

FACULTY: How do I calculate what my new salary will be by the end of the contract?

The good news here is that there are several pay raises of various kinds included in our Tentative Agreement that, **once it is ratified**, represent advancements from our last contract.

To follow along, you will need the salary grids for July 2020.

What you need to know: How many years of seniority you have, what faculty rank you hold, what education column on the salary grid you are on, and what interval on that grid you are on.

There are four faculty ranks: Instructor, Associate Professor, Assistant Professor, and Professor. There are seven educational columns, plus an additional column H for those who are off grid for any one of a variety of reasons.

So, let's take a look at a sample salary calculation for a faculty unit member with 17 years of seniority, who is a professor with a Master's Degree (column B on education) who is on Interval 12 of the grid. This professor's starting salary for these calculations is \$68,242 as of the July, 2020 salary grid. (These dollar amounts may be rounded up or down in HRCMS and may not be the exact grid value.)

Governor's Parameters Salary Increases

The 2.5% first year raise included in the governor's parameters, effective the first full pay period in July, 2021.

- (Starting salary) \$68,242 x 1.025 (the multiplication factor that equals a 2.5% raise) = \$69,948.

This raise is retroactive, and will be calculated from the first full pay period of July 2021, until the date this raise is implemented in HRCMS. **The retro will be paid out after she receives her raise.**

In addition, since this faculty member was employed as of July 1st, 2021 and is still employed as of the date of ratification of the agreement, she will receive a **1.5% or \$1,000 COVID recognition bonus, whichever is higher. This will be paid out after the 2.5% increase is calculated.**

- (New Salary) \$69,948 x .0150 (the multiplication factor that equals a 1.5% bonus) = \$1049.22

The 2.0% second year increase included in the governor's parameters, effective the first full pay period of July, 2022.

- \$69,948 x 1.02=\$71,347. This raise is retroactive from the first full pay period of July, 2022.

Tenure Review:

Upon ratification, faculty will now earn two intervals for a successful tenure review.

- Since this faculty member has 17 years of seniority, she is in her 18th year and her tenure review will be completed this year. This means she will be eligible for the two-interval increase, payable by the first pay period of September, 2023, according to our contract. This same advancement applies for every faculty member whose tenure review will be completed this year and is available for faculty whose tenure reviews are completed every three years as stipulated in the contract, going forward.
- The two-interval advancement will put this faculty member's salary at \$73,142.

Longevity and Service Achievement Interval Advancements:

Upon ratification, FT faculty who have achieved 15 years, 20 years, 25 years and 30 years of service to the Commonwealth in the MCCC, will receive a one interval increase for each of those service achievements already earned, and for any of these benchmarks they earn going forward.

This means a faculty member who qualifies for each one will receive an interval increase on the salary grid upon ratification according to the following schedule:

- 15 years and 20 years, as of the first payroll period of July, 2022.

- (These are retroactive to the first pay period of July, 2022 until the date this raise is implemented in HRCMS. **This will be paid out after the raises.**)
- 25 years, as of 1/1/2023
- 30 years, as of 6/30/2023

This faculty member, because she has earned an interval advancement for her 15 years of service, will have earned one interval advancement and that will put this faculty member's salary at \$74,057.

Recruitment and Retention Incentives for Newer Hires

Once the contract is ratified, an interval adjustment will take place on the salary grids for July, 2022, effective on the first pay period in July, 2022. This means that Intervals 35, 34 and 33 on the Professor Grid will be eliminated and the current grid 32 shall become the new Interval 35. In addition, 3 intervals will be added, creating new intervals 1, 2, 3 and all of the intervals will be renumbered from there.

There are different numbers of intervals on some of the faculty salary grids, and they in turn shall be adjusted in a similar manner as described in the language above.

For example, an Associate Professor at Interval 35, with 4 years of seniority as of October 2022, holding a Ph.D., would receive these salary advancements.

- 2.5% first year raise, effective and retroactive to July, 2021 as calculated above:
 - **Starting Salary \$58,553x1.025=\$60,017.**
- This faculty member has earned the minimum **COVID recognition bonus of \$1,000**
- 2.0% second year increase, effective and retroactive to July, 2022 as calculated above:
 - \$60,017x1.02=\$61,217

Since this faculty member is eligible for the Interval advancements designed to help retain and recruit new hires, she will have her salary advanced 3 intervals on the July, 2022 salary grid.

- That 3-interval salary grid advancement will move her salary from \$61,217 to \$63,543.

Furthermore, this faculty member will also be eligible for an additional 2 interval advancements, once new Distance Education language is approved, based on the July 2022 salary grid.

- That two-interval salary grid advancement will move her salary from \$63,543 to \$65,141.

Faculty potential increases during term of contract		
Guaranteed base 7/1/2021	2.50%	
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New degree	2.5% to 7.8%	
Rank change every 4th year up to professor	2.50%	
7th year	1.25%	1 Interval
Post tenure review every 3rd year	2.50%	2 Intervals
Upon reaching 15th, 20th, 25th, or 30th year		
Already in 15th year to 19th year	1.25%	1 Interval
Already in 20th year to 24th year	1.25%	1 Interval
Already in 25th year to 29th year	1.25%	1 Interval
Already in 30th year or higher	1.25%	1 Interval