

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

MEMORANDUM OF AGREEMENT

November 19, 2020

Montgomery College, like institutions everywhere, continues to face significant challenges due to the COVID-19 pandemic. The pandemic has, among other things, limited opportunities for faculty to attend professional development conferences in person during the fiscal 2021 academic year.


Section 9.4 (Educational Assistance Program) of the Agreement between Management and the Chapter provides funds under Section 9.4(A) for Payment of Tuition, Fees and Conferences; and Section 9.4(B) provides funds for Reimbursement of Certain Travel Related to Professional Development.

The parties recognize that while travel expenses related to professional development may be restricted, other forms of professional development may be available to faculty who might otherwise not have engaged in such activity. The parties desire to encourage those faculty to do so.

After negotiating in good faith, the parties agree that the total amount of funds provided in Section 9.4(A) and Section 9.4(B) of the Agreement for the fiscal 2021 academic year (\$675,372.00) for the Educational Assistance Program (EAP) will be aggregated for the remainder of the fiscal 2021 academic year. As such, they may be used by faculty under Section 9.4(A) for the payment of benefits available and approved under Section 9.4(A) of the Agreement. The individual cap of \$3,120.00 under Section 9.4(A) is not affected by this aggregation of funds. In the event faculty incur travel expenses during the fiscal 2021 academic year that qualify as reimbursable under Section 9.4(B), those expenses continue to be eligible for reimbursement. No other changes are made with respect to Section 9.4 of the Agreement for the fiscal 2021 academic year.

This change is a one-time, non-precedential and non-binding change in the use of funds available to the Chapter under Section 9.4 of the Agreement. It applies only to funds available under Section 9.4 in the fiscal 2021 academic year.

For the Chapter:



Harry N. Zarin, Chapter President

Date: 11/19/2020

For the College:

Donna Schena

Date: November 20, 2020