



Montgomery
College

October 28, 2004

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

Dear Professor Sachs:

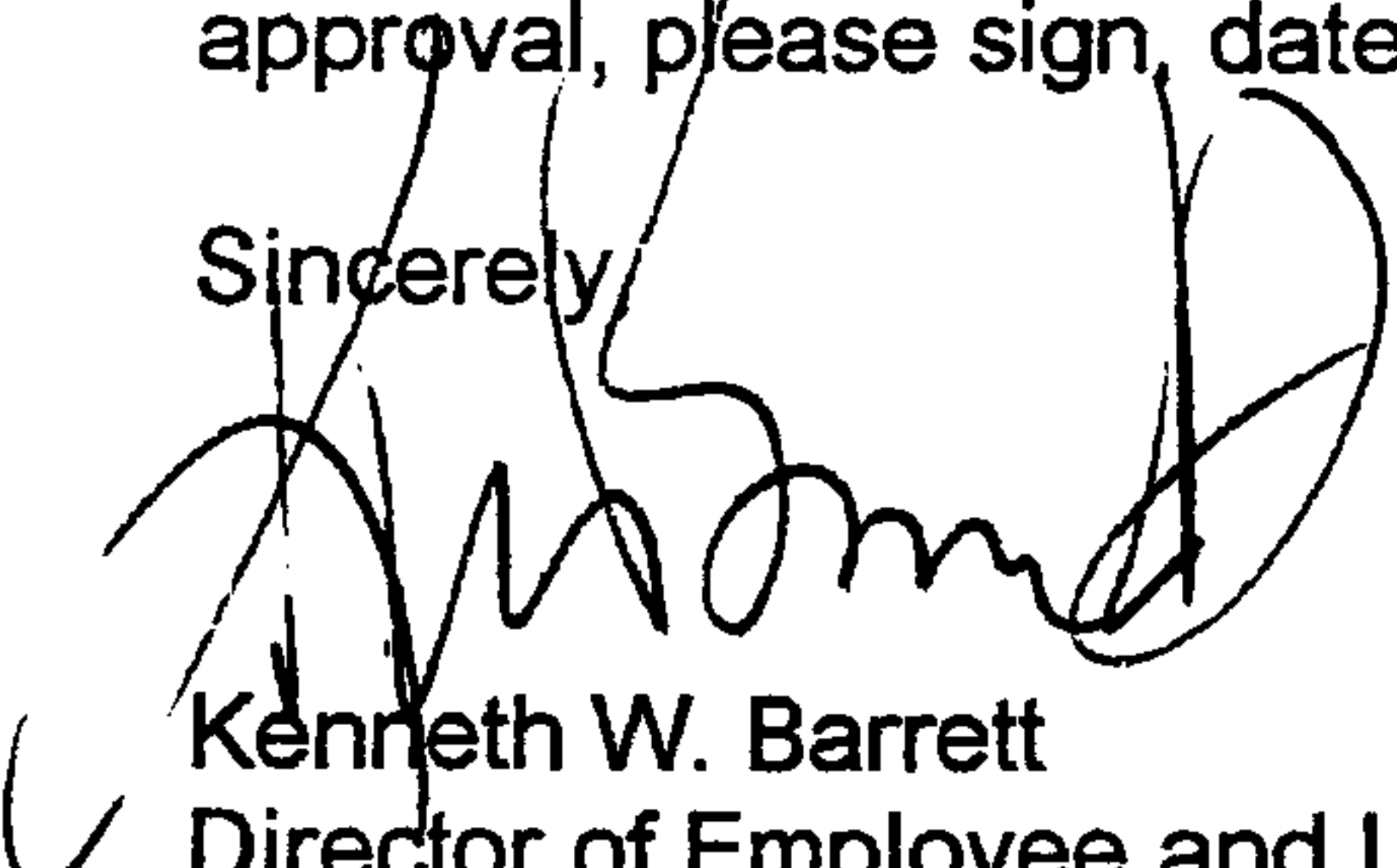
This confirms the understanding reached between the College and the Chapter regarding several counseling faculty issues. After review and good faith discussion, the parties agree, effective the first day of fiscal academic year 2005, to implement the provisions of Section 5.1 (B) of the Agreement in this manner:

1. The number of Recess Days for counseling faculty during each of the first three academic years of full-time employment shall be eleven (11). During the fourth to the fifteenth year of full-time employment, counseling faculty will receive fifteen (15) Recess Days each academic year. All full-time counseling faculty employed during fiscal academic year 2004 will receive fifteen (15) Recess Days each academic year prior to their fifteenth year of full-time College employment. During and after the fifteenth year of full-time employment, counseling faculty will receive nineteen (19) Recess Days each academic year. One Recess Day may be carried forward to the summer immediately preceding the next academic year for counseling faculty assigned to work at least fifteen (15) days during the summer period between academic years. All Recess Days shall be scheduled on an individual basis with the approval of the appropriate Campus Dean of Student Development;
2. Counseling faculty shall be eligible to earn overload ESH as specified in Appendix One of the negotiated Agreement through assignment in the Counseling Department with the approval of the appropriate Campus Dean of Student Development; and

3. The College will make appropriate revisions to College Procedure 32206CP to clarify that the appropriate Dean of Student Development may approve the assignment of a special College project to a counseling faculty member for an agreed amount of time at a location away from College premises.

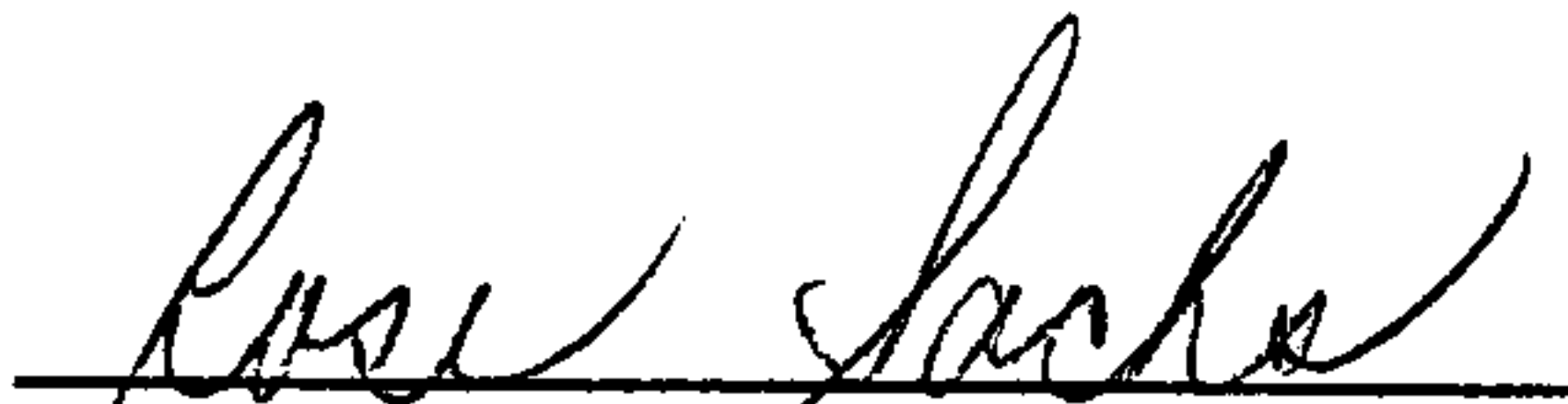
If these terms are consistent with the discussions and meet with the Chapter's approval, please sign, date and return one original of this letter.

Sincerely,



Kenneth W. Barrett
Director of Employee and Labor Relations
Montgomery College

For the Chapter:



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

Date: 4/1/04, 2004