

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

**MEMORANDUM OF AGREEMENT**

July 13, 2018

The parties agree to the following adjustments to the Agreement between Management and the Chapter for the fiscal 2019 academic year. These changes will take effect when ratified by a vote of Chapter members and by a vote of the Montgomery College Board of Trustees.

**Section 8.2 (A) - Salaries**

Fiscal Academic year 2019: Effective the first day of the academic year, there shall be a one percent (1.0%) wage adjustment and, for faculty members who have been in the bargaining unit for at least one semester as of the beginning of the fiscal 2019 academic year, an increment of two percent (2.0%) to the extent that an employee's salary does not exceed the maximum of the salary range. The salary range for the fiscal 2019 academic year shall be \$59,432.00 to \$111,434.00.

**Section 9.3 – Educational Assistance Program**

**(A) Payment of Tuition, Fees and Conferences.**

For fiscal 2019 academic year, the total benefits payable shall not exceed \$481,522.00, and the maximum individual benefit payable is \$2,956.00.

**(B) Reimbursement of Certain Travel Related to Professional Development.**

For fiscal 2019 academic year, the total benefits payable shall not exceed \$158,000.00, and the maximum individual benefit payable is \$1,301.00.

**Appendix I – Overload Pay**

Effective the first day of the fiscal academic year 2019, the Overload Pay Rates are:

Less than six (6) years of continual service: \$1,521.00 per ESH

Six (6) years or more of continual service: \$1,682.00 per ESH

SIGNATURE PAGE

For the Chapter:

Mary R. Zanni  
9/4/18

For the College:

Tolix Roy  
9/26/18