

Executive Summary: 2015 Tentative Agreements

Salary:

Fiscal Year	Progression Increment	General Wage Adjustment	Compounded Percentage	Salary Scale
2016	3.5%	2.5%	6.0875%	\$58,261 to \$109,239
2017	3.5%	2.75%	6.34625%	\$59,863 to \$112,243
2018	3.5%	2.75%	6.34625%	\$61,509 to \$115,330

Overload Rate:

Fiscal Year	Consecutive Years of Service	Salary per ESH
2016	Fewer than 6 Years	\$1,306
	6 Years or More	\$1,444
2017	Fewer than 6 Years	\$1,389
	6 Years or More	\$1,536
2018	Fewer than 6 Years	\$1,477
	6 Years or More	\$1,633

Employee Assistance Program (Payment of Tuition, Fees, and Conferences)

Fiscal Year	Amount per Faculty Member	Cap (Total Amount in Pool)
2016	\$2,461	\$394,522
2017	\$2,617	\$434,522
2018	\$2,783	\$474,522

EAP Travel (Related to Professional Development)

Fiscal Year	Amount per Faculty Member	Cap (Total Amount in Pool)
2016	\$1,075	\$108,000
2017	\$1,150	\$115,000
2018	\$1,225	\$125,000

EAP educational fund is available for all graduate coursework relevant to the faculty member's discipline.

Academic Calendar

In any academic year that exceeds 195 days, each full-time faculty member will be paid out at a per diem rate of 1/195 of the faculty member's base salary.

Academic Year Office Hours

During an academic year, with the approval of days and location by Management, instructional faculty shall post and maintain either (a) five in-office hours per week or (b) four in-office hours per week and two additional hours online or in an alternative location per week, for student consultation. Faculty teaching exclusively online courses during the winter session may hold their office hours online.

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Summer Session Issues

During summer sessions, Instructional faculty will have priority in the initial scheduling of classes. During a session in which an instructional faculty member is teaching, the faculty member will hold the following number of office hours:

- 1 office hour per week per session for 3-5 hours teaching ESH
- 2 office hours per week per session for 6-8 hours teaching ESH
- 3 office hours per week per session for 9+ hours teaching ESH
- Faculty teaching exclusively online may hold their office hours exclusively online.

Additional Release of Chapter ESH

In a non-bargaining year, ESH increases from 18/year to 23/year, and in a bargaining year, ESH increases from 34/year to 39/year. The AAUP will reimburse the College at the lowest prevailing overload rate, as is currently done.

DL Side Letter

With changes agreed upon as discussed, the edited DL side letter will be attached.

- The leave policy and the email response time to students for DL have been incorporated into the side letter because they are contractual issues.
- Regarding the Distance Learning Task Group documents on ELITE, the leave policy will be deleted from the ELITE website, and the "interaction" component of the faculty guidelines will be removed from that document.
- Procedures and guidelines documents on the ELITE website will not be contractually managed but revisited when the DL side letter is reopened every 3 years with the salary piece of the contract or can be revisited as needed.

Contract Length

The contract will be for nine years with reopener every three years for salary, EAP, overload pay, and other mutually agreed upon issues.

Appendix II and Section 4.7

Appendix II and Section 4.7 regarding pay for the reemployment of retired faculty are eliminated.

Grievance

The contract will include final and binding arbitration for grievances. Advisory arbitration will be eliminated from the contract, and an additional step of grievance mediation will be included prior to final and binding arbitration (specific mediators and arbitration services may be defined contractually and will be decided on jointly by AAUP and Management).

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Defining the Role of FT Faculty

Faculty are professionals in the full sense of the word and therefore have the responsibilities of professionals. These responsibilities will, over the course of any semester or academic year, vary with regard to the responsibility that is emphasized or to which the most time and effort are committed for each individual faculty member. The primary focus of faculty is on effective teaching and the many closely related activities essential to the discharge of this obligation, such as academic assessment, governance, regulatory compliance, and the development of curricula, an activity over which faculty hold primary authority. Other critical faculty responsibilities include, but are not limited to, implementation of new pedagogical delivery techniques; service on department, campus, or College committees; participation in student, course, and program outreach activities in the College and community; the development and implementation of strategies for student success; student advising; and professional development.

In addition to the above responsibilities, counseling faculty provide developmentally appropriate educational, career, social, and personal counseling to a diverse student population. They provide academic counseling, including educational advising and planning; transfer advising; disability support services; and career assessment and planning. They also provide crisis intervention and collaborate with the college community to promote the holistic development of the students served at Montgomery College.

Full-time faculty teaching during the summer sessions are expected to fulfill many of the responsibilities listed above, but in a more limited scope. In general, faculty teaching in the summer sessions may be expected to participate in professional responsibilities outside of the classroom when those responsibilities are limited, ad hoc, and time-sensitive in nature (such as department-based committees, search committees, or workgroups).

Equivalent Semester Hours for Other Activities

Faculty members performing alternate activities as assigned are to be compensated at the rate of one (1) equivalent semester hour for forty (40) hours of the assigned activities. The exception to the 1 ESH to 40 hours rate is for faculty members assigned tutoring ESH. They shall receive one (1) equivalent semester hour for each thirty (30) hours of such assigned tutoring duties.