From:	The President
To:	MC Communications List
Subject:	Update - Employee Compensation and Paid Time Off in Fiscal Year 2012
Date:	Monday, June 06, 2011 4:08:52 PM

MONTGOMERY COLLEGE
Office of the President

June 6, 2011

MEMORANDUM

To: Montgomery College Colleagues

From: Dr. DeRionne P. Pollard, President

Subject: Update – Employee Compensation and Paid Time Off in Fiscal Year 2012

As we approach the end of a challenging budget year, I want to again express my gratitude for your continued commitment to our students. Each of you has made personal and professional sacrifices to ensure we continue to offer high-quality education to our community. While we will continue to operate in a constrained environment during the next fiscal year, I want to assure you that there will be no furloughs.

This decision means that the salary reductions that accompanied furloughs will end on July 1, 2011, which will effectively restore your fiscal year 2012 (FY12) earnings to FY10 levels. The Board of Trustees and I would prefer to increase compensation, but given the current fiscal climate, no wage or merit increases are included in the operating budget.

Working with our unions, we have decided to provide additional paid time off this coming year to all full-time faculty, staff, and administrators in recognition of the sacrifices that you made in FY11. For full-time instructional faculty, this means an extended winter recess with two additional days off—January 12–13, 2012—and a start to professional week on Tuesday, January 17, 2012. For staff, full-time counseling faculty, and administrators, the College will once again close for an entire week during spring break, March 12–16, 2012.

The College negotiated these additional paid days off with the Montgomery College Chapter of the American Association of University Professors and Local 2380 of the American Federation of State, County, and Municipal Employees. If you have any questions about this additional paid time off, please contact the Office of Employee Engagement and Labor Relations at 240-567-5396.

Once again, thank you for your dedication and commitment to changing lives.