Full-time faculty contract changes

AAUP Montgomery College
Your negotiating team

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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

- **Y1 contract**: Successful evaluation leads to Yr.2 contract.
- **Y2 contract**: Successful evaluation leads to Yr. 3 contract
- **Y3 Contract**: Successful evaluation leads to a 3 year contract
- **Y4 Contract**: No evaluation
- **Yr.5 Contract**: Evaluation year. Successful evaluation will lead to an 8-year *Rolling Contract*. The *rolling contract* begins after the completion of the faculty member's Year 6 at MC
- **Yr.6 Contract**: No evaluation

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.

- **Y 1 - Y5 of Rolling Contract**
  - Evaluations will not routinely be held

- **Y6 of Rolling Contract**
  - Successful evaluation leads to a 6 year extension, moving into a new **8-year Rolling Contract with evaluation in the 6th year**. Faculty receives written notification by April 15
  - Unsuccessful evaluation leads to one-year Performance Improvement Plan (PIP). Faculty member then proceeds to Y7 of the Rolling Contract

- **Yr 7 of Rolling Contract**
  - Performance Improvement Plan (PIP) is implemented by faculty and evaluated by management.
    - If successful with PIP in this year, the faculty member receives 6 year extension, moving into new **Rolling Contract** the following year. Faculty receives written notification from HR May 1 of Y7
    - If unsuccessful this year, the faculty member moves to Year 8 of the Rolling Plan with PIP again.

- **Y8 of Rolling Contract**
  - Performance Improvement Plan (PIP) is implemented by faculty and evaluated by management.
    - If successful with PIP in this year, the faculty member receives 6 year extension, moving into new **Rolling Contract** the following year. Faculty receives written notification from HR May 1 of Y8
    - If unsuccessful, faculty member’s contract terminates at the end of the academic year.
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.”