

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

**MEMORANDUM OF AGREEMENT**

December 22, 2021

The Agreement between the Montgomery College Chapter of the American Association of University Professors (the Chapter) and the Board of Trustees of Montgomery College (the College) provides for reopener negotiations for the fiscal 2023 academic year. After negotiating in good faith, the parties agree that there will be no changes to the Agreement between the College and the Chapter in the fiscal 2023 academic year other than the following:

**Section 1.4 – Temporary Employee.**

A separate Memorandum of Agreement regarding Section 1.4 of the Agreement, dated December 2, 2021 and effective January 1, 2022, has been signed by the Chapter and the College.

**NON-ECONOMIC ISSUES**

The following sections now read as follows:

**Section 5.4(C) - Nursing Clinical Equivalent Semester Hours.**

The number of equivalent semester hours for nursing clinical practica assigned to nursing faculty shall be one hundred percent (1.00) per clinical hour.

**Section 9.4(A) – EAP for other than graduate courses.**

Additionally, for faculty members who undertake certification, undergraduate or graduate coursework relevant to their discipline and work at the College, the maximum EAP benefit can exceed the specified dollar amount for that year such that total reimbursement would be equal to the University of Maryland College Park rate for in-state tuition and fees for the level of coursework up to a maximum of twelve (12) credits per academic year.

**ECONOMIC ISSUES**

**Section 8.2 – Academic Year Salaries.**

**(A) General.**

Fiscal Academic Year 2023: Effective the first day of the academic year, the salary of any faculty member who has been in the bargaining unit for at least one semester as of the beginning of the fiscal 2023 academic year shall be increased by \$3,270.00, except that no faculty member's fiscal 2023 salary under this Section 8.2(A) shall exceed \$120,117 or be less than \$62,319.00.

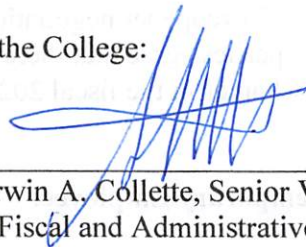
For the Chapter:

*Harry Zarin*

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Harry N. Zarin, Chapter President

Date: 12/22/2021

For the College:



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Sherwin A. Collette, Senior Vice President  
For Fiscal and Administrative Services

Date: DECEMBER 22, 2021