

Massachusetts Community College – Compensation Structure – Full-Time Teaching Faculty

Minimum Salary - Bachelor's Degree (or equivalent) - \$36,256					
Minimum Salary - Master's Degree - \$39,088.50					
Academic Credentials	* Masters + 30 graduate credit hours or Double Masters or C.A.G.S.		* Masters + 45 graduate credit hours		Doctorate
Max 75 points	40 points		50 points		75 points
Professional Ranking	Instructor	Assistant Professor		Associate Professor	Professor
Max 60 points	0 points	20 points		40 points	60 points
MCCS Experience	Teaching Position Full-time		Non-Teaching Position Full-time		Teaching Position Part-time
Max 320 points	1 year = 8 points Maximum years = 40		1 year = 8 points maximum years = 20		Each 3 hour course earns 1 point Maximum credits = 48
Outside Experience	Elementary (K-6)	Secondary (7-12)	College Level Teaching		Non-teaching Experience
	Full-time Must be directly related to the teaching field	Full-time	Full-time	Part-time prior to full-time employment	Full-time Must be directly related To the teaching field
Max 160 points	1 year = 4 points Maximum years = 3	1 year = 4 points Maximum years = 8	1 year = 8 points Maximum years = 20	3 credit hours = 1 point Maximum credits = 48	1 year = 4 points Maximum years = 20
Seniority Max 320 points	1 Seniority Year = 8 points Maximum years = 40				
Performance Evaluation	Each successful post tenure 3rd year evaluation as defined by the current evaluation process.				
Max 100 points	10 points (per evaluation) Maximum Allowed= 100 points				
Licensure/ Certification	Points awarded = 3 times the unit value in the licensure and certification report			Maximum Allowed = 30 points (10 point maximum/year in 2006-2009 Agreement)	
Professional Development	Each 120 Professional Continuing Educational Units or Equivalent 0 points			Eligible for incentive every two years	

* Must be part of an academic program of study.

Value of each point:
April 1, 2005 \$49.37
July 1, 2006 \$50.85
July 1, 2007 \$52.38
July 1, 2008 \$53.95