

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:

Medical benefits will continue to be open until December 31, 2006.

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.

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.

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.

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.

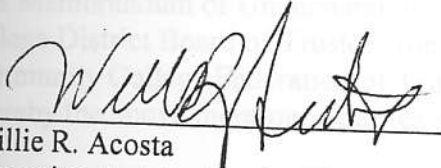
The retroactive payments will be made no later than 45 days after ratification by the WCCCD Board of Trustees or January 31, 2006, whichever is later.

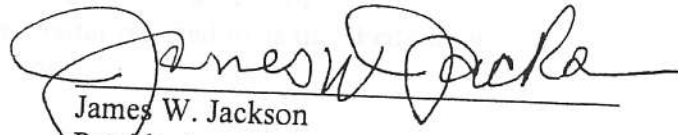
Full-time faculty members in attendance at designated Professional Development Days (currently: two (2) faculty organizations days and one (1) district-wide conference day annually) will be compensated at an hourly rate equal to their overload rate for up to a maximum of six hours on any designated day.

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

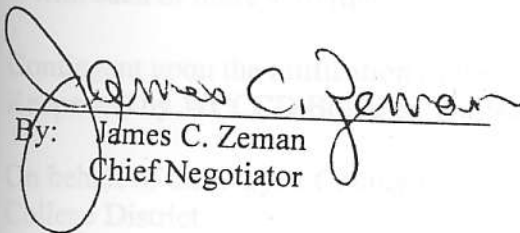
On behalf of the WCCC Federation of
Teachers, AFT Local 2000

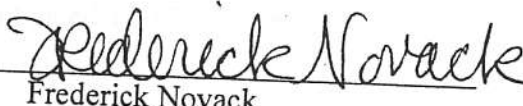

Willie R. Acosta
Executive Assistant to the Chancellor


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