SUMMARY of FINANCIALs Negotiations for current FULL CBA- MONTGOMERY COLLEGE AAUP

AY/ Financials	23-24*****	22-23	21-22	20-21	19-20	18-19	17-18	16-17	15-16
Salary at top	GWA 3.0%	GWA $3270*	No change from previous year**	GWA 2.3%	GWA 2.5%	GWA 1.0%	NO increase contract-violation of CBA by mgmt.****	GWA 1.0%****	GWA 2.5%
Salary below top	GWA 3.0% plus $2700 increment	GWA $3270*	No change from previous year**	GWA 2.3% +$650 increment +250 ***	GWA 2.5%	GWA 1.0% + 2% increment	NO increase contract-violation of CBA by mgmt.****	GWA 1.0% +3.5% increment up to top of scale****	GWA 2.5%+ 3.5% increment
EAP travel	No change from previous year	No change from previous year	No change from previous year**	$1375/ person	$1334/person	$1301/person	$1225/ person	$1150 /person	$1075 /person
EAP general	No change from previous year	No change from previous year	No change from previous year**	$3120/per person	$3030/person	$2956/person	$2783/ person	$2617/ person	$2461/ person
Overload <6	No change from previous year	No change from previous year	No change from previous year**	$1567	$1521	$1521	$1477	$1389	$1306

Slpf2022

Overload > 6	No change from previous year	No change from previous year	No change from previous year**	$1733	$1682	$1682	$1633	$1535	$1444

*3.5% increase overall to salary pot divided by all FT faculty

** Covid pandemic

*** $250 for those hired before 8/1/2012 who are below the top of the scale ("recession group")

**** Increases here do not reflected what was originally negotiated in full contract

*****Negotiated fall 2022- for vote for ratification.

1. GWA- General wage adjustment: typically applies to all FT faculty, including the top of the scale; moves salary scale upward
2. Increment: typically applies to those faculty below the top of the scale, is applied until the salary maxed is reached, moves an individual up the salary scale closer to the top.