

Frequently Asked Questions #2

5/18/2017

1. What is an interval on this new grid system? Do these reflect seniority or years of service?

The interval is the row where someone is placed on the salary grid table. (Education attainment is reflected in the columns.) The intervals are numbered in descending order along the left side of the table. The difference in salary between intervals is 1.25%

Intervals have nothing to do with years of service in this grid system. Unit members are not placed on intervals related to years of service and unit members will not receive intervals based on future years of service. (Unless we successfully bargain this in future negotiations) Instead, intervals are used to award professional achievements. For example, faculty and professional staff will advance one interval for a successful post-tenure evaluation. Faculty receive one interval for tenure. Additional details on the number of intervals awarded for specific professional achievements can be found in the Grid Summary document and, in greater detail, in the MOA on the MCCC website at <http://mccc-union.org/salarygrid>.

2. How do I know where I'm placed in the salary grid system? Which interval am I on?

Within the next couple of days you will receive at your home address the ratification packet which will include an individualized letter with your current annualized salary, your new grid annualized salary and the percentage increase. Once you know your new salary, go to the grids on the MCCC website and 1) find the grid that corresponds to either your Faculty Rank or Professional Staff Grade; 2) find the column (lane is another term used for column) that represents your highest academic degree; and, 3) go vertically down the column to the interval (row) that corresponds to your new salary.

3. How will future across the board raises be awarded? Through intervals?

No. Future across the board raises will be awarded by increasing all of the salary values on the grids by the negotiated percentage increase. This is a common practice in the salary grid systems of other higher education institutions, K-12 contracts, and other bargaining units that negotiate with the state. For a visual of this, see slide #16 in the Grid PowerPoint on the MCCC website at <http://mccc-union.org/salarygrid>

4. When will this grid system start if ratified?

If ratified, the grid system will be effective July 1, 2017.

5. My salary is higher than the highest salary on the grid. Will I get a raise this year?

Yes. Those who are "off-grid" will get the minimum raise guaranteed to all employees of 2%, but you will not be placed on the grid.

6. Why is this salary grid system better than the current point system?

The primary benefits are that it is more transparent, fair, and professional achievements are built into the structure of compensation moving forward, which will reduce salary inequities. Under the point system, MCCC has had to ensure the funding of points each bargain. This has led to inequities as points have been valued and funded differently (if at all) in different

bargaining cycles. For example, rank change in one year may be valued differently than another year. Post-tenure evaluations have been awarded some years and not others. Under this system, all of these professional accomplishments are built into the schedule. The intervals used to reward professional achievements, such as tenure and post-tenure evaluation, is 1.25% and will remain constant in future years, even when across the board increases raise the values of all salaries on the schedule. Please see the document entitled "MCCC Salary History" for more information on this at www.mccc-union.org/salarygrid.

7. How do seasoned faculty progress through the grid? I am full professor with a Doctorate. Is my only option for progression post-tenure reviews?

Movement on the grid for those who have achieved the rank of Full Professor and tenure, and no longer intend to pursue advanced degrees, will be in the form of 1 interval (1.25%) for every successful post-tenure evaluation. The move is not automatic, because the review has to be "other than unsatisfactory." Future bargaining teams can, however, bargain additional accomplishments into the grids.

8. I had a post-tenure review this year. If the salary grid passes, when will I see my raise connected with that review?

If your review completed as of spring semester and you received an "other than unsatisfactory," you will move one interval for that review this year (1.25%). For professional staff that increase will occur July 1, 2017. For faculty the increase will be awarded in the first paycheck in September.

You will also have been placed on the grid with an increase of at least 2.0% above your current salary as of July 1. Please note that your new grid salary as stated in your individualized ratification letter does not yet reflect your spring 2017 post-tenure review; it only reflects the increase related to your placement on the grid.

9. I noticed there is a new academic credential column with ABD. What does that stand for?

ABD stands for "All But Dissertation." This applies to doctoral candidate who has completed required courses and examinations but not a dissertation.

10. If someone has a Master's degree plus credits, do the credits have to be graduate level?

Yes. The grid values a newly-recognized academic credential of Masters +15 at 2.5%. If someone takes 15 graduate credits, they will receive a 2.5% increase to their base pay.

11. Why do all of the professional staff grids have 30 intervals and the "Associate Professor" and "Professor" faculty grids have 35 intervals?

There are separate salary grids for each professional staff grade (2-7). There are fewer intervals for professional staff grids because there is a smaller salary differential between the highest and lowest paid professional staff employee within a grade. If all professional staff had been on one grid (i.e. one grid for grades 2-7) more intervals would have been needed to cover the range of salaries. In comparison, almost all faculty advance to the Associate and Professor ranks and there is a greater differential between salaries.

12. Are licenses valued in this new system?

Licenses will continue to be treated in the same way they are now, where members receive salary credit for them only when they are initially hired. Currently, salary points are not

awarded for new licenses once employed. In future bargains, however, we can negotiate salary advancement on the grid for receipt of new licenses. One advantage to salary grid systems is that they are adaptable and bargaining salary increases for additional accomplishments is more transparent and straightforward.

13. Why isn't experience or seniority valued in the grid?

Management was adamantly opposed to including any increases related to experience in this grid. They stated that valuing additional years of service wouldn't be acceptable to the current Administration. Experience hasn't been rewarded in compensation for current employees since before the 2012 contract. However, this is a salary provision that can be fought for in future negotiations. It's worth noting that the grid committee increased the value of post-tenure reviews, education, tenure and other professional achievements compared to the current point system.

14. I am an adjunct professor. Where will I be placed on this grid?

This grid only applies to Day Unit contract and members. As an adjunct, you are represented under the Division of Continuing Education (DCE) contract. The DCE contract is currently being negotiated. To learn more about the status of those negotiations, please visit:

<http://www.mccc-union.org/dceteam.htm>