

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)	
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	Points Increase 3.4%
1-Jul-09	2	36,560	\$20.91	30-Jun-12	2	36,560	\$22.35
These are the base salary and point values as of 2008 to be used for new hires.	3	41,449	\$23.70	6/30/12	3	41,449	\$25.34
	4	45,940	\$26.27	30-Jun-13	4	45,940	\$28.08
	5	50,786	\$29.04	No change	5	50,786	\$31.05
	6	55,391	\$31.64		6	55,391	\$33.83
	7	60,217	\$34.43		7	60,217	\$36.81
Date	Pay Grade	Minimum	Points Increase 3.4%				
30-Jun-11	2	36,560	\$21.62				
	3	41,449	\$24.51				
	4	45,940	\$27.16				
	5	50,786	\$30.03				
	6	55,391	\$32.71				
	7	60,217	\$35.60				