

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

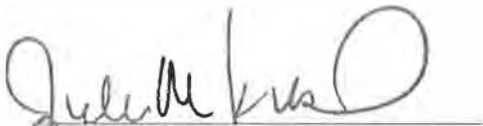
*WCCEA Release Time Banking from Fall 2022 to Winter 2023*

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 2022 to Winter 2023, bringing the total WCCEA release time hours for Winter 2023 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

FOR THE COLLEGE



Julie Kissel  
President, WCCEA

Ted Cwiek  
VP Labor Relations & CHRO

9-9-2022

9/19/22

DATE

DATE

**WASHTENAW COMMUNITY COLLEGE**

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**AND**

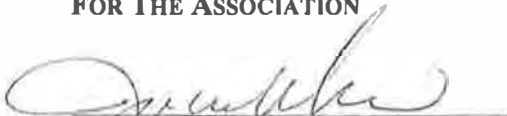
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours - Fall 2022*

Notwithstanding para 0108.2 of the master contract, Erin Matusiewicz (@00668220) will be allowed to exceed 135 contact hours for the Fall 2022 semester. She may teach 150 contact hours. The annual limit of 405 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

9-28-2022

**DATE**

**FOR THE COLLEGE**

  
Ted Cwiek  
VP Labor Relations and CHRO

10/3/22

**DATE**

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*Excess of 135 Contact Hours - Fall 2022*

Notwithstanding para 0108.2 of the master contract, Heidi Dobson (@00452011) will be allowed to exceed 157.5 contact hours for the Fall 2022 semester. She may teach 180 contact hours. The annual limit of 405 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

9-28-2022  
\_\_\_\_\_  
**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

10/3/22  
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**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours - Fall 2022*

Notwithstanding para 0108.2 of the master contract, Stephanie Sarris (@00652541) will be allowed to exceed 135 contact hours for the Fall 2022 semester. She may teach 180 contact hours. The annual limit of 405 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

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations and CHRO

9-28-2022  
DATE

10/3/22  
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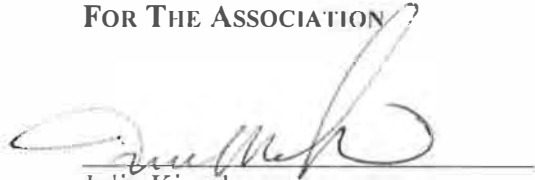
*Designated Lecture Sections (Large Lecture)*

0106.3 of the Master Agreement is replaced with the following:

**0106.3 Lecture.** Designated lecture sections (commonly referred to as Large Lecture) shall be those classes that combine 2 (up to 48 or 60 students, depending on course) or 3 (greater than 48 or 60 students, depending on course) classes into a single lecture class that meets as a group, with lab sections meeting as smaller parts of this group. Designated lecture sections shall be determined by the appropriate Dean during the development of the master class schedule, and load is determined at the time of course selection as follows: designated lecture sections shall be counted as 1.5 times the recitation section load if enrollment is at least 36 or 45 students and does not exceed 48 or 60 students; designated lecture sections shall be counted as 2.0 times the recitation section load if enrollment is greater than 48 or 60 students and less than 200 students.

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

11-4-2022

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

11/3/22

DATE

**WASHTENAW COMMUNITY COLLEGE**

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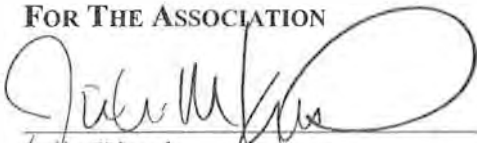
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours - Fall 2022*

Notwithstanding para 0108.2 of the master contract, Bethany Meadows will be allowed to exceed 120 contact hours for the Fall 2022 semester. She may teach 180 contact hours. The annual limit of 360 hours 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

11-22-2022  
DATE

**FOR THE COLLEGE**

  
Ted Cwiek  
VP Labor Relations and CHRO

11/23/22  
DATE

WASHTENAW COMMUNITY COLLEGE

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

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THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Wage Increase of 1% of Salary or \$500 Salary Increase*

Notwithstanding Appendices B-1 and C-1 of the Master Agreement, the undersigned parties agree that, effective December 1, 2022, the compensation provided will be increased by 1% per year or \$500 per year, whichever is greater, as provided in the attached Revised Appendices B-1 and C-1.

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

12/7/2022

DATE

FOR THE COLLEGE



Ted J. Cwiek  
Vice President Labor Relations &  
Chief Human Resources Officer

12/1/22

DATE

**WASHTENAW COMMUNITY COLLEGE**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

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**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Wage Increase of 1% of Salary or \$500 Salary Increase For Adjunct Faculty*

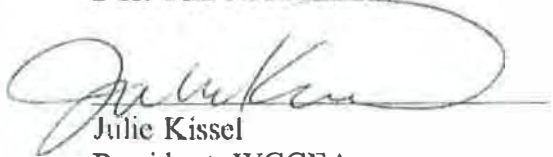
Notwithstanding Section 14 of Appendix E to the Master Agreement, or the Letter of Agreement regarding the Extension of Appendix E signed November 11, 2020, the undersigned parties agree that, effective December 1, 2022, the compensation provided to Adjunct Faculty will be increased by 1% per year or \$500 per year, whichever is greater, as set forth below:

**SECTION 14 WAGE RATES**

- 14.0 Regular Wage Rates for Part-time Adjunct Teaching Faculty Members  
Effective August 2022 (\$992) \$66.13 one (1) course contact hour  
Effective December 1, 2022 (\$1,002) \$66.79 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

12-8-2022  
DATE

**FOR THE COLLEGE**



Ted J. Cwiek  
Vice President Labor Relations &  
Chief Human Resources Officer

12/12/22  
DATE



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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

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THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Committee Member Professional Development*

Members of the Curriculum Committee, Assessment Committee, and Professional Development Committee who prepare and conduct sessions that provide professional development credit and are actively engaged in planning and running the session and interacting with/training participants, will have up to 6 hours from those sessions applied to their own professional development obligations, as detailed in 0102.1 of the Master Agreement. A detailed outline or a PowerPoint slide deck, complete with citations to source material, must be submitted for pre-approval by the Vice President of Instruction. Final credit will be approved by the Vice President of Instruction.

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

1-3-2023

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

1/3/2023

DATE

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*Excess of 120 Contact Hours – Winter 2023*

Notwithstanding para 0108.2 of the master contract, Alexandria Oakes (@00178610) will be allowed to exceed 120 contact hours for the winter 2023 semester. She may teach 180 contact hours. The annual limit of 360 hours will not be exceeded.

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

  
Ted Cwiek  
VP Labor Relations and CHRO

1-23-2023

DATE

1/24/23

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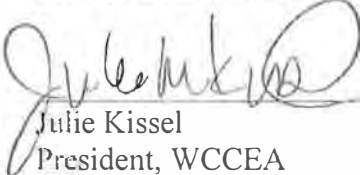
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Excess of 120 Contact Hours – Winter 2023*

Notwithstanding para 0108.2 of the master contract, Daniel Malott (@00072698) will be allowed to exceed 120 contact hours for the winter 2023 semester. He may teach 165 contact hours. The annual limit of 360 hours will not be exceeded.

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

1/23/2023

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FOR THE COLLEGE

  
Ted Cwiek  
VP Labor Relations and CHRO

1/24/23

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*Excess of 120 Contact Hours – Winter 2023*

Notwithstanding para 0108.2 of the master contract, Amanda Cowell (@00712983) will be allowed to exceed 120 contact hours for the winter 2023 semester. She may teach 180 contact hours. The annual limit of 360 hours will not be exceeded.


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

1.27.2023  
DATE

**FOR THE COLLEGE**

  
Ted Cwiek  
VP Labor Relations and CHRO

2/7/23  
DATE

WASHTENAW COMMUNITY COLLEGE

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*Adjunct Load Limits and Office Hours – 2023-2024 Academic Year*

Notwithstanding Section 3.3 of the master contract's Appendix E, adjunct faculty can teach up to 150 contact hours during each of the Fall 2023, Winter 2024, and Spring/Summer 2024 semesters; however, the limit of 405 contact hours for the academic year remains in effect.

Notwithstanding Section 5 of the master contract's Appendix E, adjunct faculty teaching 150 contact hours in a semester 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

2-20-2023

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

2/20/23

DATE

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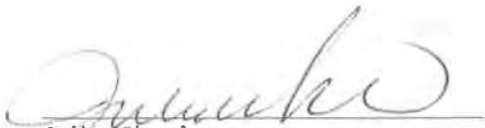
*Part Time (Non-Adjunct) Faculty Contact Hour Semester Limits - 2023-2024 Academic Year*

Notwithstanding para 0108.2 of the master contract, part-time faculty can teach up to 135 contact hours during each of the Fall 2023, Winter 2024, and Spring/Summer 2024 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

2-20-2023

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

2/20/23

DATE

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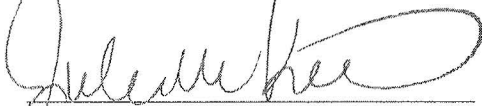
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Excess of 120 Contact Hours – Winter 2023*

Notwithstanding para 0108.2 of the master contract, Susan Stewart (@00500116) will be allowed to exceed 120 contact hours for the last three weeks of the winter 2023 semester. She will teach 12 contact hours for the last three weeks of the winter 2023 semester. The annual limit of 360 hours 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

4-11-2023  
DATE

FOR THE COLLEGE

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

4/12/23  
DATE

**WASHTENAW COMMUNITY COLLEGE**

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*Excess of 360 Contact Hours Annual Limit – Spring/Summer 2023*

Notwithstanding para 0108.2 of the master contract, Morgan Loechli (@00643317) will be allowed to exceed 360 contact hours annual limits for the 2023 academic year for a total of 390 contact hours. She may teach 210 contact hours during the spring/summer semester 2023.

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

4.25.2023

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations and CHRO

4/25/23

**DATE**



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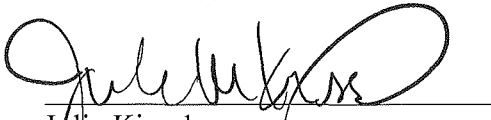
*Excess of Annual Limit – Spring/Summer 2023*

Notwithstanding para 0108.2 of the master contract, the following faculty will be allowed to exceed the annual limit contact hours for the spring/summer 2023 semester. The instructor listed here will exceed the annual limit of 360 hours for 15 contact hours.

Joel Bonney (@00518373) **375 total annual hours**

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

5-22-2023  
DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations and CHRO

5/22/23  
DATE

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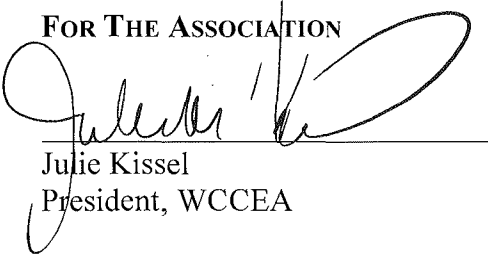
*Excess of contact hours – Spring/Summer 2023*

Notwithstanding para 0108.2 of the master contract, the following faculty will be allowed to exceed the semester limit contact hours for the spring/summer 2023 semester. The faculty listed will be teaching 150 contact hours during the spring/summer semester.

Jinbin Lee (@00627921) **15 contact hours**

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

5-22-2023

---

DATE

FOR THE COLLEGE



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Ted Cwiek  
VP Labor Relations and CHRO

5/22/23

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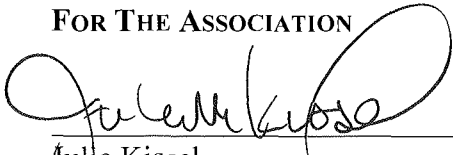
*Excess of contact hours – Spring/Summer 2023*

Notwithstanding para 0108.2 of the master contract, the following faculty will be allowed to exceed the semester limit contact hours for the spring/summer 2023 semester. The faculty listed will be teaching 180 contact hours during the spring/summer semester.

Alexander Clinthorne (@00706909) **45 contact hours**

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

5-23-2023

DATE

FOR THE COLLEGE

  
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Ted Cwiek  
VP Labor Relations and CHRO

5/23/23

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*Excess of Annual Limit Spring/Summer 2023*

Notwithstanding para 0108.2 of the master contract, the following faculty will be allowed to exceed the annual limit contact hours for the spring/summer 2023 semester. Each instructor listed here will exceed the annual limit of 360 hours.

Lori Broughton (@00656500) 375 total annual hours

Alan Orrick (@00636910) 375 total annual hours

Jason Rees (@00674828) 375 total annual hours

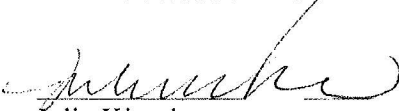
Kristin Good (@00015954) 405 total annual hours

Sondra Bobroff (@00511738) 390 total annual hours

Delena Harrison (@00689877) 375 total annual 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

5-24-2023  
DATE

FOR THE COLLEGE



Ted Cwick  
VP Labor Relations and CHRO

5/29/23  
DATE

WASHTENAW COMMUNITY COLLEGE

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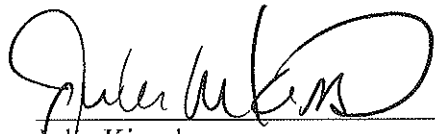
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Assessment Committee Membership Extension*

Shawn Deron will be allowed to exceed the six years limit as a member of the Assessment Committee, as detailed in 0120 of the Master Agreement. He will serve as a member of the Assessment Committee until July 2024.

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

FOR THE ASSOCIATION

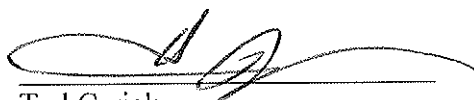


Julie Kissel  
President, WCCEA

6.27.2023

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

6/28/23

DATE

**WASHTENAW COMMUNITY COLLEGE**

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*Professional Service Personnel and Academic Advisor Remote Work*

Notwithstanding paragraphs 0114.1 and 0115.1 of the master contract, professional service personnel (PSP) and academic advisors will work a planned schedule of one (1) or two (2) days of remote work per week. Remote work will be managed by the supervisor and adjusted based on student and operational needs.


Weeks with up to 1 remote workday(s) including but not limited to:

- August 22 – September 8, 2023
- October 16 – October 27, 2023
- January 2 – January 19, 2024
- March 4 – March 22, 2024
- May 6 – May 17, 2024
- July 29 – August 19, 2024

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. This Agreement will expire on August 19, 2024.

**FOR THE ASSOCIATION**

**FOR THE COLLEGE**

  
Julie Kissel  
President, WCCEA

  
Ted Cwiek  
VP Labor Relations & CHRO

7-10-2023

7/11/23

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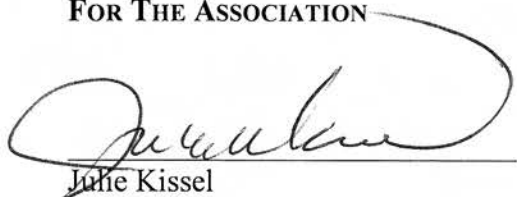
*Professional Librarian Remote Work*

Notwithstanding paragraph 0114.1 of the master contract, professional librarians will work a planned on-campus schedule of four 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 will expire August 19, 2024.

**FOR THE ASSOCIATION**



Julie Kissel  
President, WCCEA

7-10-2023

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Ted Cwiek  
VP Labor Relations & CHRO

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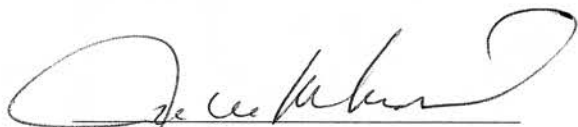
*Professional Counselor and Student Resource Center Case Manager (classified faculty)  
Remote Work*

Notwithstanding paragraphs 0113.3 and 115.1 of the master contract, professional counselors and student resource center case managers (classified faculty) of the master contract, will work a planned on-campus schedule of four 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 will expire on August 19, 2024.

**FOR THE ASSOCIATION**

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

7-10-2023

**DATE**

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Ted Cwiek  
VP Labor Relations & CHRO

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

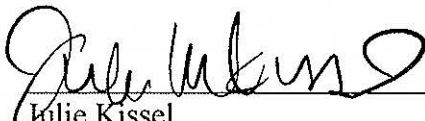
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, Robert Throne (@00108772) will be allowed to exceed 120 contact hours for the fall 2023 semester. He will teach 150 contact hours for the fall 2023 semester. The annual limit of 360 hours 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

7/31/2023  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

7/31/23  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

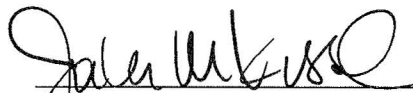
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, Joseph Nunez (@00672950) will be allowed to exceed 120 contact hours for the fall 2023 semester. He will teach 150 contact hours for the fall 2023 semester. The annual limit of 360 hours 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

8-15-2023  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

8/17/2023  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

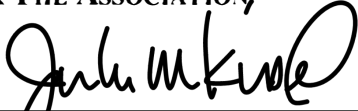
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, Janet Leppata (@00374277) will be allowed to exceed 120 contact hours for the fall 2023 semester. She will teach 150 contact hours for the fall 2023 semester. The annual limit of 360 hours 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

*9/29/2023*

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations and CHRO

*9/28/23*

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

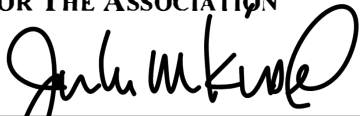
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess of 120 Contact Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, Margaret Morrison (@00678277) will be allowed to exceed 120 contact hours for the fall 2023 semester. She will teach 180 contact hours for the fall 2023 semester. The annual limit of 360 hours 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

9/29/2023

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations and CHRO

9/28/23

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

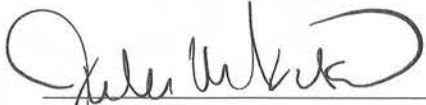
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Use of Subbing Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, Melina Roberts (@00378446) will be allowed to use 22.5 hours of subbing for the fall 2023 semester for teaching. The semester total limit of 315 hours 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

10-4-2023  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

10/9/23  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

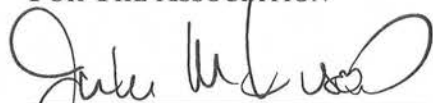
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Use of Subbing Hours – fall 2023*

Notwithstanding para 0108.2 of the master contract, DeAnna Gapp (@00618787) will be allowed to use 22.5 hours of subbing for the fall 2023 semester for teaching. The semester total limit of 315 hours 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

10-4-2023  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

10/9/23  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

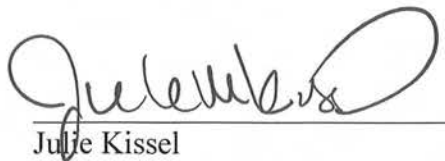
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Excess Contact Hours – Fall 2023*

Notwithstanding para 0109.4 of the Master Contract, Khaled Mansour (@00015093) will be allowed to exceed 315 contact hours for the Fall 2023 semester. He will teach 324 contact hours for the Fall 2023 semester. In accordance with para 0105.4 of the Master Contract, the requirement to adhere to the maximum of 255 (17 credit hours) hours in a base load semester shall be deferred and apply to Winter 2024 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

10-5-2023

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations & CHRO

10/9/23

**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 2023*

Notwithstanding para 0108.2 of the master contract, Kellie Carbone (@00112338) will be allowed to exceed 120 contact hours for the fall 2023 semester. She will teach 140 contact hours for the fall 2023 semester. The annual limit of 360 hours 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

10-4-2023  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations and CHRO

10/9/23  
DATE



WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION

ASSOCIATION AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

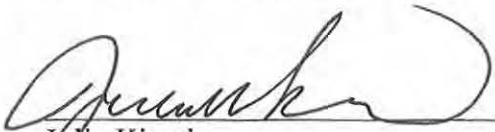
*Tracy Schwab Seniority and Right of Return to Faculty*

Notwithstanding section 0303 of the Master Agreement, the undersigned parties agree that Tracy Schwab may serve in administration positions without loss of seniority. Should she leave her position at within two years of her permanent appointment as Dean, she may return directly to the bargaining unit, and be considered, in terms of seniority and all other rights and benefits, to have continued in the bargaining unit during the time she held the administrative positions.

The parties understand that with the approval of the Vice President for Instruction, she may teach under the applicable provisions of the Master Agreement for administrators teaching on a part time basis.

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

11/13/23  
DATE

FOR THE COLLEGE

  
Ted Cwiek  
VP Labor Relations & CHRO

11/13/23  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

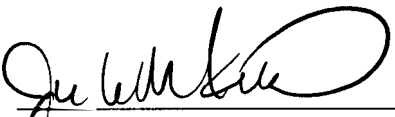
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Gregg Heidebrink Excess Contact Hours – Fall 2023 and Winter 2024*

Notwithstanding para 0108.1 of the Master Contract, Gregg Heidebrink (@00015348) will be allowed to exceed 315 contact hours for the Fall 2023 and Winter 2024 semesters. He will be permitted to teach above the limit for a maximum of 40 hours for both the Fall 2023 and Winter 2024 semesters. The annual limit will not be exceeded as the Summer 2024 semester load will be reduced accordingly.

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

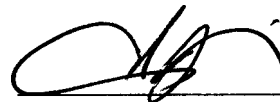
**FOR THE ASSOCIATION**

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

11-15-2023

**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations & CHRO

11/15/23

**DATE**

**WASHTENAW COMMUNITY COLLEGE  
LETTER OF AGREEMENT  
BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION  
AND  
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Writing Center Hours/Writing Sample Placement Process*

The professional faculty listed below will be responsible for reviewing and processing writing placement samples for the weeks indicated below for the Fall 2023 semester. This work will take place during the academic week as scheduled by these members of the English and College Readiness Department and paid as an additional Writing Center hour (ENG 000) at the overload pay rate.

Carrie Krantz, Tom Zimmerman, and Julie Kissel will be paid at the non-teaching rate of \$53.26 for three (3) hours each to review and process writing samples submitted between 12/18/2023 and 12/31/2024.

**Main Readers: One (1) credit hour for six (6) weeks**

Julie Kissel (@00243920)  
Carrie Krantz (@00014309)  
Hava Levitt-Phillips (@00207854)  
Tom Zimmerman (@00015035)

**ESL Consult: One (1) credit hour for three (3) weeks**

Heather Zettelmaier (@00252453)

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

11-15-2023  
DATE

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations and CHRO

11/15/23  
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

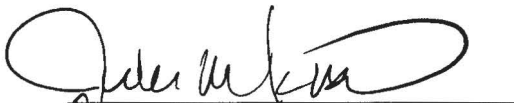
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Excess of 120 Contact Hours – Winter 2024*

Notwithstanding para 0108.1 of the Master Contract, Jim Journey (@00648248) will be allowed to exceed 120 contact hours for the Winter 2024 semester. He may teach 150 contact hours. The annual limit of 360 hours 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 instructors shall remain in place.

FOR THE ASSOCIATION



Julie Kissel  
President, WCCEA

11-29-2023

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

12/5/23

DATE

**WASHTENAW COMMUNITY COLLEGE**

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**ASSOCIATION AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

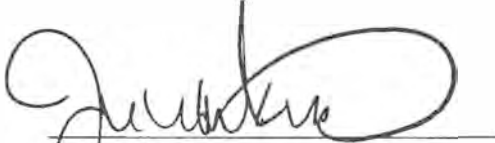
*Change in Compensation and Step Level of Erin Hammond*

Effective from the first day of the Fall 2023 semester, Erin Hammond's compensation shall be changed to a rate of \$48.07 an hour. This rate shall be classified as step 200 and supersedes the compensation and step levels as listed in Appendix C-1 Compensation for Classified Faculty.

Changes to the compensation and step level is only for the current incumbent in recognition of the complex and unique nature of the Clinical Instructor (Radiography) position. Future rate percentage increases as listed in the current collective bargaining agreement shall apply; however, this rate and step level shall not apply to any other Classified Faculty position covered under the collective bargaining agreement. In the event that the incumbent vacates the position, this pay rate and step level will be eliminated.

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

12-14-2023

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations & CHRO

12/14/23

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Assessment Committee Membership Extension*

Shawn Deron will be allowed to exceed the six years limit as a member of the Assessment Committee, as detailed in 0120 of the Master Agreement. He will serve as a member of the Assessment Committee until July 2025.

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

1-17-2024

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations & CHRO

1/22/24

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**


*Part Time (Non-Adjunct) Faculty Contact Hour Semester Limits – 2024-2025 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 2024, Winter 2025, and Spring/Summer 2025 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

1-17-2024  
DATE

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations & CHRO

1/22/24  
DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

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THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

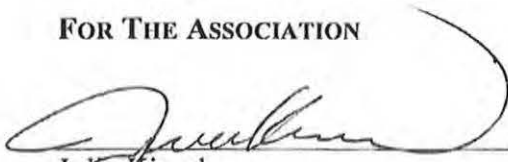
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Heather Huber Excess Contact Hours – Winter 2024*

Notwithstanding para 0108.2 of the Master Contract, Heather Huber (@00579891) will be allowed to exceed 135 contact hours for the Winter 2024 semester. She will be permitted to teach above the limit for a maximum of 45 hours for the Winter 2024 semester. The annual limit of 360 shall not be exceeded.

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

2-14-2024

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

2/14/24

DATE



**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

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**AND**

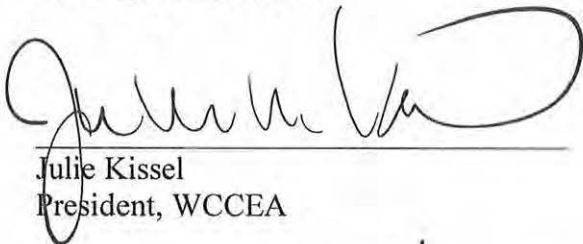
**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Appendix A College Calendar 2025-2028*

College Calendars 2025-2028 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

2-5-2024  
**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations & CHRO

2/14/24  
**DATE**

College Calendar 2025-2028

**Fall Semester 2025**

August 19-22	Tuesday – Friday	No Classes	All Faculty Report – Faculty In-Service
August 25	Monday	7:00 a.m.	Classes Begin
September 1-2	Monday-Tuesday	No Classes	Labor Day Holiday
November 26-30	Wednesday-Sunday	No Classes	Thanksgiving Break
December 14	Sunday	11:00 p.m.	Classes End
December 16	Tuesday	12:00 noon	Grades Due

80 Reporting Days\*

**Winter Semester 2026**

January 6-9	Tuesday – Friday	No Classes	All Faculty Report – Faculty In-Service
January 12	Monday	7:00 a.m.	Classes Begin
January 19	Monday	No Classes	Martin Luther King Holiday
March 2-7	Monday-Saturday	No Classes	Winter Break
April 5	Sunday	No Classes	Easter Holiday
May 4	Monday	11:00 p.m.	Classes End
May 6	Wednesday	12:00 noon	Grades Due

80 Reporting Days\*

**Spring/Summer Semester 2026**

May 11	Monday	7:00 a.m.	Classes Begin
May 25	Monday	No Classes	Memorial Day Holiday
July 3-4	Friday-Saturday	No Classes	Independence Day Holiday Break
August 3	Monday	11:00 p.m.	Classes End
August 5	Wednesday	12:00 noon	Grades Due

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

College Calendar 2025-2028

**Fall Semester 2026**

August 25-28	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
August 31	Monday	7:00 a.m.	Classes Begin
September 7-8	Monday-Tuesday	No Classes	Labor Day Holiday
November 25-29	Wednesday-Sunday	No Classes	Thanksgiving Break
December 19	Saturday	11:00 p.m.	Classes End
December 21	Monday	12:00 noon	Grades Due

80 Reporting Days\*

**Winter Semester 2027**

January 5-8	Tuesday-Friday	No Classes	All Faculty Report – Faculty In-Service
January 11	Monday	7:00 a.m.	Classes Begin
January 18	Monday	No Classes	Martin Luther King Holiday
March 1-6	Monday-Saturday	No Classes	Winter Break
March 28	Sunday	No Classes	Easter Holiday
May 3	Monday	11:00 p.m.	Classes End
May 5	Wednesday	12:00 noon	Grades Due

80 Reporting Days\*

**Spring/Summer Semester 2027**

May 10	Monday	7:00 a.m.	Classes Begin
May 31	Monday	No Classes	Memorial Day Holiday
July 4-5	Sunday-Monday	No Classes	Independence Day Holiday Break
August 2	Monday	11:00 p.m.	Classes End
August 4	Wednesday	12:00 noon	Grades Due

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

## College Calendar 2025-2028

### Fall Semester 2027

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 2028

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
February 28-March 4	Monday-Saturday	No Classes	Winter Break
April 16	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 2028

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

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



WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

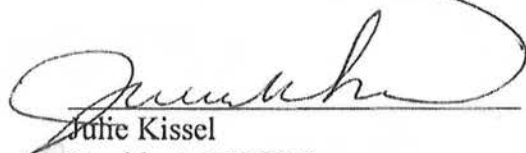
THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

Wage Step Adjustment for Advisors Beck, Middlebrook and Starks

Due to the unique circumstances affecting Advisors Laura Beck, Brittany Middlebrook and Ashley Starks and in the interest of fairness, all three Advisors will be elevated to Wage Step 114, effective March 18, 2024. There will be no back pay to any Advisor as a result of this Letter of Agreement.

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. Further, this Letter of Agreement shall not be effective with regard to any other employee, regardless of how similarly situated he or she may be to the Advisors that are identified herein.


FOR THE ASSOCIATION

  
Julie Kissel  
President, WCCEA

2-29-2024

DATE

FOR THE COLLEGE

  
Ted Cwiek  
VP Labor Relations & CHRO

3/5/24

DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**

*Professional Service Personnel and Academic Advisor Remote Work*

Notwithstanding para 0114.1 and 0115.1 of the master contract, professional service personnel (PSP) and academic advisors will work a planned schedule with one (1) or two (2) days of remote work per week. Remote work will be managed by the supervisor and adjusted based on the student and operational needs.

Weeks with up to 1 remote workday(s) include:

- August 19, 2024 – September 6, 2024
- October 14, 2024 – October 25, 2024
- January 2, 2025 – January 24, 2025
- March 10, 2025 – March 21, 2025
- May 5, 2025 – May 16, 2025
- August 4, 2025 – August 18, 2025

This action constitutes the entire agreement between the parties and shall not be considered precedent setting in any way. This Agreement will expire on August 18, 2025.

**FOR THE ASSOCIATION**



Julie Kissel  
President, WCCEA

2-29-2024

**DATE**

**FOR THE COLLEGE**



Ted Cwiek  
VP Labor Relations & CHRO

3/6/24

**DATE**

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**


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

Notwithstanding paragraphs 0113.3 and 0115.1 of the master contract, professional counselors and student resource center case managers (classified faculty) will work a planned on-campus schedule of four (4) days per week with one (1) day of remote work.

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 will expire on August 18, 2025.

**FOR THE ASSOCIATION**

  
Julie Kissel  
President, WCCEA

2-29-2024  
DATE

**FOR THE COLLEGE**

  
Ted Cwiek  
VP Labor Relations & CHRO

3/6/24  
DATE

**WASHTENAW COMMUNITY COLLEGE**

**LETTER OF AGREEMENT**

**BETWEEN**

**THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION**

**AND**

**THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES**


*Professional Librarian Remote Work*

Notwithstanding paragraph 114.1 of the master contract, professional librarians will work a planned on-campus schedule of four (4) days per week with one (1) day of remote work.

Schedules will be managed by the supervisor and adjusted based on the 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 will expire August 18, 2025.

**FOR THE ASSOCIATION**

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

2-29-2024

**DATE**

**FOR THE COLLEGE**

  
\_\_\_\_\_  
Ted Cwiek  
VP Labor Relations & CHRO

3/6/24

**DATE**



WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

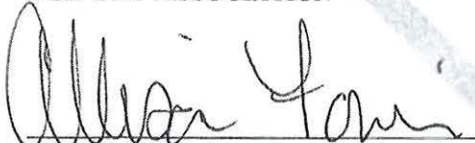
*Excess Contact Hours – Summer 2024*

Notwithstanding para 0108.1 and 0108.4 of the Master Contract, the following employees will be allowed to exceed contact hours for the Summer 2024 semester:

Delena Harrison	@00689877	150 hours (semester)	390 hours (annual)
Zeeshan Ahmed	@00698228	120 hours (semester)	390 hours (annual)
Kristin Good	@00015954	135 hours (semester)	390 hours (annual)
Thomas Achatz	@00015611	120 hours (semester)	375 hours (annual)
Anton Lajcaj	@00681278	120 hours (semester)	390 hours (annual)
Elvedina Melkic	@00625179	135 hours (semester)	405 hours (annual)
Lori Broughton	@00656500	120 hours (semester)	390 hours (annual)
Jason Rees	@00674828	120 hours (semester)	375 hours (annual)
Sondra Bobroff	@00511738	135 hours (semester)	375 hours (annual)
Jesse Winters	@00730510	105 hours (semester)	390 hours (annual)
Brendan Pickard	@00684357	195 hours (semester)	360 hours (annual)
Sean Reilly	@00753116	210 hours (semester)	210 hours (annual)

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

FOR THE ASSOCIATION



Allison Fournier  
President, WCCEA

4/23/24

DATE

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

4/30/24

DATE

WASHTENAW COMMUNITY COLLEGE

LETTER OF AGREEMENT

BETWEEN

THE WASHTENAW COMMUNITY COLLEGE EDUCATION ASSOCIATION

AND

THE WASHTENAW COMMUNITY COLLEGE BOARD OF TRUSTEES

*Excess Contact Hours - Summer 2024*

Notwithstanding para 0108.1 and 0108.4 of the Master Contract, the following employees will be allowed to exceed contact hours for the Summer 2024 semester:

Valerie Greaves	@00015604	255 hours (semester)	885 hours (annual)
Michael E. Quail	@00014319	287 hours (semester)	900 hours (annual)
Michael A. Quail	@00436872	167 hours (semester)	347 hours (annual)

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

FOR THE ASSOCIATION



Alison Fournier  
President, WCCEA

7/3/2024

FOR THE COLLEGE



Ted Cwiek  
VP Labor Relations & CHRO

7/3/2024