

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

Minimum Salary - Bachelor's Degree (or equivalent) - \$38,464 Minimum Salary - Master's Degree - \$41,470					
<b>Academic Credentials</b>	* 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
<b>Professional Ranking</b>	Instructor	Assistant Professor		Associate Professor	Professor
Max 60 points	0 points	20 points		40 points	60 points
<b>MCCS Experience</b>	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
<b>Outside Experience</b>	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
<b>Seniority</b> Max 320 points	1 Seniority Year = 8 points Maximum years = 40				
<b>Performance Evaluation</b>	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				
<b>Licensure/ Certification</b>	Points awarded = 3 times the unit value in the licensure and certification report			Maximum Allowed = 30 points (10 point maximum/year)	
<b>Professional Development</b>	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:**  
**July 1, 2008 \$53.95**  
**June 30, 2011 \$55.78**  
**June 30, 2012 \$57.68**

**The 2008 base salary of \$38,464 (Bachelor's Degree) and \$41,470 (Master's Degree) and the 2008 point value of \$53.95 shall be used to calculate new faculty member salaries.**