

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

MEMORANDUM OF AGREEMENT

February 17, 2009

The College and the Chapter have negotiated since December 2008 pursuant to Section 8.5 of the negotiated Agreement. The parties reached a tentative agreement on modifications to the negotiated Agreement that were subsequently ratified by the Board of Trustees of the College on March 17, 2009 and the membership of the Chapter on February 17, 2009. Accordingly, the parties agree to make these modifications in the negotiated Agreement:

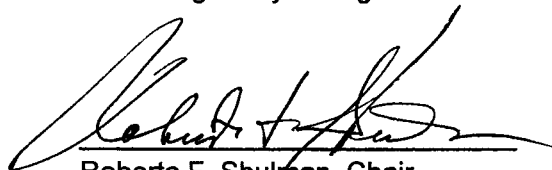
Section 8.2 – Fiscal Academic Years.

(A) General – Fiscal 2010 Academic Year.

1. The provisions of Section 8.2 of the Agreement and the March 23, 2007 MOA are not effective for Fiscal 2010.
2. For Fiscal 2010, faculty members will have their academic year salary raised by \$2372.00 in the paycheck issued on October 23, 2009, provided that no faculty member's salary shall exceed \$95,850.00.
3. For Fiscal 2010, in the paycheck issued on September 11, 2009, faculty members shall receive a one time lump sum payment, less lawful deductions, which shall not be included in a faculty member's base salary, in the following manner:
 - Faculty members currently at the top of the Fiscal Year 2009 ("FY 09") salary scale (\$95,850.00) shall receive a payment of \$500.00;
 - Faculty members whose FY 09 salaries are within \$500.00 of the top of the FY 09 scale shall receive a payment equal to \$500.00 less the amount of the salary increase received by them pursuant to paragraph 2 hereof;
 - Faculty members whose FY 09 salary is below \$50,000.00 shall receive a payment of \$1000.00;
 - Faculty members whose FY 09 salary is between \$50,000.00 and \$54,999.00 shall receive a payment of \$750.00;
 - Faculty members whose FY 09 salary is between \$55,000.00 and \$59,999.00 shall receive a payment of \$500.00.

4. If and when the financial situation changes, and the actual revenues received by the College for Fiscal 2010 require or permit additional adjustments to employee wages, the College shall notify the Chapter, and the Parties agree to promptly meet and negotiate in good faith in an effort to reach agreement on such changes.
5. In all other respects, the negotiated Agreement and the MOA shall remain in full force and effect.

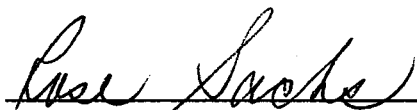
For Montgomery College:



Roberta F. Shulman, Chair
Board of Trustees

April 13, 2009
Date

For the Chapter



Rose Sachs, President
Montgomery College Chapter
American Association of University Professors

April 7, 2009
Date