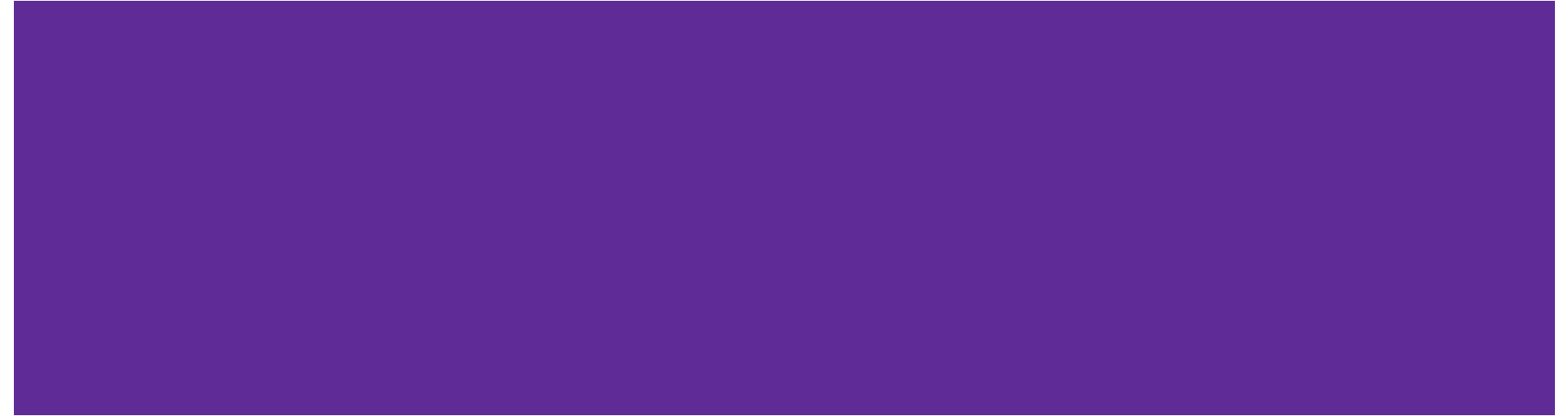


Full-time faculty contract changes

AAUP Montgomery College



Your negotiating team

Carrie Fitzgerald (co-chair)

Rick Penn (co-chair)

Satarupa Das

Diego Hernandez

Michael LeBlanc

Harry Zarin

Full-time faculty contract changes

- Contract is 3 years (ends August 2027)
 - New-ish Maryland law limits contract length to 3 years
 - Continue to negotiate for salary annually
- New contract begins Fall 2024
- New contract does not include Summer I or Summer II 2024; these are covered under old contract

Salaries (Article 8)

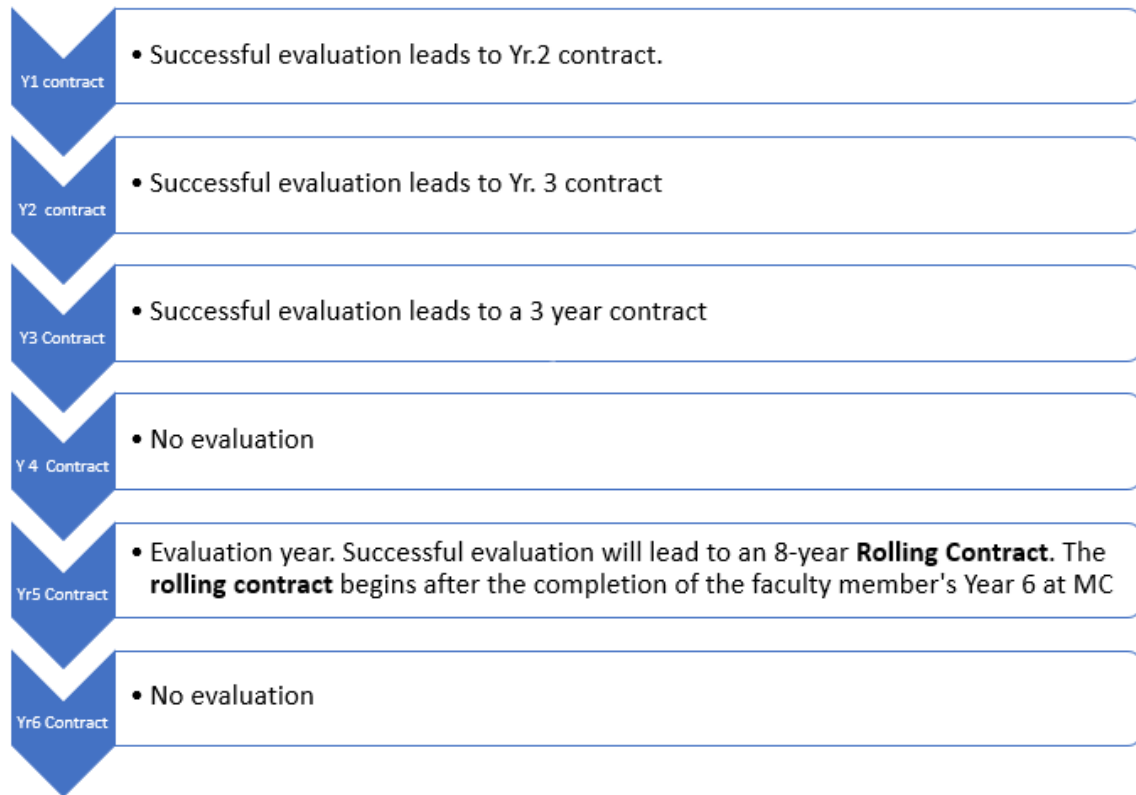
- Top of scale increases by 3% (to \$127,432)
- 5.3% increase for everyone under the top of scale, up to the top
- One-time longevity increase to base salary remains at \$1,600
- Overload compensation rates unchanged (\$1,567/ESH for those with less than 6 years; \$1,733/ESH for those with 6 years or more)
- EAP
 - EAP Travel increased to \$1,800/person/year; reallocated funds from EAP professional development to fund this
 - EAP Professional Development remains at \$3120/person/year, though the overall budget for this was reduced due to EAP Travel reallocation
 - EAP reallocation based on analysis of historical EAP usage
- Establishment of compensation structure committee (please volunteer!)

Faculty appointments (Article 4)

- Previous contract structure remains with some minor improvements
 - 3x 1-year contract
 - 1x 3-year contract with evaluation in second year (Year 5 of employment)
 - 8-year rolling term contracts with evaluation now in sixth year

Faculty Evaluation Timelines

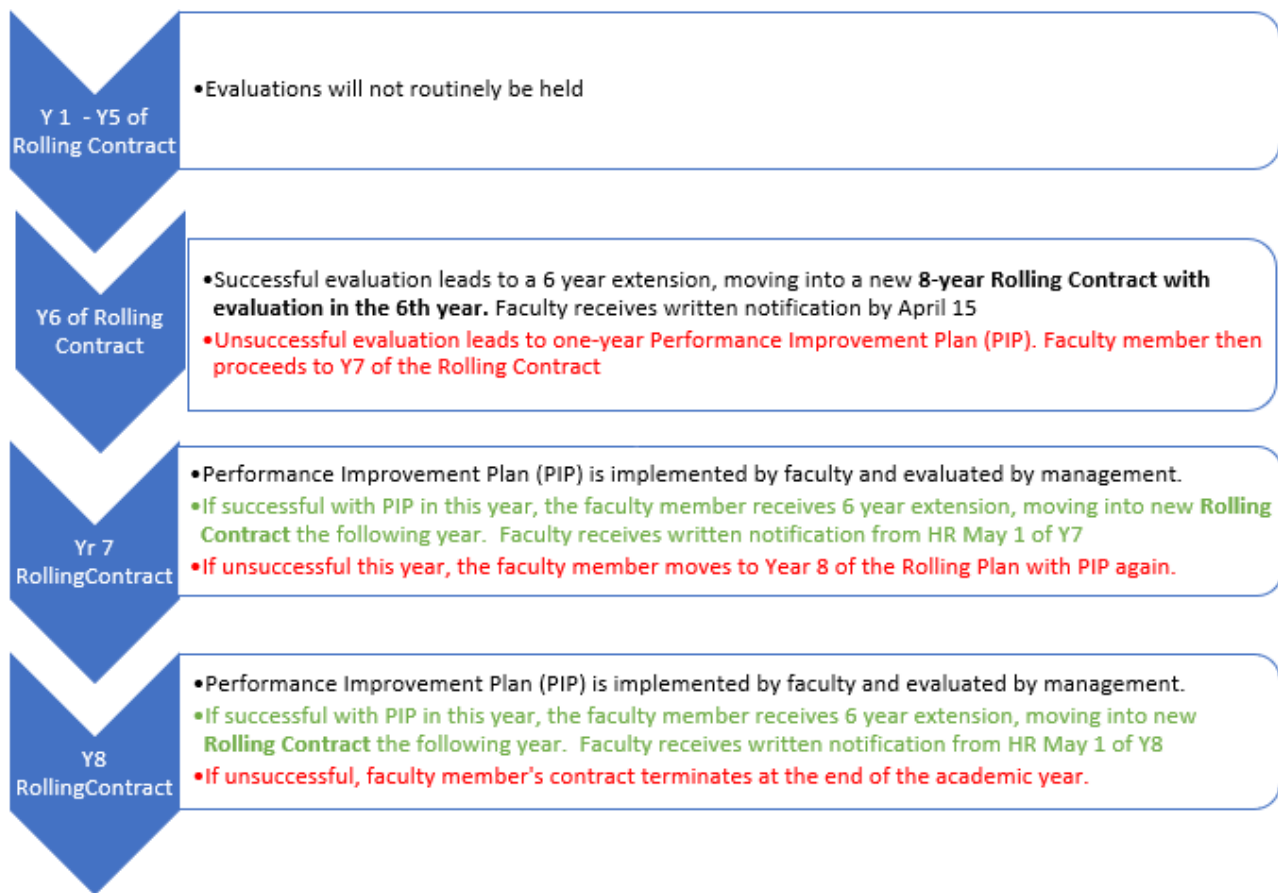
Table 1 – First 6 years at MC



Unsuccessful evaluation during Y1, or Y2 or Y3 leads to termination.

Table 2- Starting of Rolling term

The Rolling Contract begins only after the faculty member has completed the first 6 years successfully with all successful evaluations of Montgomery College.



Other contract highlights

- Grievance procedure (Article 3)
 - Chapter may file a grievance when a chapter right is violated (language located in Article 7)
 - If a group of faculty are harmed the same way, those grievances may be grouped together
- Workload (Article 5)
 - Office hours
 - 5 office hours/week
 - 1 in-person office hour/week per in-person course taught; max of 3 in-person office hours/week
 - No in-person office hours required of faculty teaching entirely SRT/DL schedules
 - Faculty must meet students on campus if a student requests such a meeting during regularly scheduled office hours
 - Summer: 1 office hour/week for each course taught

Other contract highlights (cont'd)

- Workload (Article 5) cont'd
 - When receiving alt ESH, faculty may request an “explanation of how the calculation of allotted equivalent semester hours was made.”
 - Clarification of the three requirements of the faculty role: teaching/counseling, professional development, and service
 - New language promotes effective collaboration between supervisor and faculty member when deciding on service activities: “When possible, the nature of the service activities will be agreed to between faculty and their supervisor.”