

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

MEMORANDUM OF UNDERSTANDING

May 16, 2016

Section 8.2(D) - LONGEVITY

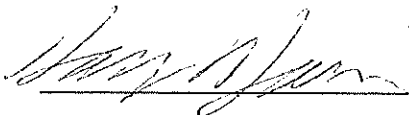
This Memorandum of Understanding sets forth the manner in which Section 8.2(D) - Longevity, as currently written, has been and will be applied.

Section 8.2(D) - Longevity provides: "Effective with the fiscal 2005 academic year and in subsequent years, faculty members with satisfactory performance who have been at the salary maximum for five consecutive years will receive a one-time longevity step of One Thousand Six Hundred dollars (\$1,600), to be added to the faculty member's base salary." Therefore, when applying Section 8.2(D):

- The first year a faculty member is at the salary maximum is the first academic year in which the faculty member's salary is at the maximum rate pursuant to Section 8.2(A).
- A faculty member is at the salary maximum in an academic year even if the faculty member receives a salary increase that places the faculty member at the maximum in that academic year.
- The longevity step is applied to a faculty member's base salary effective the first pay period of the first semester following the fifth consecutive year in which the faculty member has been at the salary maximum.

For example, the negotiated wage adjustment places a faculty member's salary at the maximum at the beginning of the 2015 academic year. If the faculty member's salary remains at the maximum in four subsequent academic years (2016-2019) the faculty member receives the longevity step at the beginning of the 2020 academic year.

For the Chapter:



For the College:

