

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

MEMORANDUM OF AGREEMENT

June 8, 2022

This Memorandum of Agreement (“Memorandum”) confirms the understanding reached between the College and the Chapter regarding a “leadership increment” for certain faculty members, as set forth below. It is the intent of the parties that these provisions shall be effective only for the faculty members identified in this Memorandum, however, the provisions can be incorporated into the negotiated Agreement between the parties by mutual agreement during negotiations toward a successor agreement beginning on the first day of the fiscal 2024 – 2025 academic year.

Background

Under Section 1.3(B) of the Agreement between the parties, faculty members who accept appointment as a Department Chair will have their status as a member of the Chapter bargaining unit suspended for the duration of the term(s) served as a Department Chair. Once the faculty member is restored to the bargaining unit, all compensation and benefits will be restored to the ten-month faculty salary and benefits and will include all salary adjustments and increases in rank that the member would have attained had the suspension not occurred during the time the faculty member served as a Department Chair.

Leadership Increment

In addition to the provisions set forth in Section 1.3(B), those faculty members who complete two full terms (8 years) of service as a Department Chair, or duties as an interim associate dean, at the end of the fiscal 2021 – 2022 academic year will receive a one-time leadership increment of \$1,500 upon the faculty member’s return to the bargaining unit, unless the faculty member’s service as Department Chair is ended due to the faculty member’s unsatisfactory performance or violation College Policy. The increment will be added to the faculty member’s base salary.

If these terms are consistent with the discussions and meet with the Chapter’s approval, please sign and return a copy of this Memorandum.

For the Chapter:

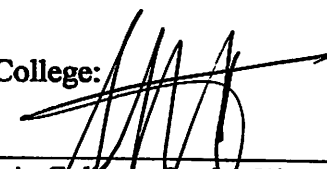


A.J. (Tito) Baca, Chapter President

Date:

6/8/2022

For the College:



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

Date:

JUNE 9, 2022