

New Hire Table 2:

Initial Classification Placement for Full Time Unit Professionals, Reclassifications & Transfers

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., Master of Fine Arts, Master of Social Science, Master of Arts in Clinical Mental Health Counseling 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 Max 100 points	Each successful post tenure 3rd year evaluation as defined by the current evaluation process. 10 points (per evaluation) Maximum Allowed = 100 points				
Professional Development	Each 120 Professional Continuing Educational Units or Equivalent 0 points		Eligible for incentive every two years --- --		
In-field Licensures Certifications	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.

**New Hires, Reclassifications, and Transfers
of Unit Professional Staff**

**Point Values for
Academic Credentials
earned after hire**

	Pay	Minimum	Minimum	Minimum	Point	Pay	Grade	Point \$ Value
	Grade	7/1/2015	7/1/2016	7/1/2017 (if no grid)	\$ Value			
These are the base salary and point values to be used for new hires, reclassifications and transfers.	2	\$38,597	\$39,562	\$40,551	\$20.91	2		\$22.35
	3	\$43,758	\$44,852	\$45,973	\$23.70	3		\$25.34
	4	\$48,499	\$49,711	\$50,954	\$26.27	4		\$28.08
	5	\$53,615	\$54,956	\$56,330	\$29.04	5		\$31.05
	6	\$58,477	\$59,939	\$61,437	\$31.64	6		\$33.83
	7	\$63,572	\$65,161	\$66,790	\$34.43	7		\$36.81