

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 2025

Date: May 15, 2024

I am pleased to share with you a summary of the compensation actions for Fiscal Year 2025 that were recently approved by the College's Board of Trustees in their meeting on April 15, 2024.

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 67, employees will receive an increase of up to \$3,000, provided that the employee's wage does not exceed the maximum of the salary grade.

For employees whose wage adjustment is less than \$1,000, the employee will instead receive a one-time payment (not to base) \$1,500. Any employee who is currently at or above the maximum of their salary grade, will receive a one-time payment (not to base) of \$1,500.

AFSCME employees who were hired by the College between January 1, 2023 and June 30, 2023, and who did not receive any wage adjustment on July 1, 2023, will receive a salary increase of six percent (6%) applied before the applicable adjustment above, provided the employee's salary does not exceed the maximum of their 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), an increase of five and three-tenths percent (5.3%) provided that no faculty member's 2025 fiscal/academic year salary under Section 8.2(A) shall exceed \$127,432 or be less than \$62,319. This wage adjustment is effective August 17, 2024. The maximum of the full-time faculty salary range will increase to \$127,432.00, the minimum of the salary range will remain at \$62,319.00.

Non-bargaining Staff, Department Chairs, and Administrators

A five percent (5%) general wage adjustment, effective as of July 1, 2024, for eligible non-bargaining staff, department chairs, and administrators (i.e., those not currently at or exceeding the maximum of their salary grade). Employees whose wage adjustment is less than \$1,000, or at top of scale, will

instead receive a one-time payment (not to the base) of \$1,500. This excludes Department Chairs and Administrators.

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 Service Employees International Union (SEIU), effective for the fall semester in 2024. The new ESH rates for part-time faculty are as follows:

Lecturer:	\$1,525
Adjunct I:	\$1,650
Adjunct II:	\$1,765
Adjunct II*:	\$1,780

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 FY 25 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 2025 Fiscal Update*, coming out in July-August 2024.

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. Best wishes for a great summer!