

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

MEMORANDUM OF AGREEMENT

February 11, 2009

This Memorandum of Agreement is entered into between the Montgomery College Chapter of the American Association of University Professors (the "Chapter") and Montgomery College (the "College"), collectively referred to herein as the "Parties," pursuant to Section 8.5 of the negotiated Agreement between the Parties. In recognition of the negative fiscal climate, the parties have agreed that it is necessary and appropriate to modify certain provisions of the negotiated Agreement, including the Memorandum of Agreement entered into by and between the Parties on March 23, 2007 (the "MOA"). Accordingly, subject to ratification by the members of the Chapter, and the Board of Trustees, the Parties agree as follows:

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 who would be eligible for a lump sum increase under the Section 8.2(A)(3) of the MOA 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:

For the Chapter

Roberta F. Shulman, Chair
Board of Trustees

Rose Sachs
President

Date

Date