

TENTATIVE AGREEMENT
BETWEEN
WAYNE COUNTY COMMUNITY COLLEGE DISTRICT
&
WCCC FEDERATION OF TEACHERS, AFT LOCAL 2000
FOR THE JANUARY 1, 2005 REOPENER TO THE 2003-2006 COLLECTIVE
BARGAINING AGREEMENT


This Tentative Agreement is executed by and between the Wayne County Community College District Board of Trustees (hereinafter referred to as the "Board"), and Wayne County Community College Federation of Teachers (hereinafter referred to as the "Federation"), whereby the above mentioned parties agree as follows for the January 1, 2005 reopener to the 2003-2006 collective bargaining agreement:

1. Medical benefits will continue to be open until December 31, 2006.
2. Full-time faculty members will receive a retroactive lump sum payment equal to 2% of ½ year of their January 15, 2005 base compensation and 2% of overload compensation received between January 1, 2005 and June 30, 2005.
3. Full-time faculty members will receive a 2% across the board wage (base and overload) increase on July 1, 2005 and a 2% across the board wage (base and overload) increase on July 1, 2006.
4. Part-time faculty members will receive a retroactive lump sum payment equal to 2% of compensation received for teaching credit courses for the period between January 1, and June 30, 2005.
5. Part-time faculty members will receive a 2% increase in their hourly rate for teaching credit courses on July 1, 2005 and a 2% increase in their hourly rate for teaching credit courses on July 1, 2006.
6. The retroactive payments will be made no later than 45 days after ratification by the WCCCD Board of Trustees or January 31, 2006, whichever is later.
7. Full-time faculty members in attendance at designated Professional Development Days (currently: two (2) faculty organizations days and one (1) district-wide conference day annually) will be compensated at an hourly rate equal to their overload rate for up to a maximum of six hours on any designated day.

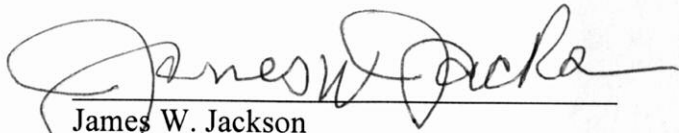
8. Part-time retirees with 200 or more contact hours of teaching at the College will be allowed to select three (3) classes with a maximum of nine (9) contact hours during any semester commencing prior to December 31, 2006.
9. Except for medical benefits, parties withdraw all proposals not addressed in this tentative agreement.

On behalf of the Wayne County Community
College District

On behalf of the WCCC Federation of
Teachers, AFT Local 2000



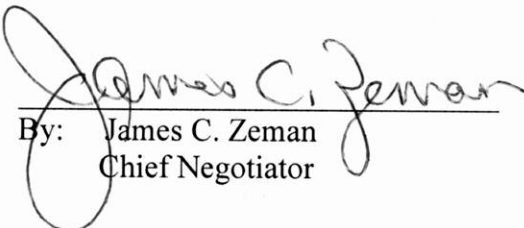
Willie R. Acosta
Executive Assistant to the Chancellor




James W. Jackson
President

Dated: 11/17, 2005

Dated: 11/17, 2005



By: James C. Zeman
Chief Negotiator



By: Frederick Novack
Chief Negotiator

Dated: 11/17, 2005

Dated: 11/17, 2005

Presented by: WCCCD to AFT Local 2000 11-17-05

WAYNE COUNTY COMMUNITY COLLEGE DISTRICT

MEMORANDUM OF UNDERSTANDING

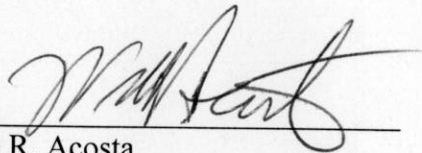
This Memorandum of Understanding, executed by and between the Wayne County Community College District Board of Trustees (hereinafter referred to as the "Board"), and Wayne County Community College Federation of Teachers (hereinafter referred to as the "Federation"), whereby the above mentioned parties agree as follows:

For faculty advising, assessment and curriculum committee work and participation in the integration of teaching technology across the curriculum, full-time faculty members will be paid on January 31st and July 31st of each year for work performed during the six (6) month period ending in the prior month and the District will standardize the forms used for recording the time spent and processing payments to full-time members in connection with each of these activities.

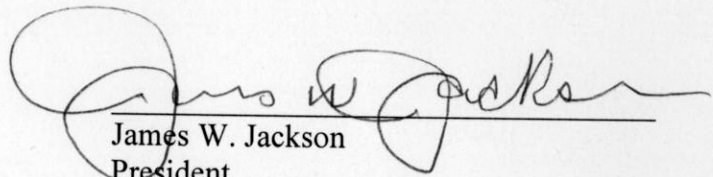
Contingent upon the ratification of the Tentative Agreement dated 11/17/05 (Wage Reopener) by WCCCD Board of Trustees.

On behalf of the Wayne County Community College District

On behalf of the WCCC Federation of Teachers, AFT Local 2000



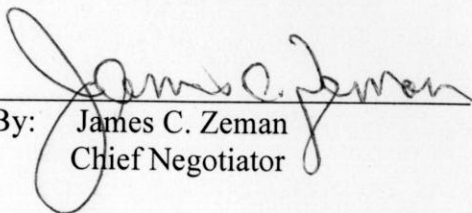
Willie R. Acosta
Executive Assistant to the Chancellor



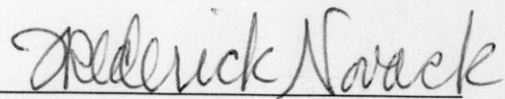
James W. Jackson
President

Dated: 11/17, 2005

Dated: 11/17, 2005



By: James C. Zeman
Chief Negotiator



By: Frederick Novack
Chief Negotiator

Dated: 11/17, 2005

Dated: 11/17, 2005

WAYNE COUNTY COMMUNITY COLLEGE DISTRICT

MEMORANDUM OF UNDERSTANDING

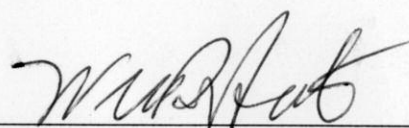
This Memorandum of Understanding, executed by and between the Wayne County Community College District Board of Trustees (hereinafter referred to as the "Board"), and Wayne County Community College Federation of Teachers (hereinafter referred to as the "Federation"), whereby the above mentioned parties agree as follows:

Beginning January 1, 2006 thru December 31, 2006, full-time faculty members will receive up to fifteen (15) hours of pay at their applicable overload rate for participating in District efforts to integrate teaching technology across the curriculum.

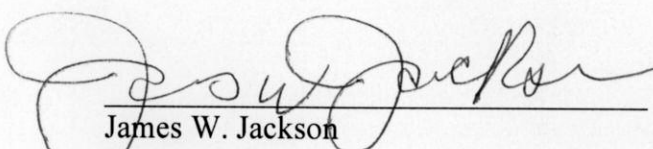
Contingent upon the ratification of the Tentative Agreement dated 11/17/05 (Wage Reopener) by WCCCD Board of Trustees.

On behalf of the Wayne County Community College District

On behalf of the WCCC Federation of Teachers, AFT Local 2000



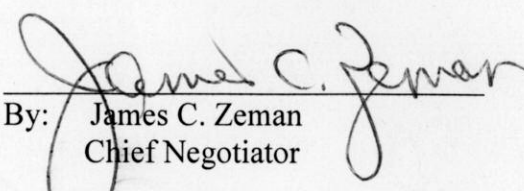
Willie R. Acosta
Executive Assistant to the Chancellor



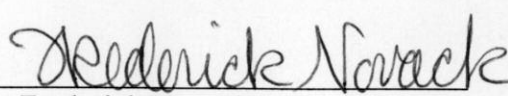
James W. Jackson
President

Dated: 11/17, 2005

Dated: 11/17/06, 2005



By: James C. Zeman
Chief Negotiator



By: Frederick Novack
Chief Negotiator

Dated: 11/17, 2005

Dated: 11/17, 2005

WAYNE COUNTY COMMUNITY COLLEGE DISTRICT

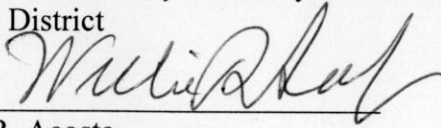
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding, executed by and between the Wayne County Community College District Board of Trustees (hereinafter referred to as the "Board"), and Wayne County Community College Federation of Teachers (hereinafter referred to as the "Federation"), whereby the above mentioned parties agree as follows:

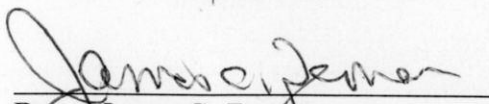
1. The employer, in the exercise of its discretion accorded under the terms of Article XVIII (H) (2) of AFT Master Agreement, hereby approves a limit of up to a maximum of twenty-four (24) contact hours for full-time faculty members for the spring, 2006 and fall, 2006 semesters only.
2. Full-time faculty members may select a maximum of seven (7) lecture classes for the semesters listed above in this MOU. Subject to the twenty-four (24) contact hour limitation contained in paragraph 1 above, full-time faculty members teaching clinicals, labs, practicums, field work and other non-lecture sections may exceed the maximum of seven (7) classes.
3. The approval contained in this MOU to exceed the twenty-two (22) contact hour per semester limit, set forth in Article XVII (H) (2) of the AFT Master Agreement, does not cover or extend to probationary or temporary full-time faculty members.
4. This Memorandum of Understanding will expire after the fall, 2006 semester and does not create any rights beyond the end of such semester.

Contingent upon the ratification of the Tentative Agreement dated 11/17/05 (Wage Reopener) by WCCCD Board of Trustees.

On behalf of the Wayne County Community College District

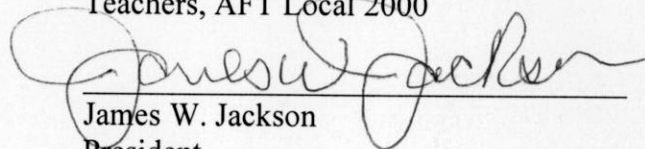

Willie R. Acosta
Executive Assistant to the Chancellor

Dated: 11/17, 2005

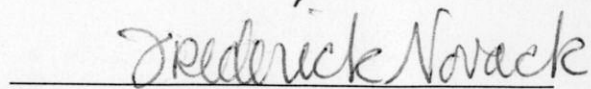

By: James C. Zeman
Chief Negotiator

Dated: 11/17, 2005

On behalf of the WCCC Federation of Teachers, AFT Local 2000


James W. Jackson
President

Dated: 11/17/05, 2005


By: Frederick Novack
Chief Negotiator

Dated: 11/17, 2005

**Wayne County Community College District
Academic Calendar
January 1, 2007 thru December 31, 2007**

Spring 2007

| | |
|----------------------------|---|
| Faculty Organizational Day | Saturday – January 13, 2007 |
| Classes Begin | Tuesday – January 16, 2007 |
| Easter Break | Friday - April 6 thru Thursday - April 12, 2007 |
| Classes End | Monday – May 7, 2007 |
| Grades Due | Wednesday – May 9, 2007 |

Summer 2007 (12 Week Term)

| | |
|--|-----------------------------|
| Classes Begin | Monday – May 21, 2007 |
| Memorial Day Holiday <i>(No Classes)</i> | Monday – May 28, 2007 |
| Independence Day Holiday <i>(No Classes)</i> | Wednesday – July 4, 2007 |
| Classes End | Monday – August 13, 2007 |
| Grades Due | Wednesday – August 15, 2007 |

(7 Week Term)

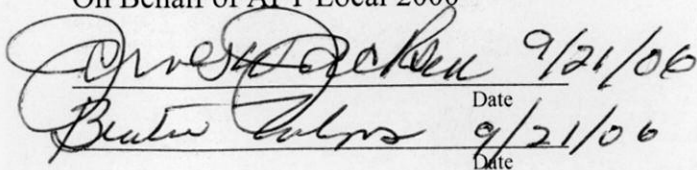
| | |
|--|----------------------------|
| Classes Begin | Thursday – June 14, 2007 |
| Independence Day Holiday <i>(No Classes)</i> | Wednesday – July 4, 2007 |
| Classes End | Wednesday – August 1, 2007 |
| Grades Due | Friday – August 3, 2007 |

Fall 2007

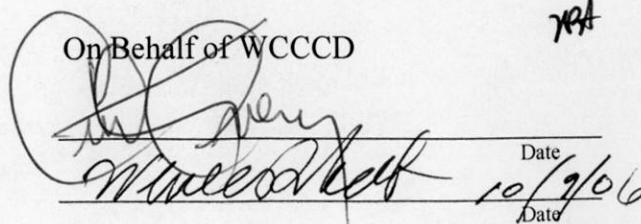
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|--|--|
| Faculty Organization Day | Saturday – August 25, 2007 |
| Classes Begin | Monday – August 27, 2007 |
| Labor Day Holiday <i>(No Classes)</i> | Monday – September 3, 2007 |
| Thanksgiving Break <i>(No Classes)</i> | Wednesday – November 21 thru Saturday - November 24, 2007 |
| Classes End | Saturday – December 15, 2007 |
| Grades Due | Tuesday – December 18, 2007 |

**See Appendix A Academic Calendar of the AFT Local 2000 Master Agreement*

On Behalf of AFT Local 2000

 9/21/06
 _____ Date
 Brent Culpe 9/21/06
 _____ Date

On Behalf of WCCCD

 10/9/06
 _____ Date
 Brent Culpe 10/9/06
 _____ Date

Date

Date