

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

MEMORANDUM OF AGREEMENT

March , 2026

The Agreement between the Montgomery College Chapter of the American Association of University Professors (the Chapter) and the Board of Trustees of Montgomery College (the College) provides for reopener negotiations for the fiscal 2027 academic year. After negotiating in good faith, the parties agree that there will be no changes to the Agreement between the College and the Chapter in the fiscal 2027 academic year other than the following:

- There will be a two percent (2%) general wage adjustment (GWA) will be made to the scale. The top of the scale will increase from \$129,343.00 to \$131,930.00. The bottom of the scale will increase from \$63,254.00 to \$64,519.00. After the GWA is applied, a faculty member will receive an additional \$1,225.00 added to their base salary, provided that if this amount would move them above the new top of scale of \$131,930.00, they will receive a partial increment up to the new top of scale.
- EAP monies under Section 9.4 will be combined for a total individual maximum benefit of \$4,920.00, and a total available maximum benefit not to exceed \$675,372.00 for both professional development and travel expenses.
- The June 8, 2022 MOA regarding a “Leadership Increment” will be extended to the individuals named in a revised MOA dated March 12, 2026.

The Agreement will be revised as follows:

Section 8.2 – Academic Year Salaries.

(A) General.

Fiscal 2027 Academic Year: Effective the first day of the academic year, the salary of any faculty member who has been in the bargaining unit for at least one semester as of the beginning of the fiscal 2027 academic year shall be adjusted as follows:

- No faculty member’s fiscal 2027 salary under this Section 8.2(A) shall exceed \$131,930.00 or be less than \$64,519.00.
- Eligible faculty members will receive a 2.0% general wage adjustment (GWA) to their base salary. In addition, a faculty member whose salary is below \$131,930.00 after the GWA is applied will receive an additional \$1,225.00 added to their base salary, provided that if this amount would move them above the new top of scale of \$131,930.00, they will receive a partial increment up to the new top of scale.

Longevity.

A faculty member eligible for a longevity adjustment under Section 8.2(D) (five consecutive years at the maximum and satisfactory performance evaluations) will have a one-time longevity step of \$1,600.00 added to the maximum salary under Section 8.2(A), for a total Fiscal 2027 Academic Year salary of \$133,530.00.

EAP.

Section 9.4 – Educational Assistance Program.

Montgomery College shall continue in effect its Educational Assistance Program. The maximum benefit payable under the program in the fiscal 2027 academic year for professional development and travel expenses shall be equal to \$4,920.00 per faculty member per fiscal academic year, provided that the total benefits payable shall not exceed \$675,372.00. Funds provided under this Section 9.4 are also available for the reimbursement of expenses related to travel for approved professional development conferences in the faculty member's discipline. For faculty members who undertake certification, undergraduate or graduate coursework relevant to their discipline and work at the College, the maximum EAP benefit can exceed the specified dollar amount for that year such that total reimbursement would be equal to the University of Maryland College Park rate for in-state tuition and fees for the level of coursework up to a maximum of twelve (12) credits per academic year. All benefits provided under this Section 9.4 in any fiscal academic year shall be used only for payment of tuition, fees and required instructional materials for approved courses.

For the Chapter:


Alberto J. Baca, Chapter President

Date:

4/6/2026

For the College:


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

Date:

4/8/2026