

**Analysis of the Massachusetts Community College
Council Bargaining Unit (MCCC) Survey Data And
Overall Percentage Readjustment**

FINAL REPORT

INTRODUCTION

In January, 1998, the Board of Higher Education (BHE) engaged DMG-MAXIMUS, Inc. (DMG) to conduct a classification and compensation study for the day division full-time and part-time faculty and the unit professional staff in the Massachusetts Community College System.

The plan developed by DMG and submitted to BHE placed major emphasis on pay equity and provided for objective determination of individual compensation levels based upon academic credentials, experience, and seniority.

The BHE established two key assumptions for DMG to follow in the development of its pay plan. These key assumptions were as follows:

- Rates of compensation should be based on a market survey of public, two-year colleges in ten similarly situated states.
- Compensation for faculty and unit professional staff should be “benchmarked” at the 75th percentile of average salaries in the survey group.

The ten similarly situated states included the following:

- California
- Florida
- Illinois
- Michigan
- New Jersey
- New York
- Ohio
- Pennsylvania
- Texas
- Washington

The BHE approved the classification and compensation system in 1999. The pay plan was subsequently approved by the Governor’s Office and was implemented in 2000.

Since 2000, the BHE has maintained the pay plan and modified it to meet its needs and objectives. All pay plan modifications have been negotiated with the Massachusetts Community College Council Bargaining Unit (MCCC).

Recently, the MCCC compiled faculty salary survey data from the ten similarly situated states with the goal of recalculating the base salaries of the faculty and calculating the 75th percentile. The BHE requested the Archer Company (DMG) to conduct an independent analysis of the MCCC survey data and the overall percentage readjustment.

THE MCCC SURVEY DATA ANALYSIS

As the survey data in Exhibit I (see attachments) shows, the MCCC used data from the American Association of University Professors (AAUP) for the year 1997-1998 and data from the Institute for Professionals of Education Data (IPEDS) for 1997-1998. The data for the ten similarly situated states with the same schools reporting does not vary significantly (75th percentile AAUP: 42,850 and IPEDS: 42,925). MCCC decided to use IPEDS data for the remainder of the survey again using the same ten states and the exact same schools.

For the year 2005-2006, the MCCC data included an April 2006 increase of 3% (second to last column) and in the last column a retroactive 3% increase that was granted but has yet to be distributed.

In short, according to MCCC data, as shown in Exhibit II, to bring the faculty up to the 75th percentile of the ten similarly situated states an increase of \$7,645 or 13.85% would be needed.

Given our analysis of the MCCC data, the BHE can grant the \$7,654 to bring the faculty salary up to the recommended 75th percentile or it can distribute the increase over some time frame. For example if the BHE were to distribute the increase over a five year time frame it would amount to \$1531 per year as shown below.

Sample Distribution

IPEDS		Assume a 5 year Distribution (\$7,654/5=\$1,531 per year)				
April 2006 3% already granted	7/06 3% Not received	06-07	07-08	08-09	09-10	10-11
56,928	56,928	58,459	59,990	61,521	63,052	64,583

If the BHE decides to immediately adjust the 75th percentile figure to more accurately reflect current conditions, that figure would be \$64,583. Otherwise that figure can be reached over a five year period as reflected in the table above.

POINT VALUE RECOMMENDATIONS

The BHE may wish to consider a percentage increase in the point value assigned to various professional criteria contained in the original compensation structure grid. The original point value of \$44.88 has not been changed since the recommended plan was adopted in 2000.

The Archer Company's recommendations is to increase the point value 2% or 3% per year over a five (5) year period in order to maintain the integrity of the compensation structure. Exhibits III and IV (attached) show point dollar values over a 5 year period from July 2006 through July 2010 applying a 2% and 3% increase each year.

CONCLUSION

To summarize, The Archer Company concludes and recommends the following:

1. The MCCC data is appropriate to use in calculating the percentage increase in dollars to be distributed to professional staff.

2. It is recommended that the \$7,634 (13.85%) be distributed to faculty, either as a one-time adjustment or over a five year period.

3. In addition the BHE should consider a change in point dollar values of 2% or 3% over a five year period to maintain the integrity of the compensation structure.

Exhibit I
 MASSACHUSETTS BOARD OF HIGHER EDUCATION FACULTY SALARY SURVEY-TWO YEAR PUBLIC COMMUNITY COLLEGES
 (AS COMPILED BY THE MCCC)
 AAUP 1997-98 AND IPEDS 1997-98 THROUGH 2005-06 BENCHMARK SALARY DATA

	AAUP 97-98	IPEDS 97-98	IPEDS 01-02	IPEDS 02-03	IPEDS 03-04	IPEDS 04-05	IPEDS 05-06	April- 3% increase_old	7/06 3% retro_new	
Massachusetts										
Northern Essex CC	43,500	43,600	57,700	57,900	55,022	52,646	51,987	53,547	55,153	
Mt. Wachusett CC	40,700	40,800	57,100	55,500	58,960	53,128	51,539	53,085	54,678	
Massasoit CC	42,400	42,500	56,400	58,700	58,107	55,270	54,248	55,875	57,552	
Springfield Tech CC	43,700	43,800	55,300	58,200	57,287	55,429	54,731	56,373	58,064	
Greenfield CC	42,400	42,300	54,600	54,200	54,199	52,198	50,483	51,997	53,557	max
North Shore CC	43,500	43,700	54,400	55,200	55,210	51,450	51,756	53,309	54,908	58,064
Berkshire CC	42,100	42,300	54,300	54,800	52,754	50,608	51,123	52,657	54,236	min
Bristol CC	41,300	41,500	54,300	56,300	54,905	51,770	52,526	54,102	55,725	53,518
Holyoke CC	40,300	40,300	53,600	55,200	54,664	51,106	50,446	51,959	53,518	
Average	42,211	42,311	55,300	56,222	55,679	52,623	52,093	53,656	55,266	
75th Percentile	42,850	42,925	56,675	57,575	57,408	54,224	56,928	56,928	56,928	
Florida										
Miami Dade CC	43,500	48,500	56,300	57,900		56,300	60,298			
St Petersburg, JC	35,900	39,900	47,400	50,500			58,150			Note 1
Valencia CC	38,500	43,300	46,900	46,800	46,270	48,499	50,356			
Okaloosa-Walton CC	38,900	40,100	46,200	46,500	46,086		50,398			max
South Florida CC	36,200	39,900	41,900	45,400	45,023	46,477	46,797			60,298
Daytona Beach CC	40,500	40,800	41,500	43,500	52,423	55,526	57,180			min
Average	38,917	42,083	46,700	48,433		51701	53,863			46,797
75th Percentile	41,600	46,350	52,600	54,300		43844	56,923			
Illinois										
Oakton CC	63,700	64,400	67,500	67,600	71,506	74,352	76,453			
Highland CC	46,600	46,500	56,300	55,400	58,897	61,153	62,472			
Joliet Jr. Coll.	53,500	53,900	59,500	59,700	58,712	60,380	61,678			
Moraine Valley CC	49,400	50,600	53,500	49,300	50,280	50,874	51,393			
Illinois Valley CC	40,300	41,600	47,600	49,500	50,184	51,955	52,427			max
Sauk Valley CC	39,100	39,000	42,300	44,400	45,203	46,429	47,142			76,453
Lake Land CC	37,200	38,200	41,100	42,200	43,560	46,200	47,676			min
Average	47,114	47,743	52,543	52,586	54,049	55,906	57,034			47,142
75th Percentile	57,075	57,850	60,900	61,250	64,520	67,314	69,125			

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Michigan

BaydeNoc CC	46,800	48,800	51,100	53,000	55,606	62,399	66,147	
Glen Oaks CC	46,200	46,200						
Gogebic CC	43,600	44,500	51,600	51,600	51,017	52,874	53,684	
Henry Ford CC	70,800	70,900			79,777	75,951	81,721	
Jackson CC	57,300	58,600						
Kalamazoo Valley CC	50,200	50,200	58,300	60,700	59,804	63,824	66,655	
Kellogg CC	55,000	55,600	61,200	63,300	63,167	64,041	67,110	
Kirtland CC	47,300							
Lansing CC	39,800		63,300	57,100	59,371	57,167	51,915	
Macomb CC	58,400	58,400	64,800	68,400	72,282	72,704	72,198	
Mid Michigan CC	45,400	44,100	51,900	53,700	52,091	53,515	58,066	
Monroe County CC	56,000	56,600	63,400	66,400	74,091	71,841	74,223	
Montcalm CC	49,000	49,000	53,800	56,900	56,210	59,322	61,112	
Muskegon CC	54,900	54,900	59,400	61,300	65,343	68,438	70,028	
St. Clair County CC	54,500	54,500	57,200	62,400	64,994	67,455	67,904	
Washtenaw CC	56,500	56,500						
West Shore CC	46,700	47,100	55,600	57,300	58,439	57,623	61,550	81,721 max
Average	51,788	53,060	57,633	59,342	62,476	63,627	65,563	51,915 min
75th Percentile	63,050	64,200	54,175	64,200	72,587	70,182	74,270	75th percentile
OAKLAND CC					68,323	78379	81851	w/o 79777

New Jersey

Bergen CC (FACULTY)	65,700	65,800	65,800	67,100	68,282	69,350	70,690	
Mercer County CC	56,800	57,100	60,600	60,400	62,177	61,863	62,119	
Brookdale CC	54,000	56,600	59,300	61,500	63,445	64,249	65,589	
Raritan Valley CC	56,300	56,300	57,700	58,400	59,969	60,731	59,227	
Atlantic CC	50,600	53,700	52,300	50,200	54,095	54,110	54,673	
Salem CC	42,700	39,500	39,600	41,300	48,091	51,062	54,027	
Warren County CC	33,800	32,400	39,500	42,100	44,918	45,650	48,614	70,690 max
Average	51,414	51,629	53,543	54,429	57,282	58,145	59,277	48,614 min
75th Percentile	57,725	57,450	59,225	60,650	62,441	63,425	65,171	75th percentile

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New York

Broome CC	52,000	53,000	54,700	49,700	52,010	51,506	52,299	
Cayuga County CC	50,000	52,700	51,600	53,600	54,482	54,174	53,497	
Clinton CC	34,000	35,100	42,300	45,200	45,321	47,403	47,398	
Columbia-Greene CC	43,000	42,300	45,300	46,700	44,400	48,459	49,160	
Corning CC	45,000	46,200	44,400	48,900	49,941	48,464	51,298	
Duchess CC	46,000	46,100	49,200	51,900	49,941	57,065	60,083	
Erie CC, City	46,000	46,500	53,400	58,100	61,661		62,217	Note 2
Erie CC, No.	48,000	48,500	54,100					
Erie CC, So.	48,000	48,600	54,500					
Fingerlakes CC	46,000	46,900	49,200	50,200	49,947	50,534	52,124	
Fulton-Montgomery CC	43,000	49,400	50,900	53,900	54,513	53,403	55,928	
Genesee CC	46,000	46,800	43,400	47,500	49,944	50,900	50,719	
Herkemer CC	38,000	39,000	41,600	42,500	42,265	42,154	43,133	
Hudson Valley CC (Fac)	49,000	49,600	47,700	50,000	52,629	51,894	57,529	
Jamestown CC	44,000	45,000	48,700	46,600	45,572	44,271	49,600	
Jefferson CC	43,000	43,300	48,700	49,100	50,320	49,043	53,749	
Mohawk Valley CC	36,000	36,100	41,400	43,300	43,414	44,554	45,239	
Monroe CC	52,000	52,800	52,600	52,200	52,727	53,797	54,346	
Nassau CC	64,000	65,400	67,400	69,300	71,910	74,659	72,826	
Niagara CC	54,000	54,200	61,900	62,300	63,665	66,029	69,864	
North Country CC	43,000	45,500	39,900	38,100	36,782	43,109	40,423	
Onondaga CC	49,900	50,000	54,900	56,100	56,941	57,770	56,342	
Orange County CC	48,000	48,300	49,800	52,300	52,305	57,659	68,796	
Schenectady County CC	40,000	41,400	43,600	46,100	45,347	45,543	46,688	
Sullivan County CC	43,000	44,500	44,400	44,700	45,167	42,752	41,538	
Tompkins Courtland CC	47,000	47,700	50,200	52,100	53,048	54,089	55,263	
Ulster County CC	49,000	49,600	49,600	51,700	51,243	52,432	52,073	
Westchester CC	63,000	63,600	73,400	71,700	72,990	72,990	81,499	need west
Average	46,782	47,789	50,314	51,300	51,473	52,586	54,755	72,826
75th Percentile	56,500	57,825	52,125	63,300	63,938	66,682	64,725	40,423
					65,309			w/o 36782

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 65,309

w/o 36782

Ohio

Lakeland CC	53,700	53,700	59,300	62,600	65,705	68,988	71,820
Cuyahoga CC	53,000	53,200	56,900	57,600	59,800	62,852	62,585
Lorain County CC	49,000	49,100	55,200	55,000	54,607	55,338	56,875
Sinclair CC	44,000	44,600	48,600	49,100	50,521	51,440	54,097
Terra State CC	43,000	44,000	47,800	49,900	50,682	50,561	49,930
Edison State CC	39,000	38,600	45,200	46,100	45,061	46,870	46,493
Southern State CC	37,000	37,300	39,400	42,600	42,196	45,906	48,677
Washington State CC	32,000	31,500	37,800	40,300	36,502	39,929	40,087
Average	43,838	44,000	48,775	50,400	50,634	52,736	53,821
75th Percentile	48,275	48,150	53,925	57,025	58,404	61,723	63,887

max

71,820

min

40,087

Pennsylvania

Montgomery County CC	55,000	55,800	57,100	58,000	60,171	61,069	60,377
Harrisburg Area CC	51,000	33,400	54,800	53,900	54,559	56,561	55,328
North Hampton CC	52,000	51,900	51,600	54,200	52,981	53,106	56,076
Lehigh Carbon CC	47,000	48,000	50,900	51,600	51,715	53,207	49,169
Luzerne County CC	41,000	45,100	49,400	49,800	50,917	50,732	51,010
Westmoreland CC	43,000	43,800	47,800	49,400	50,056	50,802	53,422
Butler County CC	42,000	42,700	46,600	47,300	46,178	46,414	47,660
Reading Area CC	40,000	40,600	45,900	46,700	47,451	48,196	48,586
Allegheny County CC	47,000	48,000	51,900	53,100	54,209		55,638
Beaver County CC	47,000	48,400	52,200	53,500	50,269		46,895
Philadelphia CC	50,000	51,500	52,700	55,000	56,251		56,720
Average	46,818	46,291	50,991	52,045	52,251		52,807
75th Percentile	51,250	50,200	54,300	55,175	56,673		57,007

Harrisburg Car

max

60,377

min

46,895

Texas

Austin CC	43,000	42,800	56,800	49,600	52,065	54,410	56,516
Tarrant County CC	41,000	41,900	51,400	52,300	52,724	53,112	54,145
Alvin CC	41,900	40,800	44,000	45,000	43,155	49,367	51,521
Houston CC System	39,100	38,000	43,800	44,200	44,465	47,507	50,215
El Paso CC	41,400	42,900	43,300	43,300	45,372	55,143	53,395
North East Texas CC	37,100	37,700	42,300	42,200	43,345	43,564	46,491
Tyler Jr. Coll.	35,800	36,100	40,700	41,600	41,236	42,859	43,695
Wharton County Jr. Coll.	40,000	36,800	38,800	39,100	39,977	41,555	43,598
Cisco Jr. Coll.	31,100	31,900	34,300	35,600	35,745	37,020	37,587
Average	38,933	38,767	43,933	43,656	44,232	47,171	48,574
75th Percentile	40,025	40,150	51,175	48,125	48,479	50,612	51,784

max

56,516

min

37,587

Washington

Bellevue CC	42,700	43,000	47,500	49,300	49,716	50,773	51,450
Edmonds CC	42,500	42,500	47,800	49,500	49,956	49,344	50,416
Everett CC	38,200	38,200	43,700	45,700	45,510	45,605	41,231
Green River CC	43,600	43,800	46,200	49,800	49,909	50,041	50,879
Highline CC	41,400	41,400	48,100	50,200	50,733	49,821	52,120
North Seattle CC	40,400	40,400	47,000	48,200	48,793	49,443	50,549
Shoreline CC	43,900	43,900	49,800	51,500	52,103	52,530	47,368
South Puget Sound CC	36,100	36,300	42,600	45,300	45,659	44,242	48,417
South Seattle CC	39,900	39,900	46,000	48,200	48,223	49,096	50,147
Spokane CC	40,800	40,800	47,800	49,300	49,105	45,760	49,831
Spokane Falls CC	40,100	40,100	45,900	48,100	48,287	47,415	49,298
Tacoma CC	42,500	42,500	49,400	52,400	53,095	52,364	50,087
Walla Walla CC	40,200	41,800	46,000	49,500	46,881	47,347	46,811
Whatcom CC	38,200	38,400	41,500	44,800	44,596	44,989	45,012
Average	40,233	40,929	46,379	48,700	48,755	48,484	48,830
75th Percentile	41,950	42,000	46,000	50,500	50,970	50,458	49,398

max

52,120

min

41,231

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California

Allan Hancock CC	51,200	53,000	58,900	63,600	63,647	62,692	65,620	
Antelope CC	59,200	57,700	59,700	63,700	64,894	67,293	65,679	
Barstow CC	56,100	54,800	61,700	59,100	60,275	64,243	67,942	
Butte CC	55,100	55,200	63,400	67,000	66,540	68,406	70,030	
Cabrillo CC	55,900		60,200	63,600	78,264	71,972	63,902	
Cerritos CC	59,900	58,300	65,000	68,100	68,254	68,372	69,979	
Chabot-Las Positas CC	58,200	56,400	67,000	71,500	73,075	75,032	78,788	
Chaffey CC	65,600	62,300	65,800	67,100	76,831	72,789	72,909	
Citrus CC	54,800	52,200	64,700	66,800	67,932	68,147	70,307	
Coast CC	60,400		68,300	68,900		74,163	78,027	Orange Coast
Compton CC	47,600		59,000	43,900	63,777	65,545	68,423	
Contra Costa CC	60,400	63,200	61,600	74,300	76,201	75,964	70,649	
Desert CC	53,500	50,900	67,700	65,600	68,241			
El Camino CC	55,900		64,900	67,100	70,290	71,552	72,874	
Feather River CC	50,700	49,700	63,400	68,500	67,241	66,380	64,132	
Foothill CC	63,300	62,600	64,900	69,800	71,568	72,302	72,747	
Fremont-Newark CC	53,000			72,800				Ohlone College
Gavilan CC	51,600	55,700	62,600	69,900	66,343	72,311	70,784	
Glendale CC	58,900	58,300	60,000	60,500	64,530	66,658	72,306	
Grossmont CC	53,600		61,800	64,800	62,997	65,051	63,485	
Hartnell CC	52,600	49,000	59,700	59,600		60,100	65,832	
Imperial CC	53,700							Imperial Valley
Kern CC	49,500							
Lake Tahoe CC	50,200	50,300	54,200	57,000	57,691	57,706	60,684	
Lassen CC	52,500	49,900	65,900	66,900	63,758	66,677	70,256	
Long Beach CC	59,200	55,600	70,700	77,700	85,019	71,027	71,964	
Los Angeles CC	51,500	55,200	67,000	68,700	70,093	73,104	70,442	
Los Rios CC	56,200			58,100				Cosumnes Riv
Marin CC	61,800	59,500	65,400	68,300				
Mendocino CC	55,100	57,400	66,500	68,600	68,087	68,875	68,890	
Merced CC	50,500	52,100	60,900	64,600	67,929	67,239	70,165	
MiraCosta CC	58,300	58,200	85,900	94,500	98,141	100,849		100998
Monterey CC	50,700		62,600	59,300	64,518	64,818	72,447	
Mt. San Antonio CC	62,100	58,100	62,200	73,200	74,000	76,765	75,438	
Mt. San Jacinto CC	48,000	52,300	49,500	67,100	67,015	68,713	68,907	
Napa CC	53,800	52,700	59,000	63,500	61,900	64,901	67,860	
North Orange CC	55,300			63,500				Fullerton Colle
Palo Verde CC	49,900	48,900	62,200	55,900	56,897	62,723	62,671	
Palomar CC	56,600	58,100	60,300	68,600	68,256	69,924	75,991	
Pasadena CC	53,800	56,900	65,400	65,500	70,256	69,202	71,058	
Peralta CC	50,000							PERALTA CC S
Rancho Santiago CC	64,300	62,800		74,300				Santiago Cany
Redwoods CC	52,300	47,900	57,400	64,100	72,030			
Rio Hondo CC	59,900	59,200	62,100	68,000	69,385	70,581	77,589	
Riverside CC	56,900	58,300	66,500	69,700	71,359	73,722	76,952	
Saddleback CC	69,900	69,300	76,700	76,000	76,744	75,145	83,565	
San Bernadino CC	57,900		61,500	64,800	64,434		71,287	
San Diego CC	55,400	54,300	63,400	63,100	58,017	62,332	56,927	
San Francisco CC	59,800		71,500		71,293			
San Joaquin CC	59,700		75,400	75,300		78,448	81,741	
San Jose CC	56,300	52,200	66,700	68,300	69,624	70,494	72,198	
San Luis Obispo CC	53,500							
San Mateo CC	57,500	56,400	56,400	63,700		68,041	71,325	
Santa Barbara CC	52,700	53,400	62,200	66,700	68,281	69,479	71,758	
Santa Clarita CC	58,900			66,600	70,954			College of the
Santa Monica CC	61,100	62,400	64,800	78,600	79,700	81,839	82,574	
Sequoias CC	57,400	53,300	67,100	67,900	69,171	68,952	74,864	

Exhibit I
 MASSACHUSETTS BOARD OF HIGHER EDUCATION FACULTY SALARY SURVEY-TWO YEAR PUBLIC COMMUNITY COLLEGES
 (AS COMPILED BY THE MCCC)

AAUP 1997-98 AND IPEDS 1997-98 THROUGH 2005-06 BENCHMARK SALARY DATA

Shasta CC	54,500	55,100	58,700	64,600	66,297	65,349	64,659	
Sierra CC	56,000		52,500	65,200	67,741	64,955	67,685	
Siskiyou CC	45,500	43,900	50,300	56,100	61,458	61,675	63,348	
Solano CC	55,400	55,400	61,900	64,800	64,214	66,040	66,081	
Sonoma CC	57,100							
Southwestern CC	58,700		55,600	69,800	70,642	54,588	54,588	Same as 04-05 (49,053_05-06 tr
State Center CC	60,200							
Ventura CC	55,700	59,700	70,800	75,100	75,415	75,180	74,221	
Victor Valley CC	55,200	54,200	59,600	63,200	67,953	67,990	68,452	
West Hills CC	45,200	51,200	64,100	69,600	71,585	71,206	58,531	
West Kern CC	57,700			70,500				Bakersfield College
West Valley CC	54,600		60,900	61,700	61,654	58,808	59,741	
Yosemite CC	52,200			70,500				Columbia
Yuba CC	58,400		55,100	61,100	62,581	69,396	75,892	max 81,851
Average	55,734	55,511	63,090	66,820	68,919	69,164	69,909	83,565
75th Percentile	63,725	62,950	76,800	69,925	77,989	75,026	76,906	min without Miracosta
								56,927
AVERAGE 75th PERCENTILE	52,100			81850 with 87,830				with all
				69925 w/o 9 77989 w/o 98141				

Exhibit I

MASSACHUSETTS BOARD OF HIGHER EDUCATION FACULTY SALARY SURVEY-TWO YEAR PUBLIC COMMUNITY COLLEGES
(AS COMPILED BY THE MCCC)

AAUP 1997-98 AND IPEDS 1997-98 THROUGH 2005-06 BENCHMARK SALARY DATA

	75th Percentiles							
	AAUP 97-98	IPEDS 97-98	IPEDS 01-02	IPEDS 02-03	IPEDS 03-04	IPEDS 04-05	IPEDS 05-06	
Texas	40,000	40,150	51,175	48,125	48,479	50,612	51,784	
Florida	41,600	46,350	52,600	54,300	54,300	53,844	56,923	
Washington	42,000	42,000	46,000	50,500	50,970	50,458	49,398	
Ohio	48,300	48,150	53,925	57,025	58,404	61,723	63,887	
Pennsylvania	51,300	50,200	54,300	55,175	56,673	57,405	57,007	
New York	56,500	57,825	52,125	63,300	63,938	66,533	64,725	
Illinois	57,100	57,850	60,900	61,250	64,520	67,314	69,125	
New Jersey	57,700	57,450	59,225	60,650	62,441	63,425	65,171	
Michigan	63,100	64,200	54,175	64,200	72,587	70,182	74,270	
California	63,700	62,950	76,800	69,925	77,989	75,026	76,906	
Average	52,130	52,713	56,123	58,445	61,030	61,652	62,920	average 75th percentile
Massachusetts Average Salary	42,211	42,311	57,064	56,222	55,679	52,623	55,266	includes 3% retro of July 2006

60298
46797

Years/IPEDS	Nation 75th	Mass Average
1997-1998	52713	42311
2001-2002	56123	57064
2002-2003	58445	56222
2003-2004	61030	55679
2004-2005	61652	52623
2005-2006	62920	55266

Sample Computation of 75th Percentile for Illinois, in 03-04		
A High		71,506
B Low		43,560
C High – Low	A – B	27,946
D 75% of High – Low	.75 x C	20,960
E Add to Low	B + D	64,520

Years/IPEDS	National 75th	Mass 75th percentile
1997-1998	52713	42925
2001-2002	56123	56675
2002-2003	58445	57575
2003-2004	61030	57408
2004-2005	61652	54224
2005-2006	62920	56928

EXHIBIT II
MCCC SURVEY DATA OF THE 75TH PERCENTILE FOR THE TEN SIMILARLY SITUATED STATES
Using AAUP and IPEDS Data as Benchmark

The table below shows the faculty salaries 75th percentile for 05-06 using AAUP and IPEDS data as benchmarks. The DMG method was used to calculate the percentiles for all the states considered, except Massachusetts that used the actual average. It should be noted that the average salaries for Massachusetts reflect both the last pay raise of the old contract and the 3% increase due retroactively to July 1, 2006 under the new agreement.

When compared with the average 75th percentile of faculty salaries across the nation, the average salaries for faculty members in Massachusetts have been declining since the year 2002. As of December 2006 when this data was compiled by the MCCC, faculty salaries in Massachusetts are \$7,654 below the national 75th percentile. In order to bridge this gap, Massachusetts's faculty salaries should increase by 13.85%, which includes the 3% increase granted in July 2006.

	75th Percentiles						
	AAUP 97-98	IPEDS 97-98	IPEDS 01-02	IPEDS 02-03	IPEDS 03-04	IPEDS 04-05	IPEDS 05-06
Texas	40,000	40,150	51,175	48,125	48,479	50,612	51,784
Florida	41,600	46,350	52,600	54,300	54,300	53,844	56,923
Washington	42,000	42,000	46,000	50,500	50,970	50,458	49,398
Ohio	48,300	48,150	53,925	57,025	58,404	61,723	63,887
Pennsylvania	51,300	50,200	54,300	55,175	56,673	57,405	57,007
New York	56,500	57,825	52,125	63,300	63,938	66,533	64,725
Illinois	57,100	57,850	60,900	61,250	64,520	67,314	69,125
New Jersey	57,700	57,450	59,225	60,650	62,441	63,425	65,171
Michigan	63,100	64,200	54,175	64,200	72,587	70,182	74,270
California	63,700	62,950	76,800	69,925	77,989	75,026	76,906
Average 75th percentile	52,150	52,713	56,123	58,445	61,030	61,652	62,920
Massachusetts Average Salary	42,211	42,311	57,064	56,222	55,679	52,623	55,266

EXHIBIT III
MCCC Minimum and Maximum Salary Ranges-Point Dollar Values
(2% Increase)

	Thru July 1, 2006			As of July 2, 2006			2% Increase in 2007		
Professional Staff			Point Dollar			Point Dollar			Point Dollar
Grade	Minimum	Maximum	Value	Minimum	Maximum	Value	Minimum	Maximum	Value
1	\$28,984.00	\$42,027.00	\$16.573	\$29,564.00	\$42,867.54	\$16.904	\$30,155.00	\$43,724.89	\$17.243
2	\$33,458.00	\$48,514.00	\$19.131	\$34,127.00	\$49,484.00	\$19.514	\$34,810.00	\$50,474.00	\$19.904
3	\$37,932.00	\$55,001.00	\$21.690	\$38,691.00	\$56,101.00	\$22.124	\$39,465.00	\$57,223.00	\$22.566
4	\$42,042.00	\$60,960.00	\$24.038	\$42,883.00	\$62,179.00	\$24.519	\$43,741.00	\$63,423.00	\$25.009
5	\$46,476.00	\$67,390.00	\$26.574	\$47,406.00	\$68,738.00	\$27.105	\$48,354.00	\$70,113.00	\$27.648
6	\$50,691.00	\$73,502.00	\$28.985	\$51,705.00	\$74,972.00	\$29.565	\$52,739.00	\$76,471.00	\$30.156
7	\$55,107.00	\$79,905.00	\$31.510	\$56,209.00	\$81,503.00	\$32.140	\$57,333.00	\$83,133.00	\$32.783
Faculty			Point Dollar			Point Dollar			Point Dollar
Degree	Minimum	Maximum	Value	Minimum	Maximum	Value	Minimum	Maximum	Value
Bachelors	\$35,200.00	\$81,251.00	\$49.368	\$35,904.00	\$82,876.00	\$50.355	\$36,622.00	\$84,534.00	\$51.362
Masters	\$37,950.00	\$84,701.00	\$49.368	\$38,709.00	\$86,395.00	\$50.355	\$39,483.00	\$88,123.00	\$51.362

EXHIBIT III
MCCC Minimum and Maximum Salary Ranges-Point Dollar Values
(2% Increase)

Professional Staff				2% Increase in 2008			2% Increase in 2009			2% Increase in 2010		
Grade	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value			
1	\$30,758.00	\$44,599.39	\$17.587	\$31,373.00	\$45,491.38	\$17.939	\$32,000.00	\$46,401.20	\$18.298			
2	\$35,506.00	\$51,483.00	\$20.302	\$36,216.00	\$52,513.00	\$20.708	\$36,940.00	\$53,563.00	\$21.122			
3	\$40,254.00	\$58,367.00	\$23.018	\$41,059.00	\$59,534.00	\$23.478	\$41,880.00	\$60,725.00	\$23.948			
4	\$44,616.00	\$64,691.00	\$25.509	\$45,508.00	\$65,985.00	\$26.020	\$46,418.00	\$67,305.00	\$26.540			
5	\$49,321.00	\$71,515.00	\$28.201	\$50,307.00	\$72,945.00	\$28.765	\$51,313.00	\$74,404.00	\$29.340			
6	\$53,794.00	\$78,000.00	\$30.759	\$54,870.00	\$79,560.00	\$31.374	\$55,967.00	\$81,151.00	\$32.002			
7	\$58,480.00	\$84,796.00	\$33.439	\$59,650.00	\$86,492.00	\$34.107	\$60,843.00	\$88,222.00	\$34.790			

Faculty				2% Increase in 2008			2% Increase in 2009			2% Increase in 2010		
Degree	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value			
Bachelors	\$37,354.00	\$86,225.00	\$52.390	\$38,101.00	\$87,950.00	\$53.438	\$38,863.00	\$89,709.00	\$54.506			
Masters	\$40,273.00	\$89,885.00	\$52.390	\$41,078.00	\$91,683.00	\$53.438	\$41,900.00	\$93,517.00	\$54.506			

EXHIBIT IV
MCCC Minimum and Maximum Salary Ranges-Point Dollar Values
(3% Increase)

Professional Staff	Thru July 1, 2006			As of July 2, 2006			3% Increase in 2007			
	Grade	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value
	1	\$28,984.00	\$42,027.00	\$16.573	\$29,854.00	\$43,288.00	\$17.070	\$30,750.00	\$44,587.00	\$17.582
	2	\$33,458.00	\$48,514.00	\$19.131	\$34,462.00	\$49,969.00	\$19.705	\$35,496.00	\$51,468.00	\$20.296
	3	\$37,932.00	\$55,001.00	\$21.690	\$39,070.00	\$56,651.00	\$22.341	\$40,242.00	\$58,351.00	\$23.011
	4	\$42,042.00	\$60,960.00	\$24.038	\$43,303.00	\$62,789.00	\$24.759	\$44,602.00	\$64,673.00	\$25.502
	5	\$46,476.00	\$67,390.00	\$26.574	\$47,870.00	\$69,412.00	\$27.371	\$49,306.00	\$71,494.00	\$28.192
	6	\$50,691.00	\$73,502.00	\$28.985	\$52,212.00	\$75,707.00	\$29.855	\$53,778.00	\$77,978.00	\$30.750
	7	\$55,107.00	\$79,905.00	\$31.510	\$56,760.00	\$82,302.00	\$32.455	\$58,463.00	\$84,771.00	\$33.429
Faculty	Degree	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value
	Bachelors	\$35,200.00	\$81,251.00	\$49.368	\$36,256.00	\$83,689.00	\$50.849	\$37,344.00	\$86,200.00	\$52.375
	Masters	\$37,950.00	\$84,701.00	\$49.368	\$39,089.00	\$87,242.00	\$50.849	\$40,262.00	\$89,859.00	\$52.375

**EXHIBIT IV
MCCC Minimum and Maximum Salary Ranges-Point Dollar Values
(3% Increase)**

Professional Staff	3% Increase in 2008			3% Increase in 2009			3% Increase in 2010		
	Grade	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum
1	\$31,673.00	\$45,925.00	\$18,110	\$32,623.00	\$47,303.00	\$18,653	\$33,602.00	\$48,722.00	\$19,213
2	\$36,561.00	\$53,012.00	\$20,905	\$37,658.00	\$54,602.00	\$21,532	\$38,788.00	\$56,240.00	\$22,178
3	\$41,449.00	\$60,102.00	\$23,701	\$42,692.00	\$61,905.00	\$24,412	\$43,973.00	\$63,762.00	\$25,145
4	\$45,940.00	\$66,613.00	\$26,267	\$47,318.00	\$68,611.00	\$27,055	\$48,738.00	\$70,669.00	\$27,867
5	\$50,785.00	\$73,639.00	\$29,038	\$52,309.00	\$75,848.00	\$29,909	\$53,878.00	\$78,123.00	\$30,807
6	\$55,391.00	\$80,317.00	\$31,673	\$57,053.00	\$82,727.00	\$32,623	\$58,765.00	\$85,209.00	\$33,602
7	\$60,217.00	\$87,314.00	\$34,432	\$62,024.00	\$89,933.00	\$35,465	\$63,885.00	\$92,631.00	\$36,529
Faculty	3% Increase in 2008			3% Increase in 2009			3% Increase in 2010		
Degree	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value	Minimum	Maximum	Point Dollar Value
Bachelors	\$38,464.00	\$88,786.00	\$53,946	\$39,618.00	\$91,450.00	\$55,564	\$40,807.00	\$94,194.00	\$57,231
Masters	\$41,470.00	\$92,555.00	\$53,946	\$42,714.00	\$95,332.00	\$55,564	\$43,995.00	\$98,192.00	\$57,231