

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

**MEMORANDUM OF AGREEMENT**

March 23, 2007

The College and the Chapter have negotiated since December 2006 pursuant to Section 11.1(B) of the negotiated Agreement. The parties reached tentative agreement on modifications to the negotiated Agreement that were subsequently ratified by the Board of Trustees of the College on March 20, 2007 and the membership of the Chapter on February 7, 2007. Accordingly, the parties agree to make these modifications in the negotiated Agreement:

**Section 8.2 – Fiscal Academic Years.**

**(A) General –Fiscal 2008, 2009 and 2010 Academic Years.**

- 1) Effective the first day of the fiscal 2008 academic year, the fiscal year 2008 academic year salary of a faculty member shall be calculated as follows: One Hundred Five and Three Tenths percent (105.3%) of the faculty member's fiscal 2007 academic year salary plus Two Thousand One Hundred Twenty Five (\$2125.00); provided that no such faculty member's fiscal 2008 salary shall exceed Ninety Thousand Eight Hundred fifty Three Dollars (\$90,853) and shall not be less than Forty Four Thousand Ninety Six Dollars (\$44,096).
- 2) Effective the first day of the fiscal 2009 academic year, the fiscal year 2009 academic year salary of a faculty member shall be calculated as follows: One Hundred Five and Five Tenths percent (105.5%) of the faculty member's fiscal 2008 academic year salary plus Two Thousand Two Hundred Forty Two Dollars (\$2242.00): provided that no such faculty member's fiscal 2006 salary shall exceed Ninety Five Thousand Eight Hundred Fifty Dollars (\$95,850) and shall not be less than Forty Six Thousand Five Hundred Twenty One Dollars (\$46,521).
- 3) Effective the first day of the fiscal 2010 academic year, the fiscal year 2010 academic year salary of a faculty member shall be calculated as follows: One Hundred Five and Eight Tenths percent (105.8%) of the faculty member's fiscal 2009 academic year salary plus Two Thousand Three Hundred Seventy Two Dollars (\$2372.00): provided that no such faculty member's fiscal 2010 salary shall exceed One Hundred One Thousand Four Hundred Ten Dollars (\$101,410) and shall not be less than Forty Nine Thousand Two Hundred Twenty Dollars (\$49,220).

**Section 9.4 – Educational Assistance Program.**

Effective the first day of the fiscal 2008 academic year, the maximum benefit payable under the program in the Fiscal 2008 academic year shall be equal to \$1,735 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$201,363.

Effective the first day of the fiscal 2009 academic year, the maximum benefit payable under the program in the fiscal 2009 academic year shall be equal to \$1,871 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$217,170.

Effective the first day of the fiscal 2010 academic year, the maximum benefit payable under the program in the Fiscal 2010 academic year shall be equal to \$2,020 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$234,522.

Additionally, for faculty members who undertake graduate coursework beyond the Master’s Degree level, the maximum EAP benefit can exceed the specified dollar amount for that year such that total reimbursement would be equal to the University of Maryland College Park rate for in-state tuition and fees for graduate coursework up to a maximum of six (6) graduate credits per academic year.

**Appendix 1 – Overload Pay.**

**2008 – 2010 Academic Years:**

Effective the first day of the fiscal 2008 academic year, the fiscal 2008 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$941
6 years or more	\$1,040

Effective the first day of the fiscal 2009 academic year, the fiscal 2009 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$1,015
6 years or more	\$1,122

Effective the first day of the fiscal 2010 academic year, the fiscal 2010 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$1,096
6 years or more	\$1,212

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

Effective the first day of the fiscal 2008 academic year, the fiscal 2008 academic year rate is \$2,691 per ESH.

Effective the first day of the fiscal 2009 academic year, the fiscal 2009 academic year rate is \$2,902 per ESH

Effective the first day of the fiscal 2010 academic year, the fiscal 2010 academic year rate is \$3,134 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 2010.

For Montgomery College:

For the Chapter

  
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Sylvia W. Crowder, Chair  
Board of Trustees

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

April 2, 2007

March 27, 2007