

**DCE Contract – Salary  
Spring 2019**

The new DCE collective bargaining agreement provides for a retroactive 1% increase for DCE courses taught in the spring through the summer 2018. There is an additional 1% retroactive increase for the fall 2108. This fall 2018 increase is added to the previous 1% increase so that the total would be a little over 2% because of the compounding effect. There is another 1.5% increase for the spring 2019 semester. A three-credit DCE course at step 4 salary is now \$4,002.

**Salary 2019**

<b>Step 1</b>	<b>\$1,104 per credit</b>
<b>Step 2</b>	<b>\$1,181 per credit</b>
<b>Step 3</b>	<b>\$1,270 per credit</b>
<b>Step 4</b>	<b>\$1,334 per credit</b>

The laboratory component is paid .74 of the appropriate pay step for each lab hour of the course. The lab schedule is:

<b>Step 1</b>	<b>\$817</b>
<b>Step 2</b>	<b>\$874</b>
<b>Step 3</b>	<b>\$940</b>
<b>Step 4</b>	<b>\$987</b>

***Salary Step Placement and Movement:***

DCE faculty will move from salary Step 1 to salary Step 2 upon teaching the sixth class and move to Step 3 upon teaching the eleventh class. Step 4 is effective upon attaining 8 years of seniority at the college. New faculty at the college would normally start at Step 1 but may start at Step 2 or 3 of the salary schedule based on degrees, qualifications, and experience.

DCE salary step determination is normally based on the DCE work history at each community college where a unit member teaches. The contract allows salary to be determined based on the DCE courses and years taught at other community colleges in our system so that the unit member is paid at the highest DCE step achieved in the Massachusetts Community College system. The unit member must initiate this process by asking the College to include the work history at the other institution(s) and to authorize the other College(s) to disclose this information. Unit members with a two-year break in service in the system are not eligible. This contract provision pertains only to the calculation of salary. Unit members who wish to exercise this contractual right should contact the Human Resources office at their College.

DCE faculty are paid through the state HRCMS biweekly payroll system. Salary payments begin with the first possible state payroll date in the semester and then every two weeks thereafter through the end of the semester.

A unit member will receive \$225 in the event that a course is cancelled within seven days of the start of the class. This is not applicable to redundant sections.

**The DCE Collective bargaining agreement is available on the MCCC website <http://www.mccc-union.org/> or a copy can be obtained from your local MCCC Chapter when the printing process is complete.**