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

[Signature]
David Fitzpatrick
President, WCCEA

Date

FOR THE COLLEGE

[Signature]
Samuel J. Veltri
Vice President, HRM & Labor Relations

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

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 Luttrell
President, WCCEA

Date

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

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

David Fitzpatrick
President, WCCEA

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

Date

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

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

[Signature]
David Fitzpatrick
President, WCCEA

Date 2/8/19

FOR THE COLLEGE

[Signature]
Samuel J. Vettri
Vice President, HRM & Labor Relations

Date 2/8/19
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

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

Date 2/7/19

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

Date 2/8/19
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

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

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

David Erwin – Winter 2019 Semester

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

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

FOR THE ASSOCIATION

[Signature]
David Fitzpatrick
President, WCCEA
2/7/19

Date

FOR THE COLLEGE

[Signature]
Samuel J. Veltri
Vice President, HRM & Labor Relations
2/1/17

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Claudia DeAlbaladejo – Winter 2019 Semester

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

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

FOR THE ASSOCIATION

David Fitzpatrick
President, WCCEA

Date

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Natalie Levinson – Winter 2019 Semester

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

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

FOR THE ASSOCIATION

[Signature]
David Fitzpatrick
President, WCCEA

Date
2/18/19

FOR THE COLLEGE

[Signature]
Samuel J. Veltri
Vice President, HRM & Labor Relations

Date
2/18/19
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Nancy Eggenberger – Winter 2019 Semester

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

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

FOR THE ASSOCIATION

David Fitzpatrick
President, WCCEA

Date

FOR THE COLLEGE

Samuel J. Velti
Vice President, HRM & Labor Relations

Date
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Beth Kane – Winter 2019 Semester

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

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

FOR THE ASSOCIATION

[Signature]
David Fitzpatrick
President, WCCEA

[Date]
3/4/19

FOR THE COLLEGE

[Signature]
Samuel J. Veletti
Vice President, HRM & Labor Relations

[Date]
3/4/19
Washtenaw Community College

Letter of Agreement

Between

The Washtenaw Community College Education Association

And

The Washtenaw Community College Board of Trustees

Student Services Advisors Initial Placement: Levels 109-114

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

Initial Placement at Level 109:

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

Initial Placement at Level 110:

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

Initial Placement at Level 111:

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

Initial Placement at Level 112:

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

Initial Placement at Level 113:

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

Initial Placement at Level 114:

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

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

Market Salary Determination

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

FOR THE ASSOCIATION

David Fitzpatrick  
President, WCCEA  
3/11/19

DATE

FOR THE COLLEGE

Samuel Veltri  
President, HRM  
3/11/19

DATE
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.
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.
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

Letter of Agreement

Between

The Washtenaw Community College Education Association

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

DATE
3/7/19

FOR THE COLLEGE

Samuel Veltri
President, HRM

DATE
3/11/19
Washtenaw Community College

Letter of Agreement

Between

The Washtenaw Community College Education Association

and

Washtenaw Community College Board of Trustees

Carol Wissel – Fall 2019 Semester

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

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

For the Association

David Fitzpatrick
President, WCCEA

Date 8/26/19

For the College

Samuel J. Veltri
Vice President, HRM & Labor Relations

Date 8/28/19
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Cindy Green – Fall 2019 Semester

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

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

8/26/19

Date

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

8/28/19

Date
Washtenaw Community College

Letter of Agreement

Between

The Washtenaw Community College Education Association

And

Washtenaw Community College Board of Trustees

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

[Signature]
David Fitzpatrick
President, WCCEA

Date 8/22/19

For the College

[Signature]
Samuel J. Veltri
Vice President, HRM & Labor Relations

Date 8/28/19
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Jeremiah Pfahlert – Fall 2019 Semester

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

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

FOR THE ASSOCIATION

[Signature]
David Fitzpatrick
President, WCCEA

8/21/19

FOR THE COLLEGE

[Signature]
Samuel J. Velti
Vice President, HRM & Labor Relations

8/28/19

Date

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

8/22/19
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

Date

FOR THE COLLEGE

Samuel J. Veltri
Vice President, HRM & Labor Relations

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

8/24/15

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

[Signature]
David Fitzpatrick
President, WCCEA

Date: 6/21/19

FOR THE COLLEGE

[Signature]
Samuel J. Veltri
Vice President, HRM & Labor Relations

Date: 8/28/19
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

[Signature]
David Fitzpatrick
President, WCCEA

Date
9/23/19

For The College

[Signature]
Samuel Veltri
Vice President, Human Resources & Labor Relations

Date
9/24/19
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 Voltri 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

[Signature]

David Fitzpatrick
President, WCCEA

12/16/19

Date

For The College

[Signature]

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

Kaitlin Williams – Winter 2020 Semester

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

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

FOR THE ASSOCIATION

Jason Withrow
President, WCCEA

2/19/20

Date

FOR THE COLLEGE

Katherine DeLong
Executive Director of Labor Relations

02/19/2020

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

[Signature]
David Fitzpatrick
President, WCCEA

[Date]

FOR THE COLLEGE

[Signature]
Katherine DeLong
Executive Director of Labor Relations

[Date]
WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

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

[Signature]
David Fitzpatrick
President, WCCEA

Date

1/16/20

FOR THE COLLEGE

[Signature]
Katherine DeLong
Executive Director of Labor Relations

Date

1/16/2020