

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

**THE BOARD OF REGENTS FOR
HIGHER EDUCATION**

AND

**THE CONGRESS OF CONNECTICUT
COMMUNITY COLLEGES**

AND

AFSCME, LOCAL 2480, COUNCIL 4

2016-2021

**SCHEDULE B
TABLE OF RANK AND MINIMUM**

QUALIFICATIONS³

Classification	Minimum Qualifications Approved by the Board of Regents ⁴	Standard Equivalencies
TEACHING FACULTY		
Professor	Master's and 10 years	6 th and 9 years Doctorate and 8 years
Associate Professor	Master's and 7 years	6 th and 6 years Doctorate and 5 years
Assistant Professor	Master's and 4-6 years	6 th and 3 years Doctorate and 2 years
Instructor	Master's and 0-2 years	6 th year

ADMINISTRATORS, COUNSELORS, LIBRARIANS AND NON-TEACHING PROFESSIONALS

CCP 8	1-2 years	Associate's
CCP 9	1-2 years	Associate's
CCP 10	2-3 years	Associate's and 0-1 year
CCP11	2-3 years	Associate's and 0-1 year
CCP 12	Associate's and 0-2 years	Bachelor's
CCP 13	Associate's and 0-3 years	Bachelor's and 0-1 year
CCP 14	Bachelor's and 0-3 years	Master's and 0-1 year
CCP 15	Bachelor's and 1-4 years	Master's and 0-2 years
CCP 16	Bachelor's and 1-4 years	Master's and 0-2 years
CCP 17	Bachelor's and 2-5 years	Master's and 0-3 years
CCP 18	Master's and 1-4 years incl. 0-2 years supv.	6 th and 1-3 years incl. 0-2 supv.
CCP 19	Master's and 2-5 years incl. 0-2 years supv.	6 th and 1-4 years incl. 0-2 supv.
CCP 20	Master's and 3-6 years incl. 1-3 years supv.	6 th and 2-5 years incl. 1-3 supv.; Doctorate and 1-4 yrs. Incl. 1-3 supv.
CCP 21	Master's and 4-7 years incl. 2-4 years supv.	6 th and 3-6 years incl. 2-4 supv.; Doctorate and 2-5 yrs. Incl. 2-4 supv.
CCP 22	Master's and 4-7 years incl. 2-4 years supv.	6 th and 3-6 years incl. 2-4 supv.; Doctorate and 2-5 yrs. Incl. 2-4 supv.

³ These are the minimum qualifications established by the Board on October 16, 1989 for each classification. The Board action also authorized the President of the Connecticut State Colleges and Universities to establish specific minimums for each type of position assigned to that classification and to establish qualifications less than the minimum in order to meet market conditions.

⁴ Job experience required for CCP 14 and below may be at the paraprofessional level; for CCP 15 and above, experience must be at the professional level. Supervisory experience is required only for supervisory positions.