

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

MEMORANDUM OF AGREEMENT

The College and the Chapter have negotiated in good faith in April 2012. The parties reached an agreement to modify the previously ratified and approved agreement effective December 12, 2011 concerning Article 8, Salaries, Section 8.2. The parties agree to make these modifications in the negotiated agreement:

**Article 8-Salaries**

**Section 8.2—Fiscal Academic Years.**

**(A) General – Fiscal 2011**

There shall be no salary or merit adjustments in fiscal years 2012 and 2013 except as follows:

**The parties recognize there was a one-time payment equal to one half (1/2) percent of base salary paid to each bargaining unit member in December 2011. There was no adjustment to base salary.**

**There shall be a one-time payment to each bargaining unit member in Fiscal Year 2012 no later than June 30, 2012. The payment for each employee will be calculated as follows: \$2,000 minus the one half (1/2) percent paid to each bargaining unit member in December 2011. There shall be no adjustment to base salary.**

**There shall be no compensation increases in Fiscal 2013.**

Notwithstanding any other provision of this agreement, in the event the financial situation changes, and the actual revenues received by the College for Fiscal Year 2013 require or permit additional adjustments to employee wages, or in the event of any cost of living, step, merit increases, or bonuses in excess of two percent (2%) lump sum payments (in total for Fiscal Years 2012 and 2013), are negotiated and implemented for other employee groups at Montgomery College, Montgomery County Government, or Montgomery County Public Schools, the College shall notify the Union, and the Parties agree to promptly meet and negotiate in good faith in an effort to reach agreement on such changes, if any.

Effective the first day of the fiscal 2014 academic year, there shall be a two percent (2%) general wage adjustment.

In all other respects, the negotiated agreement and side letters shall remain in full force and effect.