

**DCE CONTRACT -Salary Advisory
Fall 2023 - Spring 2024**

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The new DCE one-year collective bargaining agreement provides for a 4% increase retroactive to fall 2023 and an additional increase of 4% for the spring 2024.

DCE Salary-Fall 2023 (4% increase)

Step 1	\$1,343 per credit
Step 2	\$1,430 per credit
Step 3	\$1,524 per credit
Step 4	\$1,623 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	\$994
Step 2	\$1058
Step 3	\$1,128
Step 4	\$1,201

DCE Salary-Spring 2024 (4% increase)

Step 1	\$1,397 per credit
Step 2	\$1,487 per credit
Step 3	\$1,585 per credit
Step 4	\$1,688 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	\$1,034
Step 2	\$1,100
Step 3	\$1,173
Step 4	\$1,249

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.

