

**To:** Montgomery College Employees

**From:** Krista Leitch Walker, Vice President/Chief Human Resources Officer  
Office of Human Resources and Strategic Talent Management

**Subject:** **Compensation Increases for Fiscal Year 2027**

**Date:** June 18, 2026

I am pleased to share a summary of the compensation actions for Fiscal Year 2027 approved by the Montgomery College Board of Trustees at its June 15, 2026, meeting.

### **Bargaining Staff**

As outlined in the Collective Bargaining Agreement between Montgomery College and the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, Local 2380, bargaining staff will receive an increase of two and one-half percent (2.5%), provided that the employee's wage does not exceed the maximum of the salary grade. These wage adjustments are effective the first day of the fiscal year, Wednesday, July 1, 2026.

### **Full-time Faculty**

As outlined in the Memorandum of Agreement – Collective Bargaining Agreement between Montgomery College and the Montgomery College Chapter of the American Association of University Professors (AAUP), eligible full-time faculty will receive a two percent (2.0%) general wage adjustment (GWA).

In addition, eligible faculty whose salary remains below the maximum of the salary scale after application of the GWA will receive an additional \$1,225 added to base salary, provided that no faculty member's FY27 fiscal/academic year salary under Section 8.2(A) exceeds \$131,930 or is less than \$64,519.

Faculty eligible for a longevity adjustment under Section 8.2(D) will receive a one-time longevity step of \$1,600 added to the maximum salary, under Section 8.2(A), for a total salary of \$133,530 for the FY27 academic year.

These wage adjustments are effective the first day of the academic year, Monday, August 24, 2026. The minimum and maximum of the full-time faculty salary range will increase to \$64,519 and \$131,930, respectively.

### **Non-bargaining Staff, Department Chairs, and Administrators**

Non-bargaining staff, department chairs, and administrators will receive a two and one-half percent (2.5%) general wage adjustment for those not currently at or exceeding the maximum of their salary grade. These wage adjustments are effective the first day of the fiscal year, Wednesday, July 1, 2026.

Additionally, a two and one-half percent (2.5%) increase to the salary schedule for bargaining staff and non-bargaining staff, department chairs, and administrators will be effective Wednesday, July 1, 2026. [A copy of the FY27 salary schedule is located on the HRSTM Classification and Compensation webpage.](#)

### **Part-Time Faculty**

The per equivalent semester hour (ESH) compensation rate for part-time faculty will also increase according to the Collective Bargaining Agreement between Montgomery College and the Service Employees International Union (SEIU), Local 500, effective for the Fall 2026 semester. The new ESH rates for part-time faculty are as follows:

<b>Rank</b>	<b>FY27 Rate</b>
Lecturer	\$1,625
Adjunct I	\$1,760
Adjunct II	\$1,880
Adjunct II+	\$1,900

Employees who have been employed at the Adjunct II level for three (3) academic years and have completed nine (9) hours of professional development training while at the Adjunct II level may be eligible for the Adjunct II+ compensation rate.

### **Minimum Wage**

Montgomery College follows the Montgomery County minimum wage rate.

Therefore, effective Wednesday, July 1, 2026, Montgomery College's minimum wage will increase from \$17.65 to \$18.00. Any hours worked after July 1, 2026, will reflect this increase.

### **Additional Information**

These changes to compensation can be seen in Workday following implementation. For guidance on how to obtain that information in Workday, please see the View Compensation Job Aid ([English version](#)) ([Spanish version](#)).

Please note that additional information regarding the College's FY27 total rewards programs (e.g., shift differential, educational assistance, professional development and travel funds, service and recognition awards, and other employee benefits) will be provided in the [HRSTM Employee Matters Fiscal Year 2027 Update webpage](#), coming out later this summer.

Should you have any questions, please contact your designated Human Resources Internal Consultant (HRIC).

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Thank you for your dedication and commitment to the College and our students. Wishing you an enjoyable summer!