

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

MEMORANDUM OF AGREEMENT

August 23, 2004

The College and the Chapter have negotiated since October 2003 pursuant to Section 11.1(B) of the negotiated Agreement. The parties reached tentative agreement on modifications to the negotiated Agreement that were subsequently ratified by the Board of Trustees of the College on June 21, 2004 and the membership of the Chapter on May 16, 2004. Accordingly, the parties agree to make these modifications in the negotiated Agreement:

Section 8.2 – Fiscal Academic Years.

(A) General –Fiscal 2005, 2006 and 2007 Academic Years.

- 1) Effective the first day of the fiscal 2005 academic year, the fiscal year 2005 academic year salary of a faculty member shall be calculated as follows: One Hundred One and Six Tenths percent (101.6%) of the faculty member's fiscal 2004 academic year salary plus One Thousand Eight Hundred Seventy Nine Dollars (\$1,879); provided that no such faculty member's fiscal 2005 salary shall exceed Eighty Thousand Three Hundred and Fifty Five Dollars (\$80,355) and shall not be less than Thirty Nine Thousand Dollars (\$39,000).
- 2) Effective the first day of the fiscal 2006 academic year, the fiscal year 2006 academic year salary of a faculty member shall be calculated as follows: One Hundred Two and Seventy Five Hundredths percent (102.75%) of the faculty member's fiscal 2005 academic year salary plus One Thousand Nine Hundred Thirty One Dollars (\$1,931); provided that no such faculty member's fiscal 2006 salary shall exceed Eighty Two Thousand Five Hundred and Sixty Five Dollars (\$82,565) and shall not be less than Forty Thousand and Seventy Three Dollars (\$40,073).
- 3) Effective the first day of the fiscal 2007 academic year, the fiscal year 2007 academic year salary of a faculty member shall be calculated as follows: One Hundred Three per cent (103.00%) of the faculty member's fiscal 2006 academic year salary plus Two Thousand Nineteen Dollars (\$2,019); provided that no such faculty member's fiscal 2007 salary shall exceed Eighty Five Thousand Forty Two Dollars (\$85,042) and shall not be less than Forty One Thousand Two Hundred Seventy Five Dollars (\$41,275). Effective the first full pay period in January 2007, each faculty member's salary will be calculated as follows: One Hundred Four and Five Tenths percent (104.5%) of the faculty member's fiscal 2006 academic year salary; provided that no such faculty member's fiscal 2007 salary shall exceed Eighty Six Thousand Two Hundred Eighty Dollars (\$86,280) and shall not be less than Forty One Thousand Eight Hundred Seventy Six Dollars (\$41,876).

Section 9.4 – Educational Assistance Program.

Effective the first day of the fiscal 2005 academic year, the maximum benefit payable under the program in the fiscal 2005 academic year shall be equal to \$1,432 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$166,240.

Effective the first day of the fiscal 2006 academic year, the maximum benefit payable under the program in the fiscal 2006 academic year shall be equal to \$1,504 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$174,552.

Effective the first day of the fiscal 2007 academic year, the maximum benefit payable under the program in the fiscal 2007 academic year shall be equal to \$1,594 per faculty member per fiscal academic year; provided that the total benefits payable under this Section 9.4 shall not exceed \$185,025. At the end of the fiscal 2007 academic year, on the last day immediately preceding the beginning of the fiscal academic year 2008, the rate per faculty member per academic year will be adjusted to \$1,606, provided that the total benefits under this Section 9.4 shall not exceed \$186,413.

Additionally, the parties agreed to establish a joint committee to examine and make recommendations by June 30, 2005 to improve professional development opportunities, within the legal constraints, under the Educational Assistance Program.

Appendix 1 – Overload Pay.

2005 – 2007 Academic Years:

Effective the first day of the fiscal 2005 academic year, the fiscal 2005 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$777
6 years or more	\$859

Effective the first day of the fiscal 2006 academic year, the fiscal 2006 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$816
6 years or more	\$902

Effective the first day of the fiscal 2007 academic year, the fiscal 2007 Overload Pay Rates are:

<u>Consecutive Years of Service</u>	<u>Salary Per ESH</u>
Less than 6 years	\$865
6 years or more	\$956

At the end of the fiscal 2007 academic year, on the last day immediately preceding the beginning of the fiscal academic year 2008, the Overload Pay Rates will be adjusted to:

Less than 6 years	\$871
6 years or more	\$963

Appendix II – Pay For Rehired Retired Faculty.

Effective the first day of the fiscal 2005 academic year, the fiscal 2005 academic year rate is \$2,221 per ESH.

Effective the first day of the fiscal 2006 academic year, the fiscal 2006 academic year rate is \$2,332 per ESH.

Effective the first day of the fiscal 2007 academic year, the fiscal 2007 academic year rate is \$2,472 per ESH. At the end of fiscal academic year 2007, on the last day immediately preceding the beginning of the fiscal academic year 2008, the rate will be adjusted to \$2,491 per ESH.

Section 11.1 – Duration.

(B) Reopeners. The last sentence of this paragraph is modified to:

Notice of the intent to reopen this Agreement for negotiations regarding any matter specified above requires service of written notice on the other party not later than September 1 of fiscal academic year 2007.

Transportation Program Committee:

The parties agreed that the Chapter will appoint up to three (3) representatives to engage in joint discussions with representatives of the College, the staff bargaining unit, and non-represented staff on the functioning and fee structuring of a College transportation/parking program by December 31, 2004 for implementation in January 2005.

For Montgomery College:

For the Chapter:

Gene W. Counihan, Chair
Board of Trustees

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

September _____, 2004

September _____, 2004