

**PLACEMENT STRUCTURE
UNIT PROFESSIONAL STAFF**
Modified per Negotiated Changes

Academic Credentials	Associates 0 points	Bachelors 15 points (1)	Masters 30 points
	* Masters + 30 graduate credit hours or Double Masters or C. A.G. S. 40 points	* Masters + 45 graduate credit hours 50 points	Doctorate 75 points
MCCS Experience Maximum Allowed = 320 points	Unit Professional Position Full-time 1 year = 8 points Maximum years = 40	Teaching Position Full-time 1 year = 8 points Maximum years = 20	
External Experience Maximum Allowed = 72 points	Related Experience Full-time 1 year = 8 points Maximum = 8 Years	Elementary (K-6) Full-time 1 year = 4 points Maximum = 3 Years	Secondary (7-12) Full-time 1 year = 4 points Maximum = 8 Years
		College Level Teaching Full-time 1 year = 8 points Maximum = 8 Years	
Seniority Maximum Allowed = 320 points	System-wide seniority 10-15-97 1 Seniority Year = 8 points		
Performance Evaluation (2) Maximum = 100 points	Each successful 3rd year evaluation as defined by the current evaluation process. 10 points (per evaluation) Maximum Allowed= 100 points		
In-field Certifications	Example: CPA 0 points per certificate	<i>Accumulation of credit can not start until program is developed and approved.</i>	
Professional Development	Each 120 Professional Continuing Educational Units or Equivalent 0 points	<i>Accumulation of credit can not start until program is developed and approved. Eligible for incentive every two years</i>	

* Must be part of an academic program of study.

<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Point \$ Value</u>
1	\$24,986	\$36,230	\$14.287
2	\$28,843	\$41,822	\$16.492
3	\$32,700	\$47,415	\$18.698
4	\$36,558	\$53,009	\$20.903
5	\$40,414	\$58,600	\$23.108
6	\$44,272	\$64,194	\$25.314
7	\$48,128	\$69,786	\$27.520

Note: These values are not on this page in the DMG document but are placed here for convenience.

(1) Was 0 points in the study.

(2) These 100 points shall be supplemental for the period July 1, 1999 to June 30, 2001. Effective July 1, 2001 these 100 points will be incorporated into the total points base as in the faculty portion of the study.