

**MONTGOMERY COLLEGE**  
**and**  
**THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**  
**MONTGOMERY COLLEGE CHAPTER**

**MEMORANDUM OF AGREEMENT**

July 22, 2003

The College and the Chapter have negotiated since October 2002 pursuant to Section 11.1(B) of the negotiated Agreement. Ratification by the Board of Trustees of the College occurred on July 14, 2003 and ratification by the membership of the Chapter occurred on July 10, 2003. The parties agree to make these modifications in the negotiated Agreement:

**Section 8.2 – Fiscal Academic Years.**

**(A) General –Fiscal 2003 and 2004 Academic Years.**

1) Effective the first day of the fiscal 2004 academic year, the fiscal 2004 academic year salary shall be calculated as follows: One Hundred Two and Two Hundred Thirty Five Thousandths percent (2.235%) of the faculty member's fiscal 2003 academic year salary; provided no salary shall exceed Seventy Eight Thousand Twenty Nine Dollars (\$78,029) or be less than Thirty Seven Thousand Eight Hundred Seventy Two Dollars (\$37,872). (This represents a 3.625% adjustment reduced by 38.3% consistent with the salary adjustment made by other Montgomery County agencies.)

2) Effective the first day of the fiscal 2004 academic year, an adjustment of One Thousand One Hundred Sixty Seven Dollars (\$1,167) will be made to the 2003 academic year salary for all faculty members whose salary is below the FY 2004 maximum salary; provided that no faculty member will receive more than Seventy Eight Thousand Twenty Nine Dollars (\$78,029).

3) At the end of the fiscal 2004 academic year, adjustments will be made so that each faculty member's FY 2003 salary will be One Hundred Three and Six Hundred Twenty Five Thousandths percent (3.625%) plus One Thousand One Hundred Sixty Seven Dollars (\$1,167), provided that no faculty member's salary shall exceed Seventy Nine Thousand Ninety Dollars (\$79,090) or be less than Thirty Eight Thousand Three Hundred Eighty Seven Dollars (\$38,387).

**Appendix I – Overload Pay.**

**2003 – 2004 Academic Year**

Effective the first day of the fiscal 2004 academic year, the fiscal 2004 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$739
6 years or more	\$816

At the end of the fiscal 2004 academic year, the Overload Pay Rates will be adjusted to:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$748
6 years or more	\$827

**Appendix II – Pay For Rehired Retired Faculty.**

Effective the first day of the fiscal 2004 academic year, the fiscal 2003-2004 academic year rate is \$ 2110 per ESH. At the end of fiscal 2004 academic year the rate will be adjusted to \$2138 per ESH.

**Section 11.1 – Duration.**

**(B) Reopeners. The last sentence of this paragraph is modified to:**

Notice of the intent to reopen this Agreement for negotiations regarding any matter specified above requires service of written notice on the other party not later than September 1 of fiscal academic year 2004.

For Montgomery College:

For the Chapter:

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Gene W. Counihan, Chair  
Board of Trustees

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Harry N. Zarin, President  
Montgomery College Chapter  
American Association of University  
Professors

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