the Winter 2022 semester to sub for another instructor.

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

*4-26-2022*

**DATE**

**FOR THE COLLEGE**



Thaddeus (Ted) Cwiek  
Vice President of Labor  
Relations & Chief Human  
Resources Officer

*4/26/2022*

**DATE**