

**New Hire Table 1:**

**Initial Classification Placement for New Full Time Faculty and Faculty Transfers**

<b>Minimum Salaries</b>					
<b>Bachelor's Degree (or equiv):</b> July 1, 2015- \$40,606; July 1, 2016- \$41,621; July 1, 2017 (if no grid)- \$42,662					
<b>Master's Degree:</b> July 1, 2015- \$43,779; July 1, 2016- \$44,874; July 1, 2017 (if no grid)- \$45,996					
<b>Academic Credentials</b>	* Masters + 30 graduate credit hours or Double Masters or C.A.G.S., Master of Fine Arts, Master of Social Science, Master of Arts in Clinical Mental Health Counseling		* 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.				
<b>Max 100 points</b>	10 points (per evaluation) Maximum Allowed = 100 points				
<b>Professional Development</b>	Each 120 Professional Continuing Educational Units or Equivalent 0 points			Eligible for incentive every two years	
<b>Licensure/Certification</b>	Points awarded = 3 times the unit value in the licensure and certification report			Maximum Allowed = 30 points	

\*Must be part of an academic program of study.

**Point Value for New Academic Credentials earned after hire = \$57.68**

**For Faculty New Hires and Transfers- The minimum salaries listed at the top of this grid and the point value of \$53.95 shall be used to calculate new faculty member and transfer salaries.**