

Memorandum of Agreement
Between
Connecticut State Colleges & Universities
And
Connecticut State Community College, Gateway Campus
And
The Federation of Technical College Teachers, AFT, Local 1942, AFL-CIO
And
Wesley Winterbottom

This Memorandum of Agreement ("MOA" or "Agreement") is made by and between the Connecticut State Colleges and Universities ("CSCU"); Connecticut State Community College, Gateway Campus ("CT State - Gateway"); The Federation of Technical College Teachers, AFT, Local 1942, AFL-CIO ("AFT"); and Wesley Winterbottom ("Mr. Winterbottom"); collectively, ("the Parties").

Whereas, CSCU and AFT are parties to a collective bargaining agreement ("CBA");

Whereas, Mr. Winterbottom (EmpID: 216342) currently serves as Professor of Science at CT State – Gateway;

Whereas, CT State established a framework for Program Creation and Program Reviews for Fall 2025 and Spring 2026;

Whereas, Mr. Winterbottom worked on the creation of Public Utility Management Certificate Program and the Single Campus Program Review of Water Management Program, during the Fall 2025 and Spring 2026 semesters;

Whereas, AFT has filed a grievance in connection with the above matter;

Whereas, CT State – Gateway has a need for a Program Coordinator of Water Management Program;

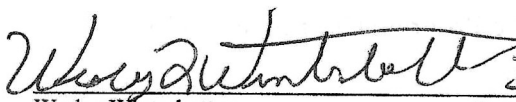
Whereas, Mr. Winterbottom is willing and able to serve as the Program Coordinator of the Water Management Program at CT State – Gateway.

Now, therefore the parties agree to the following:

1. Mr. Winterbottom will receive three credits of retroactive release time as compensation for the creation of the Public Utility Management Certificate Program, which took place during the Fall 2025 semester.
2. Mr. Winterbottom will receive three credits of retroactive release time for both the Fall 2025 and Spring 2026 (six credits) for his work on the Single Campus Program Review of the Water Management program.
3. For the total of nine retroactive credits, Mr. Winterbottom will receive a lump sum payment of \$20,439, less all necessary withholdings and deductions, for his work as

outlined in items #1 and #2 in this agreement. This amount was calculated using the FY2026 PTL per credit rate, \$2,271.

4. Mr. Winterbottom will serve as the Program Coordinator, Level II, of Water Management Program, at CT Sate – Gateway effective August 22, 2025, and will receive six credits per year, in accordance with the AFT CBA.
5. In full execution of this Agreement, AFT shall withdraw the grievance submitted in connection with this matter.
6. The parties acknowledge that we have all freely and voluntarily entered this MOA. The signatures on this MOA are acknowledgement that we have all fully read and understand its content, meaning, intent and implications.
7. This Agreement is exclusive to Mr. Winterbottom and is made without prejudice. The parties agree that this Agreement will not be used in any other forum for any reason other than involving Mr. Winterbottom. This Agreement will not be appealed in any forum, nor shall it be used as evidence in any hearing or proceeding.
8. Neither AFT nor the employee will file any grievance, arbitration, prohibited practice, CHRO/EEOC complaint based on the above actions or pursue it through any other means.
9. This MOA shall not constitute any admission of wrongdoing by the parties and shall not create a past practice or precedent between the parties. All other terms and conditions of the AFT Collective Bargaining Agreement will remain in effect as this agreement is not intended to change or modify any terms of the CBA.


Wesley Winterbottom
3/10/2026
Date

 5/19/26
The Federation of Technical College Teachers
AFT, Local 1942, AFL-CIO
Date


05/28/2026
Connecticut State Community College
Gateway Campus
Date

Marilyn A. Allbrecht, MSW
5/29/2026
Connecticut State
Colleges & Universities
Date