

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

**MEMORANDUM OF AGREEMENT**

December 2, 2021

After negotiating in good faith, the Montgomery College Chapter of the American Association of University Professors (the Chapter) and the Board of Trustees of Montgomery College (the College) agree to modify Section 1.4(A) of the Agreement between the Chapter and the College effective January 1, 2022. This modification will remain in effect until renegotiated by the Parties during negotiations toward a successor agreement beginning on the first day of the fiscal 2024 - 2025 academic year, or sooner if the Parties mutually agree to do so.

**Section 1.4 - Temporary Employee.**

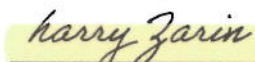
Whenever used in this Agreement, the term “temporary employee” shall mean the employment of a person under subsections (A) or (B) of this Section 1.4.

(A) A person employed by Montgomery College (1) to replace a faculty member who is on leave pursuant to Article 6 of this Agreement; (2) to replace a faculty member who, although occupying a faculty member position, has temporarily assumed job functions for the College other than teaching or those performed as a counselor; (3) to replace a faculty member who has departed from the College; or (4) to replace a faculty member who is otherwise unable to teach a course or courses that the faculty member was expected to teach and that, in Management’s discretion, necessitates the employment of a temporary employee to provide twelve (12) or more ESH in a semester.

(B) A person employed by Montgomery College as instructional or counseling faculty teaching or assigned alternate equivalent semester hours of twenty-four (24) or more per academic year who is hired into a faculty position that is exclusively grant funded.


(C) Management will provide notice to the Chapter of the names of persons employed under Section 1.4(A) and, if applicable, the names of the faculty members being replaced. A temporary employee under Section 1.4(A) will not be employed in the same temporary position for more than two (2) consecutive semesters, unless otherwise agreed to by Management and the Chapter as in the best interests of the College.

For the Chapter:

  
Harry N. Zarin, Chapter President

Date: 12/6/2021

For the College:

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

Date: 12/9/2021