

MCCC Salary Grid: Basics and Highlights

View the full grids and more information at www.mccc-union.org/salarygrid

Basic Salary Structure

- There will be multiple salary grids- one for each professional staff grade and one for each faculty rank.
- The grids contain columns running horizontally that value educational attainment and intervals that run vertically that value various professional achievements (see Salary Movement and Values below).
- The values between education attainment columns vary (e.g. Masters +15 = 2.5%, PHD = 5%).
- The values between intervals is standard at 1.25%.

Salary Movement and Values

As is the practice with other grid systems, future across-the-board raises will increase all salary values in the grids.

Bargaining Unit members can move through the grid based on the following professional achievements:

- Faculty:
 - Rank change- advance to the same interval on the new rank's grid. Value: 2.5% (total possible: 7.5%)
 - Tenure- Advance one interval on the grid. Value: 1.25%
 - Post-tenure review- Advance one interval on the grid. Value: 1.25%
- Professional staff:
 - Rank change and tenure equivalency (total possible: 8.75%)
 - Advance 2 intervals on the 4th year of regular appointment. Value 2.5%
 - Advance 3 intervals on tenure (or the 7th year of reappointment if not tenure-eligible). Value 3.75%
 - Advance 2 intervals on the 9th year of service. Value 2.5%
 - Post-tenure review- Advance one interval on the grid. Value: 1.25%

For more details, see the Salary Grid Memorandum of Agreement at www.mccc-union.org/salarygrid

Initial Salary Placement

All current salaried bargaining unit employees will be placed on the grid commensurate with their faculty rank or professional staff grade, in the column that reflects their highest educational achievement, on the interval that provides a minimum of a 2% increase (rounded to the nearest 1/100th of 1%). All new employees, transfers and reclassifications will have their grid placement determined via the points of the Classification Study. Placement for grant-funded positions on the grid is contingent on the grant terms and funding.

Highlights of the Grid System

- ❖ Provides a more transparent, tried-and-true salary system with a clear path for salary advancement.
- ❖ Achieves a compensation structure more comparable to other community college systems across the country.
- ❖ Creates more equity between professional staff and faculty. Eliminates lower professional staff point values for professional achievements. Professional staff will also have a rank change and tenure "equivalency" providing salary advancement opportunities that mirror rank change and tenure for faculty.
- ❖ Recognizes new professional achievements, including new academic credentials (Masters +15 and ABD).
- ❖ Provides immediate additional avenues for compensation by providing increases for professional achievements attained this spring. (rank change (or equivalency for professional staff), tenure, post-tenure review)
- ❖ Builds professional achievements into the long-term structure of the salary system so the MCCC doesn't need to bargain and fund them every cycle of negotiations. This will allow greater focus on across-the-board increases.
- ❖ Provides more salary advancement opportunities for grant-funded employees as long as the grant terms and funding allow it. The more transparent salary system will also enable grant-writers to incorporate future salary advancements in funding requests.

MCCC Salary Grid: Frequently Asked Questions

1. Why is this grid system better than our current system? What are the advantages of this?

See the grid highlights section on the reverse side of this page.

2. What happens if we don't ratify?

All unit members will receive a 2.5% across-the-board increase effective July 1, 2017, but many members will lose the opportunity for compensation via the grid for post-tenure review, tenure, rank change and the equivalencies for professional staff. We will also have lost building these advancements into the structure of our compensation.

3. I'm getting less than 2.5% raise on July 1, 2017. Why should I vote for to move to a salary grid?

This grid provides greater salary benefits to almost all employees in the long-term. The only exception is a unit member who receives an initial placement increase between 2.0-2.5% and plans to retire in the near future. The grid system builds professional achievement salary increases into its structure, so almost all will eventually benefit- whether it's through rank change as faculty, tenure as professional staff, or post-tenure review.

4. Why are unit members getting different raises during the first year of this system?

Unfortunately, there is great diversity in unit member salaries due to multiple factors including the varying values of points, point differentials between faculty and professional staff, and the fact that we have to bargain and fund professional achievements every negotiation cycle. In order to move to a more predictable, transparent and stable system that will benefit MCCC members in the long-term, this short term differential is required.

5. I received a change of rank this spring. Will I receive a salary increase this year?

Yes. This is also true for tenure awards, post-tenure reviews and other professional achievements valued on the grid. These increases will be effective 7/1/17 for professional staff and the first payroll of the academic year for faculty.

6. My highest degree is a Masters and I have been placed on the lane entitled "CFP" or "Off-lane". Why?

This occurred because your salary is higher than the maximum salary value in the Masters lane.

7. How will we get future across-the-board raises?

As is the practice in other grid systems bargained with the state, future across-the-board raises will be negotiated in every bargain and will increase all of the salaries in the grid(s).

8. Is there a catch?

One concern relates to compensation for post-tenure review for those at Interval 1 (top pay) on their column. In those circumstances, the individual will receive a one-time bonus equal to 1.25% of their base pay, as opposed to an increase on base pay by advancing one interval. The Employer expressed a willingness to reexamine this in future negotiations and achieving this \$\$ on base will be a top-priority for the next bargain. This impacts a relatively small portion of MCCC members as the large majority are not on Interval 1. We still recommend ratification because failure to ratify will mean there will be **NO \$\$ for post-tenure review**- either as a bonus or on the base.

9. I'm an hourly employee. Will I be placed on this grid?

Hourly employees are not a part of this grid system, but will receive a 2.5% increase to their hourly rate. Bargaining a similar grid structure for hourly employees will be a priority in future bargains now that a favorable pattern is set.

10. Where can I learn more?

We strongly encourage you to learn all that you can about the new salary grid system. More information is available at www.mccc-union.org/salarygrid, including: Full salary grids, the Salary Grid Memorandum of Agreement, a PowerPoint explaining Grid system, additional FAQs, MCCC Salary History explanation

11. I have more questions. Who can I ask? Please email your questions to SalaryGrid@mccc-union.org.