

**TENTATIVE AGREEMENT**

**BETWEEN**

**Wayne County Community College District**  
**&**  
**WCCCD Federation of Teachers, AFT Local 2000**

**For the Contract Commencing January 1, 2010**

This Tentative Agreement is executed by and between the bargaining representatives of the Wayne County Community College District Board of Trustees (“the Board” or “the District”) and the Wayne County Community College District Federation of Teachers (the “Federation”), and, subject to ratification by Federation members and approval by the Board, for the contract commencing January 1, 2010, the parties agree as follows:

1. The duration of the contract shall be for a period of three years commencing January 1, 2010.
2. The parties acknowledge that under the terms of the contract which expired December 31, 2009 the Federation members received a 2% across the board wage increase in their base compensation effective January 1, 2007, that wages (and certain other subjects) remained open or were reopened for negotiation on January 1, 2008, that the parties engaged in good faith negotiations, but that they agreed to no wage adjustments for the period January 1, 2008 through December 31, 2009. Those wage reopener negotiations have been concluded and the Federation hereby waives all claims arising from or concerning such reopener.
3. Full and part-time faculty wages are frozen for the first two years of the contract commencing January 1, 2010 (January 1, 2010 to December 31, 2010 and January 1, 2011 to December 31, 2011). On January 1, 2012, Article XXVIII (Salary Schedules) shall be reopened and the parties shall be required to negotiate over wages.
4. The Health Alliance Plan (“HAP”) and Blue Cross Blue Shield of Michigan (BCBSM”) Plans described in Article XXIX(A)(4)(a) (Fringe Benefits) shall be amended to specify that HAP and Blue Cross Blue Shield of Michigan Community Blue PPO are the plans offered and shall incorporate the following changes, with an effective date of no earlier than January 1, 2011:
  - A. Employees shall pay monthly contributions of \$120.00 for full family coverage and \$100.00 for two person and single coverage. Unless otherwise not permitted by the Internal Revenue Code, the College will establish a program which allows these monthly contributions to be paid in pre-tax dollars;

- B. Participants in BCBSM Community Blue shall be subject to the following service co-pays:
    - (i) Office visits: \$15.00
    - (ii) Chiropractor: \$15.00
    - (iii) Urgent Care: \$20.00
    - (iv) Emergency Room: \$50.00, waived if admitted
  
  - C. Participants in HAP and BCBSM Community Blue shall be subject to the following co-pays for prescription drugs:
    - (i) Generic: \$10.00
    - (ii) Brand: \$20.00
    - (iii) Ninety day supply mail order with zero co-pay rider will be added to the BCBMS Community Blue Prescription Drug Plan
  
  - D. Article XXIX(A)(4)(c) shall be amended to provide that full-time bargaining unit members who have full or partial health care coverage through another source may opt out of District provided health care coverage and receive \$2,500.00 per year. No opt out payments will be available when both the employee and the person who is the source of the employee's other coverage are employed by the District.
  
  - E. Subsequent to the ratification of this Agreement and during the term of the contract the College will not provide to exempt staff or enter to an agreement to provide to any other bargaining unit a more favorable medical insurance package than that described above without offering such package to the Federation.
5. Article XVII (Class Size) shall be amended to reflect the following:
- A. Sub-paragraph C will require the District to pay the faculty \$30.00 per student for each student in excess of the total regular obligation head count maximum per class up to 49 and \$70.00 per student from 50 up to 75 students, provided class size shall be computed on the basis of students officially listed on the computer produced final grade roster and for whom the instructor records a letter grade or an incomplete. The College will streamline the process for submission of requests for over the head count compensation by making the request form available on Webgate (or equivalent system) and designating a recipient for its electronic submission. There shall be no change in the balance of sub-paragraph C.
  
  - B. Sub-paragraph D shall be deleted and replaced with the following: Enrollment in any class shall be capped at 75 students for non-distance learning courses and 33 for distance learning courses. The College shall not permit additional students to

enroll once the cap has been reached. These caps are not intended to supersede local laws and regulations governing room capacity.

- C. Article XXXVI (D) (Distance Learning) shall be deleted in its entirety from the contract.
6. Article XXXIV (Q) (Faculty Responsibilities) shall be amended, as follows:
- A. The payment of faculty for Academic Advising, as described in this subparagraph shall be suspended until 11:59 p.m. on December 31, 2012.
  - B. At the expiration of the 2010-12 Contract the Federation shall be free to pursue on behalf of its members any rights existing at the time of this Tentative Agreement in connection with academic advising, as described in this provision of the Contract, and the College shall be free to assert all currently available and future defenses, except those arising from the passage of time between the execution of the Tentative Agreement and December 31, 2012.
  - C. For the calendar years 2011 and 2012, full-time faculty will be paid on a monthly basis at their overload rate for 18 hours of mentoring of part-time faculty during each of the spring and fall, 2011 and 2012 semesters. The Mentoring Program will be administered by a six person committee composed of three members appointed by the Federation and three members appointed by the Vice Chancellor of Educational Affairs. The Mentoring Committee will establish procedures to implement and achieve the objectives of the Mentoring Program, as described in the document attached as Exhibit A. The Committee will present periodic reports that will be signed off on by the Vice Chancellor for Educational Affairs documenting the participation of full-time Federation members in the Mentoring Program. Counselors will be eligible to participate in the Mentoring Program. Probationary and temporary full-time faculty will not be eligible to participate in the Mentoring Program. Service on the committee will satisfy the Mentoring Program obligation for no more than three full-time faculty members. Federation members may elect not to participate in the Mentoring Program.
7. Without limiting the College's right to decide whether to hold a summer semester the parties will enter into a Memorandum of Understanding in the form attached as Exhibit B to allow Full-time faculty members to teach a maximum of twenty-four (24) contact hours weekly for the spring and fall semesters and two hundred twenty-five (225) contact hours in the aggregate for the summer semester.
8. The following new language will be incorporated into Article XXXVI (Distance Education):

Full-time faculty who have taught an entire base load in distance learning courses during any spring or fall semester up to and including spring 2007 will be allowed to select all her/his courses in the distance learning

modality. However, no more than ten (10) full-time faculty members per semester may teach an entire load in the distance learning modality.

9. Article XV (F) (Assignments) will be amended such that the first sentence of subparagraph 9 will read as follows:

Qualified part-time faculty retired under the Michigan Public School Employees Retirees System (“MPERS”) with 100 or more hours of seniority who are selecting class assignments.

A new subparagraph XV(F)(13) will be added to read as follows:

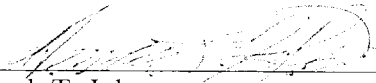
Qualified part-time faculty retired under the Michigan Public School Employees Retirees System (“MPERS”) with 99 hours of seniority or fewer who are selecting class assignments. Seniority is determined by the number of equivalent years of teaching at the College. These individuals will be allowed to select two (2) classes with a maximum of six (6) contact hours.

Subparagraph 13 will be renumbered to become 14, subparagraph 14 will be renumbered to become 15 and subparagraph 15 will be renumbered to become 16.

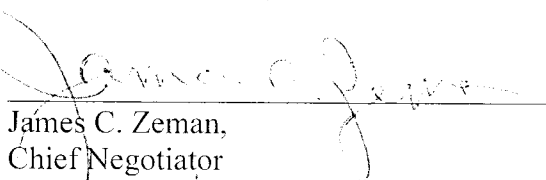
10. Beginning with summer 2011 selection, the Article XV(F)(5) will be amended to allow qualified full-time faculty members retired under the MPERS to select up to three classes per semester, but no more than six classes per academic year.
11. After ratification of the contract by the Federation and approval by the District’s Board of Trustees, all proposals were deemed to have been withdrawn.

SIGNATURES FOLLOW ON NEXT PAGE

On behalf of the Wayne County Community  
College District

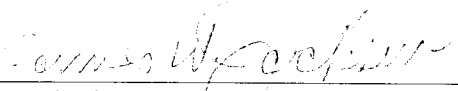
  
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Derek T. Johnson,  
College Counsel

Dated: 11/14/10

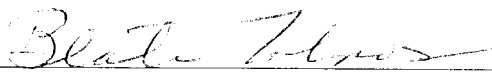
  
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James C. Zeman,  
Chief Negotiator

Dated: 11/15/10

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

  
\_\_\_\_\_  
James Jackson,  
President-AFT Local 2000

Dated: 11/14/10

  
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Béatrice Talpos,  
Chief Negotiator

Dated: 11/14/2010

**DRAFT**

## **Faculty Mentoring Program:**

**Providing a Legacy of Faculty Leadership at Wayne County Community College District**

### **Introduction**

Given the large number of part time faculty members at Wayne County Community College District, this proposal is to initiate a mentoring program involving experienced full time faculty. Peer to peer mentoring is intended to be a useful way of helping part time faculty members adjust to the community college environment, acclimate to teaching a variety of modalities, and facilitate overall connectedness to the community college. The most important tasks of a good mentor are to help both new and current part time faculty members achieve excellence and to acclimate to WCCCD. Although the role of mentor will be an informal one, it may pose a challenge because it requires dedication and time. A good relationship with a supportive, active mentor, however, has been shown to contribute significantly to a part time faculty member's career development and satisfaction.

### **The Responsibility of the Full Time Faculty Mentor**

The full time faculty mentors will be assigned a list of part time faculty and then contact the faculty members on a regular basis over at least two years. The mentor will provide informal advice to the faculty members on teaching and learning strategies, serving on committees, assessment planning and implementation, classroom management, syllabi development and review, new course or program development, and distance learning opportunities. The mentor will treat all interactions and discussions in confidence. There will be no evaluation or assessment of the part time faculty member on the part of the mentor, only supportive guidance and constructive feedback.

### **The Responsibility of the Part time Faculty Member**

The part time faculty member will keep his/her mentor informed of any problems or concerns as they arise. The part time faculty member will have an opportunity to assess the relationship with the full time faculty each year during the formal mentoring period.

### **Qualities of a Good Mentor**

- Accessibility – the mentor is encouraged to make time to be available to the part time faculty member. The mentor might keep in contact by dropping by, calling, sending e-mail, or extending a lunch invitation. It is very helpful for the mentor to make time to read / critique syllabi, course assignments, and examinations to provide periodic reviews of progress.
- Networking – the mentor should be able to help the part time faculty member establish a professional network.
- Independence – the part time faculty member's intellectual independence from the mentor must be carefully preserved and the mentor must avoid developing a competitive relationship with the part time faculty member.

**DRAFT**

## **Goals for the Full time Faculty Mentor**

### *Short-term goals*

- Familiarization with the campus and its environment, including the WCCCD multi-campus community college.
- Networking—introduction to colleagues, identification of other possible mentors.
- Developing awareness—help part time faculty understand policies and procedures that are relevant to the faculty member's work.
- Constructive criticism and encouragement, compliments on achievements.
- Helping to sort out priorities—budgeting time; balancing teaching, student engagement, and service.

### *Long-term goals*

- Developing visibility and prominence within the profession.
- Achieving career advancement.
- Building a legacy of faculty leadership.

## **Benefits for the Full time Faculty Mentor**

- Satisfaction in assisting in the development of a colleague
- Ideas for and feedback about the mentor's own teaching / scholarship
- A network of colleagues who have passed through the program
- Retention of excellent faculty colleagues
- Enhancement of department quality


## **Changing Mentors**

In cases of changing commitments, incompatibility, or where the relationship is not mutually fulfilling, either the part time faculty member or mentor should seek confidential advice from his/her Campus Chief Academic Officer. It is important to realize that changes can and should be made without prejudice or fault. The part time faculty member, in any case, should be encouraged to seek out additional mentors as the need arises.

Wayne County Community College District  
and the Wayne County Community College  
Federation of Teachers, AFT Local 2000

Memorandum of Understanding (MOU)

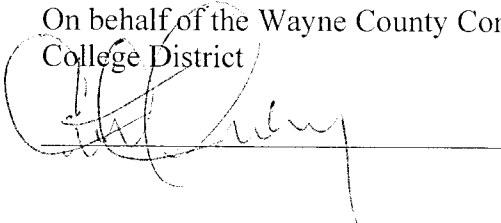
The Wayne County Community College District (hereinafter referred to as the "Employer") and the Wayne County Community College Federation of Teachers, AFT Local 2000 (hereinafter referred to as the "Union") agree as follows:

1. The Employer, in the exercise of its discretion accorded under the terms of Article XVIII (H) (2) of the AFT Master Agreement, hereby approves a limit of up to a maximum of twenty-four (24) contact hours for full-time faculty members for spring and fall semesters and two hundred twenty-five (225) contact hours in the aggregate for summer semesters.
2. Full-time faculty members may select a maximum of seven (7) classes during any spring or fall semester covered by 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, as set forth in Article XVIII (H) (2) of the AFT Master Agreement and summer semester limit of Four (4) classes, as set forth in Article XV (H) (1) of the AFT Master Agreement, does not cover or extend to probationary or temporary full-time faculty members.
4. Nothing in this MOU shall limit the College's right to decide how work is scheduled, including, without limitation, whether to convene a summer semester.
5. This Memorandum of Understanding will expire after the fall, 201<sup>12</sup>~~14~~ semester and does not create or confer any rights beyond the end of such semester. 

This MOU is only effective upon the ratification by the membership of the AFT and approval by the WCCCD Board of Trustees of the Tentative Agreement dated

11/15/10.

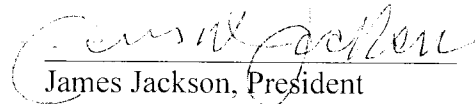
On behalf of the Wayne County Community  
College District



Date:

11/15/10

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



James Jackson, President

Date:

11/14/2010



Wayne County Community College District  
and the Wayne County Community College  
Federation of Teachers, AFT Local 2000

Memorandum of Understanding (MOU)

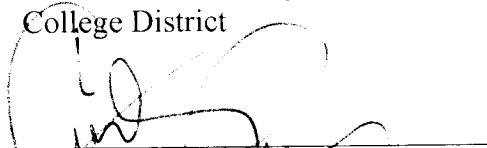
The Wayne County Community College District (hereinafter referred to as the "Employer")  
and the Wayne County Community College Federation of Teachers, AFT Local 2000  
(hereinafter referred to as the "Union") agree as follows:

1. Section 4. E. of the Tentative Agreement between the Employer and the Union for the contract commencing January 1, 2010 (the "Tentative Agreement") is hereby revised to read as follows:

Subsequent to the implementation of the changes referenced in A thru D above, and during the term of the contract, the College will not provide to exempt staff or enter into a new agreement to provide to any other bargaining unit a more favorable medical insurance package than that described above without offering such package to the Federation.

2. The remainder of the Tentative Agreement stands as written.

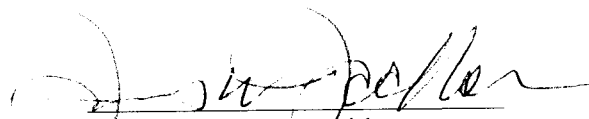
On behalf of the Wayne County Community  
College District



Curtis L. Ivery, Chancellor

Date: 12-14-2010

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



James Jackson, President

Date: 12-14-2010