

Massachusetts Community College - Placement Structure - Unit Professional Staff

Academic Credentials Max 75 points	Associates 0 points	Bachelors 15 points	Masters 30 points	* Masters + 30 graduate credit hours or Double Masters or C. A.G. S. 40 points	Masters+45 50 Points Doctorate 75 points
MCCS Experience Max 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		Unit Professional Position Part-time 250 hours= 1 point Maximum hours = 4,000
External Experience Max 160 points	Related Experience Full-time 1 year = 8 points Maximum = 20 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 Max 320 points	1 Seniority Year = 8 points				
Performance Evaluation Mm 100 points	Each successful post tenure 3rd year evaluation as defined by the current evaluation process. 10 points (per evaluation) Maximum Allowed= IOU points				
In-field <i>Licensures</i> <i>Certifications</i>	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.

Date	Pay Grade	Minimum	Point \$ Value	Date	Pay Grade	Minimum	Point \$ Value
1-Jul-06	2	34,462	\$19.71	1-Jul-08	2	36,560	\$20.91
	3	39,070	\$22.34		3	41,449	\$23.70
	4	43,303	\$24.76		4	45,940	\$26.27
	5	47,870	\$27.37		5	50,786	\$29.04
	6	52,212	\$29.86		6	55,391	\$31.67
	7	56,760	\$32.46		7	60,217	\$34.43

Date	Pay Grade	Minimum	Point \$ Value
1-Jul-07	2	35,496	\$20.30
	3	40,242	\$23.01
	4	44,602	\$25.50
	5	49,306	\$28.19
	6	53,778	\$30.75
	7	58,463	\$33.43