

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

**MEMORANDUM OF AGREEMENT**

February 27, 2019

The parties agree to the following adjustments to the Agreement between Management and the Chapter for the fiscal 2020 academic year. These adjustments have been ratified by the American Association of University Professors Montgomery College Chapter and will take effect when they are ratified by a vote of the Montgomery College Board of Trustees.

**Section 6.4 – Bereavement Leave**

Effective the first day of fiscal 2020 academic year, a faculty member shall be entitled to leave with pay for a maximum of five (5) days.

**Section 8.2 – Academic Year Salaries**

Fiscal Academic Year 2020: Effective the first day of the academic year, there shall be a two and a half percent (2.5%) general wage adjustment for faculty members who have been in the bargaining unit for at least one semester as of the beginning of the fiscal 2020 academic year. The salary range for the fiscal 2020 academic year shall be \$60,917.80 to \$114,219.85.

Appendix I - Overload Pay: Overload Pay Rates will remain the same as in fiscal 2019 academic year. The Overload Pay Rates are:

Less than six (6) years of consecutive service: \$1,521 salary per ESH

Six (6) years or more of consecutive service: \$1,682 per ESH

**Section 9.4 – Educational Assistance Program**

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

For fiscal 2020 academic year, the total benefits payable shall not exceed \$481,522.00 and the maximum individual payable is \$3,030.00.

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

For fiscal 2020 academic year, the total benefits payable shall not exceed \$173,988.00, and the maximum individual benefit payable is \$1,334.00.

For the Chapter:

  
Harry N. Zarin, Chapter President

Date: 4/15/19

For the College:



Date: 8 April 2019