



BOARD OF TRUSTEES
MONTGOMERY COLLEGE

RECORD OF RESOLUTIONS

Central Services Building • Room CT S109 • 9221 Corporate Blvd, Rockville, MD 20850

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February 22, 2021 6:30 p.m.

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**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Agenda Item Number: 6A
February 22, 2021

PERSONNEL ACTIONS CONFIRMATION REPORT

BACKGROUND

The Board of Trustees by state law has the authority and the responsibility for appointments to the College. Each month the Board receives a summary of personnel actions from the Office of Human Resources and Strategic Talent Management on new hires and employees who have separated from the College.

RECOMMENDATION

It is recommended that the Board adopt the attached report.

BACKUP INFORMATION

Board Resolution
Personnel Actions Confirmation Report
Policy 34001–Changes in Employee Status

RESPONSIBLE SENIOR ADMINISTRATOR

Ms. Schena

RESOURCE PERSON

Ms. Leitch Walker

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-018
Adopted on: 2/22/2021

Agenda Item Number: 6A
February 22, 2021

Subject: Personnel Actions Confirmation

WHEREAS, By state law the Board of Trustees has the authority and responsibility for appointments to the College; and

WHEREAS, The attached summary indicates related personnel actions taken by the College during the period December 1, 2020, through December 31, 2020; and

WHEREAS, The president of the College recommends that the Board adopt the following resolution; now therefore, be it

Resolved, That the Board of Trustees accepts the attached reports and confirms the actions of the president.

Attachments

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From December 1, 2020, through December 31, 2020

STAFF

STAFF EMPLOYMENTS

Effective

Date	Name	Position Title	Grade	Department
12/12/2020	Alaran, Rache F	Event Coordinator	23	Student Life - RV

STAFF SEPARATIONS

Effective

Date	Name	Position Title	Grade	YOS	Department
12/09/2020	Durrani, Mohibullah ²	ATPA Embedded Coach	27	3	Achieving the Promise – ATP Acad
12/31/2020	Htin, Kyaw ¹	Building Equipment Mech Sup	29	13	Facilities Operations - GT
12/31/2020	McIntyre, Scott C ¹	Instructional Lab Coordinator	27	27	Fine Perform Visual Arts Dean
12/23/2020	Priester, Kenisha C	Training & Develop Coordinator	29	1	BITS Dean WDCE
12/01/2020	Strawbridge, Lauren	Achieve the Promise Prog Coord	29	3	Achieving the Promise – ATP Acad

STAFF EMPLOYMENTS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Haw-PI	TOTAL
Female	0	1	0	0	0	0	1
Male	0	0	0	0	0	0	0
TOTAL	0	1	0	0	0	0	1

STAFF SEPARATIONS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Haw-PI	TOTAL
Female	1	1	0	0	0	0	2
Male	1	0	0	2	0	0	3
TOTAL	2	1	0	2	0	0	5

¹ Retirement

² Deceased

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From December 1, 2020, through December 31, 2020

FACULTY

FACULTY EMPLOYMENTS: NONE

FACULTY SEPARATIONS

Effective Date	Name	Position Title	YOS	Department
12/21/2020	Newlin, Donald E ¹	Professor	25	Biology and Chemistry Dean
12/26/2020	Rastogi, Soumya	Associate Professor	1	Biology and Chemistry Dean

FACULTY SEPARATIONS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Haw-PI	TOTAL
Female	0	0	0	1	0	0	1
Male	1	0	0	0	0	0	1
TOTAL	1	0	0	1	0	0	2

¹ Retirement

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-019
Adopted on: 2/22/2021

Agenda Item Number: 6B
February 22, 2021

**Subject: Retirement Resolution for Full-Time Faculty, Regular Administrative, Associate,
And Support Staff**

WHEREAS, Full-time faculty, regular administrative, associate, and support staff listed on the attached page(s) have retired from Montgomery College, and are being recognized for their years of service and dedication to the mission of the College; and

WHEREAS, These employees served Montgomery College with enthusiasm and dedication by making a significant contribution in empowering and enriching the lives of our students and the College community; and

WHEREAS, These employees have cumulatively provided 136 years of service and dedication to the College; now therefore be it

Resolved, That members of the Board of Trustees and the president of the College express their sincere appreciation to these employees for their outstanding service to the College and the community, and extend to them their best wishes that their retirement years be fulfilling and productive; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to the employees on the attached list.

**RETIREMENT RESOLUTION FOR FULL-TIME FACULTY, REGULAR
ADMINISTRATIVE, ASSOCIATE AND SUPPORT STAFF**

NAME/JOB TITLE/ RETIREMENT DATE	CAMPUS/DEPARTMENT	YEARS OF SERVICE
Mr. David B. Bailey Building Services Worker August 1, 2020	Central Services Facilities	17
Dr. David Hall Chair September 1, 2020	Germantown Engineering/Computer Science	21
Ms. Mildred Rinaldi Administrative Aide I November 1, 2020	Takoma Park/Silver Spring Biology and Chemistry	16
Mr. Andrew R. Sainz Locksmith November 1, 2020	Takoma Park/Silver Spring Facilities Operations	17
Mr. Kyaw Htin Building Equipment Supervisor January 1, 2021	Germantown Facilities Operations	13
Mr. Scott C. McIntyre Instructional Lab Coordinator January 1, 2021	Rockville Fine Performing Visual Arts	27
Dr. Donald E. Newlin Professor Emeritus January 1, 2021	Germantown Biology and Chemistry	25

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-020
Adopted on: 2/22/2021

Agenda Item Number: 6Ci
February 22, 2021

Subject: Retirement and Award of Emeritus Status and Bronze Medallion to Professor Robert J. Helsley

WHEREAS, Professor Robert J. Helsley served Montgomery College with enthusiasm and dedication for more than 16 years as a full-time faculty member (as well as 5 years as a full-time faculty member at the Maryland College of Art and Design, which was acquired by Montgomery College in 2003) and retired from the College as of June 1, 2020; and

WHEREAS, Professor Helsley taught Graphic Design, Typography, Digital Tools, and Portfolio Development at Montgomery College; served as chair of the Montgomery College Graphic Design program for several years and Chair of the Department of Visual Communications at the Maryland College of Arts and Design for five years; and

WHEREAS, Professor Helsley was an active student advisor and led his department's outreach and recruitment activities; pioneered the "Portfolio Nights" program, in which faculty and admissions officers from four-year programs visit Montgomery College to review student work; and

WHEREAS, Professor Helsley's vast experience in the field of graphic design benefitted the Montgomery College community immensely and enabled Professor Helsley to secure student internships, visiting artist talks, and exhibitions through his contacts in the field; and

WHEREAS, Professor Helsley is a three-time Emmy Award winner for TV Graphics, Set Design, and Animation; has national publications in the *Art Director's Annual* and appeared in solo and group exhibitions, including the recent Cultural Arts Center Gallery exhibition of his work for the Baltimore Opera and *Unity and Diversity* at the Glenview Mansion Art Gallery; and

WHEREAS, Professor Helsley attended numerous conferences and workshops, which included the Association of Faculties for the Advancement of Community College Teaching conference, the HOW Design Live Conference, and the National University and College Design Association Design Education Summit; and

WHEREAS, Professor Helsley attended workshops that included Adobe Premier training, which allowed him to update his courses and the department's curriculum to reflect new developments in the field and conducted face-to-face meetings with prospective students; and he received credits for recruiting efforts with a major increase in enrollment in the Graphic Design program; and

WHEREAS, Professor Helsley established and maintained formal transfer agreements with Graphic Design programs at four-year colleges and universities including the Maryland Institute College of Art, the Pennsylvania Academy of the Fine Arts, the University of the Arts in Philadelphia, and the University of Wisconsin; and

WHEREAS, Professor Helsley maintained regular contact with admissions counselors and faculty at area colleges and universities to understand current transfer requirements and assist

students in updating their portfolios; and was responsible for the Graphic Design exhibition programming in the King Street Gallery; and

WHEREAS, Professor Helsley curated numerous shows, organized many artist and gallery talks, served on the gallery committee, and regularly exhibited his work in the annual faculty exhibition on the Takoma Park/ Silver Spring Campus; and

WHEREAS, Professor Helsley sought ways to support Montgomery College's Title IX programs, including its "Bringing in the Bystander" training, through class assignments in which students create posters and brochures to raise awareness about sexual discrimination and violence; and

WHEREAS, Professor Helsley supported the Montgomery College Foundation's grant from the National Campaign to Prevent Teen and Unplanned Pregnancy, mentored students' national award-winning creation of advertising and informational material; collaborated with theatre faculty and Cultural Art Center staff to create advertising for plays and events; and

WHEREAS, Professor Helsley served on his department's advising committee, the Departmental Governance Committee and the collegewide Curriculum Revision committee for the Associate of Fine Arts degree; regularly donated to the MC Foundation, directing his annual gift to the "Maggie Noss Scholarship Fund," and included Montgomery College in his estate planning to establish a scholarship in his name; and

WHEREAS, Professor Helsley led the Graphic Design AFA program and contributed greatly to the increase in enrollment in the last three years, through his recruitment efforts at Montgomery County high schools; served on the Advising Committee and recruited talented students and helped them transfer to four-year programs; and

WHEREAS, College policy provides that all faculty who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice presidents for academic affairs and student services and the president of the College recommend this public recognition of Professor Robert J. Helsley on the occasion of his retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Robert J. Helsley for his distinguished service to the College and extend to him their best wishes that his retirement years be fulfilling and productive; and be it further

Resolved, That Professor Robert J. Helsley is awarded the Bronze Medallion in recognition of his distinguished service to the College, and as an expression of gratitude for his dedication and professional commitment to the College; and be it further

Resolved, That Professor Robert J. Helsley is granted the status of Professor Emeritus, and that he be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Bronze Medallion be presented to Professor Robert J. Helsley.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-021
Adopted on: 2/22/2021

Agenda Item Number: 6Cii
February 22, 2021

**Subject: Retirement and Award of Emerita Status and Bronze Medallion to Professor
Martha C. Vaughan**

WHEREAS, Professor Martha C. Vaughan served Montgomery College with enthusiasm and dedication for more than 15 years as a full-time faculty member and 8 years as a part-time faculty member, and retired from the College as of June 1, 2020; and

WHEREAS, Professor Vaughan served ably and effectively as a professor, program and gallery coordinator, and academic advisor in the Media Arts and Technologies Department on the Rockville Campus, taught courses in illustration, graphic design, graphic design workflow, digital illustration, children's book illustration, and visual communication production; and

WHEREAS, Professor Vaughan served from 2004 to 2020 as Coordinator of the Graphic Design and Illustration Program; recruited and supervised part-time faculty; directed the Graphic Design Internship program; acted as team leader in the College Area Review of the Graphic Design program in 2013 and 2018; and acted as team leader for the Program Outcomes Assessment of the Graphic Design program in 2016; and

WHEREAS, Professor Vaughn was very active in curriculum development and created a number of General Education courses in the Graphic Design program; Professor Vaughan also created a pathway agreement with Montgomery County Public Schools (MCPS) that allowed MCPS students to earn credit for two MC courses in the Graphic Design Associate of Applied Science; and

WHEREAS, Professor Vaughan served from 2004 to 2020 as Coordinator of the Media Arts and Technologies Gallery, curated and participated in exhibitions, created graphics, and promoted the gallery; served as a program advisor to students in the Graphic Design, Illustration and Digital Media and Web Technology programs and help contributed to a 56 percent increase in enrollment in the Illustration Associate of Applied Science program since 2014; and

WHEREAS, Professor Vaughn led in innovative curriculum design and worked tirelessly on program and course revision proposals to ensure the department's curriculum reflects industry standards and aligned with courses and programs at transfer institutions; and

WHEREAS, Professor Vaughan was instrumental in establishing the Graphic Design Advisory Committee, used her contacts to recruit experts in all areas of Graphic Design to provide guidance on how best to align MC's curriculum with current conditions and trends in the field; and

WHEREAS, Professor Vaughan was an early adopter and innovator in cross-disciplinary collaboration at Montgomery College, worked with Anthropology, Sociology, Criminal Justice, Science, and Engineering faculty to create powerful new opportunities for student learning and

invaluable connections across disciplines; created and ran the Annual Poster Sessions project, which celebrated its 15th year in 2020; and

WHEREAS, Professor Vaughn collaborated with faculty in the Theatre Department to have Illustration students design posters for the College's theatrical productions, led the promotional efforts for the 2018 ART2STEM exhibition, an innovative collaboration among Media Arts and Technology Department, the Science, Engineering, and Technology unit, and the Achieving the Promise Academy; and

WHEREAS, Professor Vaughn collaborated with Professor Keith Marin in the Writing Center, allowing students to illustrate the book, *Traditional Animal Stories of South Sudan* to benefit children in South Sudan; and

WHEREAS, Professor Vaughan was awarded the Montgomery College Outstanding Faculty Award for Excellence in Teaching in 2019, received a Certificate of Appreciation from Montgomery College for fully funding the Martha Vaughan Endowed Scholarship, received a Length of Service Award, and a Team Effort Award from Montgomery College; and,

WHEREAS, Professor Vaughan received an Excellence Award from the National Institute for Staff and Organizational Development, and a Career Council and Montgomery College Voluntary Service Award; and

WHEREAS, Professor Vaughan participated in the 2018 General Studies e-portfolio cohort, and incorporated an e-portfolio component in her advanced Illustration classes, allowing students to professionally showcase their work for transfer to four-year institutions or for the job market; was trained (and later led training) as a Level 4 Advisor and completed Transfer Ambassador training; and

WHEREAS, Professor Vaughan pursued technology training through Montgomery College including design education training through TypeCon and Computer-Equipped Classroom training through LanSchool; used her training to advocate for the re-design (as well as to secure funding for) and transform outdated classrooms into multi-function Mac Labs, equipped students with professional, contemporary learning environments; and

WHEREAS, Professor Vaughan believed that advising is an integral part of teaching and an important key to student success; practiced proactive advising that improved graduation and transfer rates in both the Graphic Design and Illustration degree programs; advocated tirelessly for students with academic and/or financial needs; and worked individually with students to acquire scholarship funding; and

WHEREAS, Professor Vaughan served as Coordinator of the Graphic Design and Illustration Program, implemented an internship program for Montgomery College students, created partnerships with *The Washington Post*, Discovery Communications in Silver Spring, WETA in Alexandria, VA, Brand Central LLC in Los Angeles, the National Park Service, George Mason University's Center for Climate Change, the US Pan-Asian American Chamber of Commerce, and the Greater Washington Hispanic Chamber of Commerce, among others; and

WHEREAS, Professor Vaughan endowed the Martha Vaughan Scholarship for Montgomery College Graphic Design students in 2012; served on numerous committees, including the School of Art and Design Workgroup in 2020, the NASAD Accreditation Self-Study Workgroup

from 2019 to 2020, the Arts Institute Committee, and Rockville's 40th Anniversary Celebration Committee; and

WHEREAS, Professor Vaughan's donations to the College included artwork for the Montgomery College Alumni Association's Mobile Masterpieces events; served as liaison with Creative Services; participated in writing, design, and production of brochures and recruitment materials for each program in the Media Arts and Technologies Department; collaborated with MCTV to produce a series of videos promoting the arts at Montgomery College, and

WHEREAS, Professor Vaughan advised the College's Marketing Director on production of a promotional video that ran on television and YouTube; organized and taught a Graphic Design workshop for the College's Montgomery County Public Schools Open House; served on the Arts Institute Student Art competition jury to select works for the permanent collection in the Central Services Building; and

WHEREAS, Professor Vaughan was President of the Illustrator's Club of Washington, Maryland, and Virginia for 2 years, as well as Vice President and a member of the Board of Directors, and Chair of their annual exhibition; served as Chair, Assistant Chair, and Juror for the Society of Illustrators Annual Exhibition in New York; and

WHEREAS, Professor Vaughan's work has been published in *The Washington Post*, the National Wildlife Federation, the World Wildlife Fund, the *Print Regional Design Annual*, and the National Gallery of Art; her work has been shown in countless exhibitions, including recent shows at 7East Gallery in Woodstock, VA, and *A Life in the Year, Both Sides Now*, and *Illuminations* in Montgomery College's Media Arts Gallery, which she also curated; and

WHEREAS, Professor Vaughan's nomination for Outstanding Faculty Award for Excellence in Teaching garnered enthusiastic letters of support from colleagues and former students; colleagues praised her as an important mentor to new faculty and committed advocate for students and she received this recognition; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice presidents for academic affairs and student services and the president of the College recommend this public recognition of Professor Martha Vaughan on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Martha C. Vaughan for her distinguished service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That Professor Martha C. Vaughan is awarded the Bronze Medallion in recognition of her distinguished service to the College, and as an expression of gratitude for her dedication and professional commitment to the College; and be it further

Resolved, That Professor Martha C. Vaughan is granted the status of Professor Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Bronze Medallion be presented to Professor Martha C. Vaughan.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-022
Adopted on: 2/22/2021

Agenda Item Number: 6Ciii
February 22, 2021

Subject: Retirement and Award of Silver Medallion to Mr. John B. McLean

WHEREAS, Mr. John B. McLean served Montgomery College with enthusiasm and dedication for more than 36 years as a full-time staff member in the office of central facilities, and retired from the College as of June 1, 2020; and

WHEREAS, Mr. McLean was promoted on January 3, 1984, from capital budget manager to director of planning, design, and engineering; and

WHEREAS, Mr. McLean worked tirelessly to ensure successful completion of many capital budget projects, advised leadership regarding county and state guidelines, and presented reports, documents, and materials on the progress of these projects; he successfully ensured the integrity of the financial stewardship of the capital and operating budgets under his purview for the unit and the College; and

WHEREAS, Mr. McLean conducted himself in an exemplary manner, and demonstrated integrity, fairness, and ingenuity while overseeing the implementation of unit-wide strategic planning, budget development, and outcomes, assessment practices in accordance with College policies and procedures, as well as higher education facilities functional best practices; and

WHEREAS, Mr. McLean continuously demonstrated exceptional and outstanding service to the College as the director of planning, design, and engineering; his primary job responsibilities included managing the College's capital budget process and ensuring appropriate submissions were made in support of the College's request to the State of Maryland in the 5-year bond bill and to Montgomery County in the 6-year capital improvements program, and managing facilities planning and design projects from facilities master plans to project programs and project designs; and

WHEREAS, Mr. McLean received five Outstanding Service Awards for performance on the job which exceeded the normally expected performance of assigned responsibilities and which exemplify sustained outstanding performance on the job, and for his extraordinary effort and success on the renovation of the Humanities Building, which was completed on time, and more than a million dollars under budget; and

WHEREAS, Mr. McLean received a commendation letter from Martin Walsh, the former Maryland Secretary of General Services on his leadership on the construction of the Germantown High Technology Building; and

WHEREAS, Mr. McLean received a commendation letter from Jerry B. Duvall, the former Montgomery College Board of Trustees Chair, on his presentation on the Germantown Campus and Up-County Development Concerns before the Board of Directors of the Committee for the Up-County; and

WHEREAS, Mr. McLean received a letter of appreciation from Mary Kay Shartle-Galotto, the former executive vice president for academic and student services, on his presentation on integrating the academic master plan with the facilities master plan during the academic planning retreat; and

WHEREAS, Mr. McLean participated as both a member and a chair on various committees and councils including the Operational Services Council, Compliance Advisory Committee, MC2025 Planning Committee, Middle States Implementation Workgroup, Montgomery County Colocation Directors Oversight Committee, , and numerous ad hoc committees; and

WHEREAS, Mr. McLean was instrumental in securing grant funds through the U.S. Small Business Administration, U.S. Department of Energy, and the Maryland Department of Economic Development totaling \$3.2 million that funded the infrastructure and additional means of egress on the Germantown Campus; and

WHEREAS, Mr. McLean's strong leadership, supervision, and advocacy efforts secured more than \$950 million, over the last 20 years alone, in county, and state funding, which included the following projects: Takoma Park Expansion, Cafritz Foundation Art Center Renovation, Commons Renovation, Rockville Campus Science Center, Germantown Bioscience Education Center, Rockville Science East and Science West renovations, Germantown Student Affairs and Science Building Renovation, Rockville Student Services Center, Takoma Park/Silver Spring West Garage, Rockville Parking Garage, the Leggett Math and Science Building, and numerous level-of-effort projects for deferred maintenance; and

WHEREAS, Mr. McLean through extensive knowledge, experience, and commitment to the College served as acting vice president of facilities and public safety during 2016; and

WHEREAS, Mr. McLean was active in professional organizations, including the Maryland Community College Facilities Planners Council Affinity Group, the Association of Higher Education Facilities Officers (where he completed the Institute for Facilities Management program), and the Society for College and University Planning; and represented the College at various conferences; and

WHEREAS, Mr. McLean generously donated to the Montgomery College Foundation, having established the Michael Riddle Endowed Scholarship in 2015 for credit and noncredit students who have financial need and are in good academic standing; and

WHEREAS, Mr. McLean dedicated his career for the betterment of the College, and worked tirelessly serving the College; his strong work ethic, and dedication was demonstrated through staying in the office after work hours and rarely taking lunch breaks; and

WHEREAS, College policy provides for the awarding of a Silver Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for administrative and fiscal services and the president of the College recommend this public recognition of Mr. McLean on the occasion of his retirement; and

Resolved, That the members of the Board of Trustees express their sincere appreciation to Mr. McLean for his many contributions to the College, and extend to him their best wishes that his retirement years be fulfilling and productive; and be it further

Resolved, That Mr. John B. McLean is awarded the Silver Medallion in recognition of his outstanding service to the College, and as an expression of gratitude of the College for his dedication and professional commitment to further the goals of the College; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting and a copy of this resolution and the Silver Medallion be presented to Mr. John B. McLean.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Agenda Item Number: 7A
February 22, 2021

**MEMORANDUM OF AGREEMENT—COLLECTIVE BARGAINING AGREEMENT
BETWEEN MONTGOMERY COLLEGE AND THE MONTGOMERY COLLEGE CHAPTER OF
THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

BACKGROUND

Representatives of the Board of Trustees and the Montgomery College Chapter of the American Association of University Professors (“AAUP”) reached an agreement on or about January 25, 2021, through reopener negotiations, resulting in no changes to the faculty collective bargaining agreement (“CBA”). The memorandum of agreement explicitly states the following:

- Faculty salaries will not change from Fiscal Year 2021 (“FY21”) to Fiscal Year 2022 (“FY22”), pursuant to Section 8.2(A) of the CBA;
- Amounts available to faculty through the Educational Assistance Program will not change from FY21 to FY22, pursuant to Section 9.4 of the CBA; and
- Overload rates will not change from FY21 to FY22, pursuant to Appendix I of the CBA.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the attached resolution, approving the terms of the memorandum of agreement that were agreed to on January 25, 2021, authorizing the vice president and chief human resources officer to execute the memorandum of agreement, as it has been ratified by AAUP and delegating to the president the authority and responsibility to implement and administer such agreement.

BACKUP INFORMATION

Resolution
Memorandum of Agreement (Board Members Only)
Collective Bargaining Update

RESPONSIBLE SENIOR ADMINISTRATOR

Ms. Schena

RESOURCE PERSONS

Ms. Leitch Walker
Mr. Scrimenti

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-023
Adopted on: 2/22/2021

Agenda Item Number: 7A
February 22, 2021

Subject: Memorandum of Agreement—Collective Bargaining Agreement between Montgomery College and the Montgomery College Chapter of the American Association of University Professors

WHEREAS, The Montgomery College Chapter of the American Association of University Professors (“AAUP”) is the exclusive representative authorized to negotiate on behalf of certain faculty members at Montgomery College; and

WHEREAS, A memorandum of agreement with proposed terms for the collective bargaining agreement (“CBA”) with respect to the upcoming fiscal year, have been negotiated by teams representing the Board of Trustees and AAUP; and

WHEREAS, Such memorandum contains an agreement for salary rates to remain unchanged, for educational assistance program funds to remain unchanged, and for overload rates to remain unchanged; and

WHEREAS, The Board’s negotiating team recommends approval of the memorandum of agreement by the Board; and

WHEREAS, The president recommends that the Board take the following action; now therefore be it

Resolved, That the Board of Trustees approves the proposed agreements set forth in the attached memorandum of agreement, ratified by AAUP; and be it further

Resolved, That the Board of Trustees authorizes the vice president and chief human resources officer to execute the memorandum of agreement between the Board of Trustees of Montgomery College and AAUP; and be it further

Resolved, That the Board of Trustees delegates to the president the responsibility and authority to implement and administer the memorandum of agreement and associated collective bargaining agreement.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Agenda Item Number: 7B
February 22, 2021

**MEMORANDUM OF AGREEMENT—COLLECTIVE BARGAINING AGREEMENT BETWEEN
MONTGOMERY COLLEGE AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500**

BACKGROUND

Pursuant to Section 9.4 of the Collective Bargaining Agreement between Local 500, Service Employees International Union (SEIU) and the Board of Trustees of Montgomery College (the Board), the parties have negotiated in good faith and reached an agreement on January 26, 2021, to rescind the previously-agreed wage increases for Fiscal Year 2022 (FY22). The memorandum of agreement provides that the prior wage increases will not take effect, but that the wage rates for FY21 will remain in place for FY22.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the attached resolution, approving the terms of the memorandum of agreement that were agreed to on January 26, 2021, authorizing the vice president and chief human resources officer to execute the memorandum of agreement, as it has been ratified by SEIU and delegating to the president the authority and responsibility to implement and administer such agreement.

BACKUP INFORMATION

Resolution
Memorandum of Agreement (Board Members Only)
Collective Bargaining Update

RESPONSIBLE SENIOR ADMINISTRATOR

Ms. Schena

RESOURCE PERSONS

Ms. Leitch Walker
Mr. Scrimenti

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-024
Adopted on: 2/22/2021

Agenda Item Number: 7B
February 22, 2021

**Subject: Memorandum of Agreement—Collective Bargaining Agreement between
Montgomery College and the Service Employees International Union,
Local 500**

WHEREAS, Local 500, Service Employees International Union (SEIU Local 500), is the exclusive representative authorized to negotiate on behalf of certain faculty members at Montgomery College; and

WHEREAS, A memorandum of agreement with proposed terms for the collective bargaining agreement (“CBA”) with respect to the upcoming fiscal year, has been negotiated by teams representing the Board of Trustees and SEIU Local 500; and

WHEREAS, Such memorandum contains an agreement to rescind the previously agreed-upon wage increases scheduled for Fiscal Year 2022, pursuant to section 9.4 of the CBA; and

WHEREAS, The Board negotiating team recommends approval of the memorandum of agreement by the Board; and

WHEREAS, SEIU Local 500 has executed the memorandum of agreement on January 26, 2021; and

WHEREAS, The president recommends that the Board take the following action; now therefore be it

Resolved, That the Board of Trustees approves the proposed agreements set forth in the attached memorandum of agreement, executed by SEIU Local 500; and be it further

Resolved, That the Board of Trustees authorizes the vice president and chief human resources officer to execute the memorandum of agreement between the Board of Trustees of Montgomery College and SEIU; and be it further

Resolved, That the Board of Trustees delegates to the president the responsibility and authority to implement and administer the memorandum of agreement and associated collective bargaining agreement.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Agenda Item Number: 8
February 22, 2021

MODIFICATION OF POLICY 51000–COLLEGE MISSION, VISION, AND CORE VALUES

General Information

Policy Number:	51000
Contained in Chapter:	Chapter Five
Policy Title:	College Mission, Vision, and Core Values
Policy Creation Date:	October 17, 1994
Most Recent Modification Date:	June 20, 2011

Changes, Additions, Deletions

Line Number	Purpose
Policy Number	The recommendation is to move this policy from Chapter Five– Educational Program to Chapter Two– Organization to better reflect the scope of the policy and position within the policies and procedures structure.
16	Replace “Diversity” with “Equity and Inclusion” to better reflect the current language in the Montgomery College 2025 Strategic Plan and align with best practices within the equity and inclusion community.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the modifications to Policy 51000–College Mission, Vision, and Core Values, henceforth known as 21000-College Mission, Vision, and Core Values.

BACKUP INFORMATION

Resolution
Policy 51000–College Mission, Vision, and Core Values (revised version)

RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Pollard

RESOURCE PERSON

Dr. Cain

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**
Rockville, Maryland

Resolution Number: 21-02-025
Adopted on: 2/22/2021

Agenda Item Number: 8
February 22, 2021

Subject: Modification of Policy 51000–College Mission, Vision, and Core Values

WHEREAS, The Board of Trustees created Policy 51000–College Mission, Vision, and Core Values in 1994; and

WHEREAS, The policy has served as an important organizing framework to guide and ground the actions of the Board and of the College; and

WHEREAS, The policy has been modified three times as the College’s mission, vision, and core values have developed and evolved over time; and

WHEREAS, The policy use of Equity and Inclusion better reflect the current language in the Montgomery College 2025 Strategic Plan and align with best practices within the equity and inclusion community.

WHEREAS, The policy has been reviewed by the appropriate College community stakeholders for their feedback and has been updated; and

WHEREAS, The president recommends that the Board adopt the modifications; now therefore be it

Resolved, That Policy 51000–College Mission, Vision, and Core Values, henceforth known as Policy 21000-College Mission, Vision, and Core Values, be modified as indicated in the attached draft; and be it further

Resolved, That the president is authorized to implement these changes.

Chapter: ~~Educational Program~~ Organization

Modification No. 004

Subject: College Mission, Vision and Core Values

MISSION STATEMENT

We empower our students to change their lives and we enrich the life of our community. We are accountable for our results.

VISION STATEMENT

With a sense of urgency for the future, Montgomery College will be a national model of educational excellence, opportunity, and student success. Our organization will be characterized by agility and relevance as it meets the dynamic challenges facing our students and community.

CORE VALUES

EXCELLENCE * INTEGRITY * INNOVATION * ~~DIVERSITY~~ EQUITY AND INCLUSION * STEWARDSHIP
*SUSTAINABILITY

Board Approval: October 17, 1994; July 17, 2000; June 20, 2011; _____, 2021