

**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 2026

**Date:** June 27, 2025

I am pleased to share with you a summary of the compensation actions for Fiscal Year 2026 that were approved by the College's Board of Trustees at their meeting on May 16, 2025.

**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, Council 3, bargaining staff will receive an increase of up to four percent (4%), provided that the employee's wage does not exceed the maximum of the salary grade.

**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), full-time faculty will receive an increase of one and one-half percent (1.5%) as well as an increment based on the faculty member's hire date provided that no faculty member's 2026 fiscal/academic year salary under Section 8.2(A) shall exceed \$129,343 or be less than \$63,254. The increment will be as follows:

<b>Full-time Faculty Hire Date</b>	<b>Amount</b>
August 2014 – January 2025	\$1,850.00
August 2013 – May 2014	\$2,250.00
August 2012 – May 2013	\$2,650.00
August 2011 – May 2012	\$3,050.00
August 2010 – May 2011	\$3,450.00
May 2010 and earlier	\$3,850.00

This wage adjustment is effective August 25, 2025. The minimum and maximum of the full-time faculty salary range will increase to \$63,254 and \$129,343.00 respectively.

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

Non-bargaining staff, department chairs, and administrators will receive a four percent (4%) general wage adjustment, effective July 1, 2025, for those not currently at or exceeding the maximum of their salary grade.

Additionally, a four percent (4%) increase to the pay schedule for bargaining staff and non-bargaining staff, department chairs and administrators will be effective July 1, 2025.

### **Part-time Faculty**

The per equivalent semester hour (ESH) compensation rate for part-time faculty will also increase according to the Collective Bargaining Agreement the College has with the Service Employees International Union (SEIU), effective for the fall semester in 2025. The new ESH rates for part-time faculty are as follows:

Lecturer:	\$1,583
Adjunct I:	\$1,713
Adjunct II:	\$1,832
Adjunct II*:	\$1,850

### **Additional Information**

As a state instrumentality, Montgomery College is subject to Maryland's minimum wage law. While we are in compliance with state law, it has been the College's practice to follow the Montgomery County minimum wage rate. For Fiscal Year 2026, the College will continue to align with the Montgomery County fiscal year minimum wage increase schedule.

**Effective July 1, 2025, Montgomery College's minimum wage will be increased from \$17.15 to \$17.65.** Any hours worked after July 1, 2025, will reflect this increase.

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

Please note that more detailed information regarding the College's FY26 total rewards (e.g., shift differential; educational assistance, professional development, and travel funds; service and recognition awards, and more) will be provided in the *HRSTM 2026 Fiscal Update*, coming out in July–August 2025.

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

#### [Mohamed Alsaïd](#)

Rockville Campus  
Collegewide: Division of Academic Affairs  
Phone: (240) 567-3277

#### [Leslie Jones](#)

Germantown Campus and Central Services  
Collegewide: Divisions of Advancement and Community Engagement and Administrative and Fiscal Services and the Offices of the President  
Phone: (240) 567-9169

[Lisa Evans](#)

Takoma Park/Silver Spring Campus

Collegewide: Division of Student Affairs and WDCE

Phone: (240) 567-9065

Thank you for your dedication and commitment to the College and our students. Best wishes for a great summer!