

**DCE CONTRACT -Salary Advisory
Spring 2020**

Joseph Rizzo, MCCC DCE Grievance Coordinator
Grievance-DCE@mccc-union.org

The new DCE collective bargaining agreement provides for a 2% increase effective January 15, 2020. There is an additional .5% salary increase on August 31, 2020.

DCE Salary-Spring 2020 (2% increase)

Step 1	\$1,126 per credit
Step 2	\$1,205 per credit
Step 3	\$1,295 per credit
Step 4	\$1,360 per credit

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

Step 1	\$833
Step 2	\$892
Step 3	\$958
Step 4	\$1,006

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 should begin three- four weeks into 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.