

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

**MEMORANDUM OF AGREEMENT**

February 13, 2025

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 2026 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 2026 academic year other than the following:

**ECONOMIC ISSUES**

**Section 8.2 – Academic Year Salaries.**

**(A) General.**

Fiscal 2026 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 2026 academic year shall be adjusted as follows:

- No faculty member's fiscal 2026 salary under this Section 8.2(A) shall exceed \$129,343.00 or be less than \$63,254.
- Eligible faculty members will receive a 1.5% adjustment to their base salary.
- Additional adjustments will be made based on the faculty member's date of hire, as follows:
  - August 2014-January 2025: \$1,850
  - August 2013-May 2014: \$2,250
  - August 2012-May 2013: \$2,650
  - August 2011-May 2012: \$3,050
  - August 2010-May 2011: \$3,450
  - August 2009-May 2010: \$3,850
  - May 2009 and earlier: \$3,850
- Faculty members who receive an increase, but for which the full increase would move them above the new top of scale of \$129,343 will receive a partial increment up to the new top of scale.

**Overload.**

The Overload rates in Appendix I will be modified as follows:

Less than 6 years, increased to \$1,630  
6 years or more; increased to \$1,802

## 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 faculty member's base salary under Section 8.2(A), for a total Fiscal 2026 Academic Year salary of \$130,943.00.

## ADDITIONAL ISSUES

The parties have created and agreed to use two forms, when appropriate, for certain matters: (1) a Pre-Grievance Form; and (2) an ALT ESH Review Form.

For the Chapter:

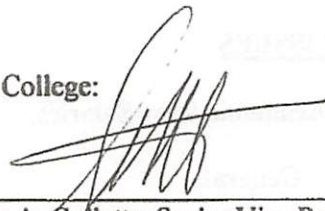


Alberto J. Baca, Chapter President

Date:

2/20/2025

For the College:



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

Date:

2/25/2025