

DCE CONTRACT -Salary Advisory Fall 2020

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The DCE collective bargaining agreement provides for a .5% base rate salary increase to be effective on August 31, 2020. This is addition to the 2% base rate salary increase received in the spring 2020 semester.

Please note that this is a base rate salary increase for teaching DCE courses and is independent of any stipend for training and/or adapting courses to a different instructional modality.

DCE Salary-Spring 2020 (.5% increase)

Step 1 \$1,132 per credit

Step 2 \$1,211 per credit

Step 3 \$1,301 per credit

Step 4 \$1,367 per credit

A typical 3-credit hour course paid at step 4 is now \$4,101.

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

Step 1 \$838

Step 2 \$896

Step 3 \$963

Step 4 \$1,012

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 institutions(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 as soon as possible 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.