

**MONTGOMERY COLLEGE
AND
SEIU, LOCAL 500**

MEMORANDUM OF AGREEMENT

November 29, 2023

The Agreement between SEIU, Local 500 (the Union) and the Board of Trustees of Montgomery College (the College) provides for negotiations for the 2025 fiscal year. After negotiating in good faith, the parties agree to the following changes to the Agreement.

Section 7.8 - Part-Time Faculty Professional Development Assistance Program.

In order to foster part-time faculty professional development opportunities, Management shall provide a part-time faculty professional development assistance program. The maximum benefit payable under the program shall be equal to one thousand, two hundred fifty dollars (\$1,250) per employee; the maximum benefits payable under this section shall not exceed fifty-four thousand dollars (\$54,000) within the fiscal year. Benefits provided under this section in any fiscal year shall be used for the payment of reasonable costs associated with pre-approved professional development activities relevant to the faculty member's discipline or teaching responsibilities. Such requests will be submitted to the faculty member's supervisor for consideration. Funds may be used for wellness activities in accordance with the College's Wellness offerings. Funds may also be used for Montgomery College credit course tuition when requested in advance to the appropriate supervisor. Funds may be used to reimburse a faculty member for payment made to take non-credit courses offered by Montgomery College, when requested in advance to and approved by the appropriate supervisor.

Section 9.10 - Stipends.

(A) Leadership.

In the event Montgomery College provides stipends to those employees in leadership positions within the governance structure established by Montgomery College, an employee serving in such position will be eligible to receive the stipend in accordance with the procedure to be established by Montgomery College.

(B) Digital Fundamentals for Teaching and Learning Course.

Employees who register for and complete the College's mandatory Digital Fundamentals for Teaching and Learning (DFTL) Course after September 1, 2024, will be provided a one-time stipend of four hundred dollars (\$400.00), after submitting appropriate documentation to their supervisor and the Dean of the Virtual Campus that provides certification of successful completion of the course.

APPENDIX ONE

PAY SCHEDULE

Pay per Equivalent Semester Hour (“ESH”)

	AY 2024-25
Lecturer	\$1525
Adjunct I	\$1650
Adjunct II	\$1765
Adjunct II+	\$1780

+An employee who has been employed at the Adjunct II level for three (3) Academic Years (whether for one or both semesters) and who has completed nine (9) hours of professional development training while at the Adjunct II level will receive an additional one percent (1%) in pay rate beginning in the fourth (4th) Academic Year of service at the Adjunct II level.

Employees may elect to, but cannot be required to, perform duties for which they are not compensated.

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 500, CtW**

**MONTGOMERY COMMUNITY
COLLEGE**
