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Jimmy H. Baker  
CHANCELLOR

**MEMORANDUM #2023-EXE-031**

**Date:** July 14, 2023

**To:** Presidents, Alabama Community College System

**From:** Jimmy H. Baker  
Chancellor

A handwritten signature in black ink, appearing to read "Jimmy H. Baker", is placed to the right of the "From:" line.

**Re:** 2023-2024 ACCS Salary Schedules

At its meeting on July 12, 2023, the ACCS Board of Trustees adopted the 2032-2024 Salary Schedules for the community and technical colleges and the Alabama Technology Network. A copy of the approved action item, the salary guidelines, and the adopted schedules are attached hereto.

JHB/mw

Attachments

## ALABAMA COMMUNITY COLLEGE SYSTEM RECOMMENDATION FOR ACTION

July 12, 2023

### Date of Board Meeting Action

**Action Item Number** VIII.A.1.

## Chancellor's Recommendation

## Source

**ACTION ITEM TITLE**

ALABAMA COMMUNITY COLLEGE SYSTEM

## 2023-2024 ACCS Salary Schedules

## RECOMMENDATION

It is recommended “That the Alabama Community College System Board of Trustees adopt the attached 2023-2024 salary schedules for the community and technical colleges and the Alabama Technology Network.”

## FISCAL CONSIDERATION

\$ 7 million (approximate) unrestricted and auxiliary for a 2% COLA and applicable increase costs to fringe benefits, \$900,000 (approximate) in additional Adult Education Instructor salary adjustments, and an additional \$1 million (approximate) for a 30-year step salary placement on all schedules.

## RATIONALE

The proposed 2023-2024 salary schedule provides for a two percent pay increase for all salary schedules, adds a 30-year step placement on all salary schedules, and provides updates to the salary schedule notes.

The 2023-2024 salary schedules become effective September 1, 2023, for employees paid from all schedules except faculty schedules, which become effective the first day of the 2023-2024 fall term.

Code/Statute Act No. 2023-376

Act No. 2023-393

Act No. 2015-125

## Policy

Nikita Payne  
Human Resource Director

Human Resource Director

7, 12, 23

Date \_\_\_\_\_

/ /

Date \_\_\_\_\_

**Action by Board:**

Tabled

7-12-23

Approved

**Disapproved**

**Amended (describe)**

### Additional Action Required

**Legal Counsel**

Date \_\_\_\_\_

James H Baker

Chancellor

7, 12, 23

Date \_\_\_\_\_

Alabama Community College System

**Schedule B  
Deans (Plus)  
2023-2024**

Salary Step													
0	1	2	3	4	5	6	8	10	15	20	25	27	30
98,957	101,051	103,145	105,241	107,335	109,431	111,524	113,620	115,715	121,998	128,282	134,567	136,662	140,852

**Notes:**

- 1 Schedule B is for Deans or Vice Presidents employed at a College.
- 2 Any proposed Schedule B employee must be approved in writing by the Chancellor prior to offering the position to the candidate.
- 3 Initial placement on the schedule which gives credit for prior experience outside of public education In Alabama must be based on the College's standard experience ratio.
- 4 Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- 5 If a Schedule B employee holds an earned doctorate from an accredited institution, add \$2,000 per annum to base salary, prorated monthly.
- 6 Colleges that employ a Vice President may pay a salary not to exceed 110% of the appropriate step on Salary Schedule B upon approval of the Chancellor.

**Alabama Community College System**

**Schedule C**

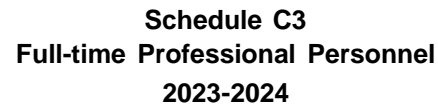
**Professional Personnel**

**2023-2024**

Rank	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	86,795	88,891	90,985	93,079	95,175	97,269	99,364	101,457	103,552	109,838	116,122	122,407	124,502	128,692
2	76,089	78,184	80,279	82,373	84,469	86,562	88,657	90,751	92,847	99,132	105,416	111,701	113,794	117,986
3	101,034	Maximum Salary												

**Notes:**

- 1 Initial placement on the schedule which gives credit for prior experience outside of public education In Alabama must be based on the College's standard experience ratio.
- 2 Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- 3 If a Schedule C employee holds an earned doctorate from an accredited institution, add \$2,000 per annum to salary prorated monthly.
- 4 Positions will be placed on the appropriate C Schedule based on level of responsibility at the institution.



**Alabama Community College System**

**Schedule D-1**

**Full-time Instructors, Counselors and Librarians**

**2023-2024**

Rank		Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9-Month	60,501	62,104	63,702	65,302	66,905	68,504	70,107	71,706	73,306	78,109	82,911	87,712	89,313	92,513
	Summer	18,680	19,177	19,674	20,172	20,667	21,164	21,660	22,158	22,654	24,143	25,636	27,124	27,623	28,612
	12 Month	79,181	81,281	83,376	85,474	87,572	89,668	91,767	93,864	95,960	102,252	108,547	114,836	116,936	121,125
III	9-Month	54,465	56,066	57,667	59,268	60,869	62,470	64,068	65,669	67,270	71,431	75,592	79,755	81,356	83,918
	Summer	16,813	17,309	17,806	18,303	18,799	19,296	19,793	20,291	20,788	22,079	23,369	24,663	25,158	25,957
	12 Month	71,278	73,375	75,473	77,571	79,668	81,766	83,861	85,960	88,058	93,510	98,961	104,418	106,514	109,875
II	9-Month	50,071	51,671	53,273	54,873	56,472	58,073	59,673	61,275	62,876	66,077	69,278	72,479	74,079	75,680
	Summer	15,455	15,954	16,451	16,945	17,443	17,940	18,437	18,933	19,431	20,424	21,417	22,410	22,907	23,403
	12 Month	65,526	67,625	69,724	71,818	73,915	76,013	78,110	80,208	82,307	86,501	90,695	94,889	96,986	99,083
IA	9-Month	45,676	47,276	48,876	50,477	52,079	53,678	55,279	56,880	58,481	61,682	64,883	68,083	69,684	71,283
	Summer	14,102	14,598	15,095	15,592	16,088	16,587	17,083	17,580	18,077	19,069	20,063	21,055	21,553	22,047
	12 Month	59,778	61,874	63,971	66,069	68,167	70,265	72,362	74,460	76,558	80,751	84,946	89,138	91,237	93,330
IB	9-Month	41,282	42,883	44,482	46,085	47,685	49,284	50,887	52,486	54,089	57,287	60,489	63,690	65,291	66,891
	Summer	12,746	13,244	13,739	14,237	14,734	15,231	15,727	16,225	16,720	17,714	18,707	19,700	20,199	20,693
	12 Month	54,028	56,127	58,221	60,322	62,419	64,515	66,614	68,711	70,809	75,001	79,196	83,390	85,490	87,584
IC	9-Month	41,282	42,883	44,482	46,085	47,685	49,284	50,887	52,486	54,089	57,287	60,489	63,690	65,291	66,891
	Summer	12,746	13,244	13,739	14,237	14,734	15,231	15,727	16,225	16,720	17,714	18,707	19,700	20,199	20,693
	12 Month	54,028	56,127	58,221	60,322	62,419	64,515	66,614	68,711	70,809	75,001	79,196	83,390	85,490	87,584

**Notes:**

- 1 Schedule D1 is to be used to compensate full-time instructors at colleges using the number of instructional and non-instructional days as indicated by the college.
- 2 Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the College's standard experience ratio.
- 3 Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- 4 Effective 2023-2024 Academic Year, advancement in Rank on this Schedule can only be accomplished through a professional educational growth plan in writing signed by the President, who has discretion whether to sign based on the individual needs of the college.
- 5 A department or division chairperson shall be paid an additional \$400 per month provided that the department or division includes a minimum of three full-time faculty members, with the Chairperson being counted as one of the three (see Policy 606.05).

## Alabama Community College System

## Schedule D-2

## Full-time Instructors, Counselors and Librarians

2023--2024

Rank	Salary Step	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9-Month	57,044	58,551	60,062	61,569	63,075	64,584	66,093	67,601	69,109	73,634	78,158	82,682	84,192	87,206
	Summer	22,135	22,724	23,310	23,898	24,485	25,072	25,662	26,250	26,838	28,603	30,364	32,127	32,717	33,890
	12 Month	79,179	81,275	83,372	85,467	87,560	89,656	91,755	93,851	95,947	102,237	108,522	114,809	116,909	121,096
III	9-Month	51,351	52,860	54,368	55,876	57,386	58,893	60,400	61,908	63,417	67,338	71,259	75,181	76,689	79,103
	Summer	19,925	20,514	21,102	21,689	22,278	22,865	23,453	24,041	24,628	26,158	27,686	29,213	29,801	30,740
	12 Month	71,276	73,374	75,470	77,565	79,664	81,758	83,853	85,949	88,045	93,496	98,945	104,394	106,490	109,843
II	9-Month	47,210	48,720	50,227	51,734	53,244	54,753	56,259	57,767	59,277	62,291	65,311	68,325	69,833	71,339
	Summer	18,317	18,905	19,493	20,081	20,668	21,258	21,843	22,432	23,020	24,195	25,373	26,548	27,136	27,723
	12 Month	65,527	67,625	69,720	71,815	73,912	76,011	78,102	80,199	82,297	86,486	90,684	94,873	96,969	99,062
IA	9-Month	43,067	44,575	46,085	47,594	49,100	50,608	52,117	53,624	55,133	58,149	61,166	64,180	65,690	67,194
	Summer	16,710	17,299	17,889	18,476	19,064	19,651	20,239	20,825	21,414	22,591	23,765	24,943	25,529	26,121
	12 Month	59,777	61,874	63,974	66,070	68,164	70,259	72,356	74,449	76,547	80,740	84,931	89,123	91,219	93,315
IB	9-Month	38,924	40,431	41,938	43,448	44,955	46,464	47,973	49,481	50,988	54,005	57,021	60,037	61,547	63,053
	Summer	15,105	15,693	16,281	16,869	17,455	18,044	18,631	19,220	19,806	20,983	22,160	23,335	23,923	24,510
	12 Month	54,029	56,124	58,219	60,317	62,410	64,508	66,604	68,701	70,794	74,988	79,181	83,372	85,470	87,563
IC	9-Month	38,924	40,431	41,938	43,448	44,955	46,464	47,973	49,481	50,988	54,005	57,021	60,037	61,547	63,053
	Summer	15,105	15,693	16,281	16,869	17,455	18,044	18,631	19,220	19,806	20,983	22,160	23,335	23,923	24,510
	12 Month	54,029	56,124	58,219	60,317	62,410	64,508	66,604	68,701	70,794	74,988	79,181	83,372	85,470	87,563

## Notes:

- <sup>1</sup> Schedule D2 is to be used to compensate full-time instructors at colleges using the number of instructional and non-instructional days as indicated by the college.
- <sup>2</sup> Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the College's standard experience ratio.
- <sup>3</sup> Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- <sup>4</sup> Effective 2023-2024 Academic Year, advancement in Rank on this Schedule can only be accomplished through a professional educational growth plan in writing signed by the President, who has discretion whether to sign based on the individual needs of the college.
- <sup>5</sup> A department or division chairperson shall be paid an additional \$400 per month provided that the department or division includes a minimum of three full-time faculty members, with the Chairperson being counted as one of the three (see Policy 606.05).

**Alabama Community College System**

**Schedule D-3**

**Full-Time Adult Education Teachers**

**2023-2024**

Rank	Salary Step	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30
II Masters	9-Month	35,700	36,375	37,050	37,725	38,325	39,375	40,125	41,250	42,375	44,179	46,388	48,707	49,680	51,171
	3-Month	11,900	12,125	12,350	12,575	12,775	13,125	13,375	13,750	14,125	14,726	15,462	16,235	16,560	17,056
	12 Month	47,600	48,500	49,400	50,300	51,100	52,500	53,500	55,000	56,500	58,905	61,850	64,942	66,240	68,227
I Bachelors	9-Month	30,675	31,125	31,800	32,475	33,075	34,125	34,875	36,000	37,125	38,929	40,875	42,919	43,777	45,090
	3-Month	10,225	10,375	10,600	10,825	11,025	11,375	11,625	12,000	12,375	12,976	13,625	14,306	14,592	15,030
	12 Month	40,900	41,500	42,400	43,300	44,100	45,500	46,500	48,000	49,500	51,905	54,500	57,225	58,369	60,120

**Notes:**

- 1 At initial placement, D-3 instructors who hold a master's degree will be placed on Rank II and those who hold a bachelor's degree will be placed at Rank I.
- 2 There are some D-3 instructors who are grandfathered from the minimum degree qualification if they were employed from June 30, 2008, or before.
- 3 Work hours and duty days shall comply with ACCS Policy & Procedure 608.02.
- 4 Initial step placement which gives credit for prior experience outside of public education in Alabama shall be based on the College's local experience ratio.
- 5 Advancement from Rank I to Rank II on this Schedule can be accomplished only through a professional educational growth plan in writing signed by the President, who has discretion whether to allow advancement or professional plans based on the individual needs of the College.



**Alabama Community College System**

**Schedule E1 to E5**

**Full-Time Support Personnel 40 Hours Per Week**

**2023-2024**

Rank	Grade	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30
E1	01	55,038	56,111	57,183	58,256	59,326	60,397	61,469	62,541	63,613	65,755	67,900	70,044	71,114	72,188
E1	02	49,686	50,757	51,828	52,901	53,974	55,044	56,115	57,188	58,260	60,402	62,546	64,689	65,762	66,832
E2	02	49,686	50,757	51,828	52,901	53,974	55,044	56,115	57,188	58,260	60,402	62,546	64,689	65,762	66,832
E2	03	44,333	45,404	46,477	47,549	48,620	49,692	50,763	51,836	52,907	55,051	57,194	59,337	60,410	61,480
E3	03	44,333	45,404	46,477	47,549	48,620	49,692	50,763	51,836	52,907	55,051	57,194	59,337	60,410	61,480
E3	04	38,979	40,049	41,122	42,194	43,266	44,337	45,407	46,480	47,552	49,695	51,840	53,984	55,056	56,128
E4	04	38,979	40,049	41,122	42,194	43,266	44,337	45,407	46,480	47,552	49,695	51,840	53,984	55,056	56,128
E4	05	33,625	34,696	35,769	36,841	37,914	38,985	40,056	41,127	42,199	44,343	46,487	48,632	49,703	50,777
E5	05	33,625	34,696	35,769	36,841	37,914	38,985	40,056	41,127	42,199	44,343	46,487	48,632	49,703	50,777
E5	06	28,271	29,341	30,414	31,485	32,559	33,629	34,702	35,773	36,845	38,988	41,133	43,276	44,348	45,419

**Notes:**

- 1 Initial placement on the appropriate schedule will be determined by the President based upon Salary Schedule Guidelines issued by the Chancellor.
- 2 Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- 3 Advancement, if any, within a level is based on local policy and practice as determined by the President.
- 4 Beginning at the 2023-2024 Academic Year, current E3-05, E4-06, and E5-07 employees shall be placed on this Schedule as follows:
  - E3-05 employees shall be placed at the same grade 5, specifically E4-05 on this Schedule (with President discretion to place at E4-04 or E3-04, when consistent with position in accordance with local policy or practice);
  - E4-06 employees shall be placed at the same grade 6, specifically E5-06 on this Schedule (with President discretion to place at E5-05 when consistent with position in accordance with local policy or practice);
  - E5-07 employees cannot be placed at the same grade because grade 7 was eliminated, so they shall be placed at E5-06 on this Schedule.

## Alabama Community College System

## Schedule H20

## Part-Time Support Personnel 20-24 Hours Per Week

2023-2024

Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27	30
01		22,189	22,461	22,735	23,009	23,283	23,555	23,830	24,103	24,375	24,923	25,468	26,017	26,291	26,566
02		21,656	21,928	22,201	22,475	22,751	23,023	23,297	23,570	23,844	24,390	24,937	25,484	25,757	26,031
03		21,120	21,393	21,669	21,942	22,215	22,487	22,760	23,035	23,307	23,854	24,401	24,949	25,223	25,497
04		20,586	20,860	21,132	21,406	21,679	21,952	22,226	22,499	22,773	23,319	23,866	24,413	24,685	24,960
05		20,050	20,321	20,596	20,869	21,143	21,416	21,689	21,963	22,235	22,784	23,329	23,876	24,149	24,423
06		19,515	19,787	20,060	20,335	20,608	20,880	21,155	21,428	21,699	22,247	22,793	23,341	23,613	23,889
07		18,979	19,251	19,525	19,799	20,072	20,345	20,618	20,893	21,165	21,713	22,257	22,806	23,080	23,355
08		18,443	18,717	18,990	19,264	19,535	19,809	20,083	20,357	20,630	21,177	21,724	22,273	22,544	22,822
09		17,907	18,178	18,453	18,726	19,000	19,274	19,547	19,821	20,094	20,641	21,186	21,735	22,008	22,284
10		17,373	17,644	17,919	18,193	18,465	18,739	19,013	19,287	19,561	20,107	20,654	21,201	21,473	21,748
11		16,835	17,109	17,383	17,657	17,930	18,203	18,477	18,750	19,022	19,571	20,117	20,664	20,937	21,211
12		16,302	16,575	16,848	17,124	17,396	17,669	17,944	18,215	18,490	19,037	19,582	20,130	20,402	20,678
13		15,765	16,040	16,314	16,587	16,859	17,132	17,405	17,680	17,953	18,501	19,046	19,593	19,866	20,140
14		15,231	15,506	15,779	16,052	16,325	16,598	16,873	17,146	17,420	17,965	18,512	19,059	19,332	19,606
15		14,694	14,967	15,242	15,514	15,788	16,063	16,336	16,609	16,883	17,430	17,975	18,521	18,796	19,067
16		14,159	14,433	14,707	14,982	15,254	15,528	15,801	16,073	16,347	16,892	17,441	17,987	18,262	18,533
17		13,624	13,899	14,173	14,447	14,720	14,993	15,267	15,539	15,812	16,361	16,908	17,453	17,727	17,998
18		13,092	13,365	13,638	13,913	14,184	14,456	14,730	15,003	15,277	15,826	16,372	16,919	17,192	17,466
19		12,554	12,829	13,101	13,373	13,648	13,921	14,194	14,468	14,743	15,288	15,836	16,381	16,655	16,926
20		12,019	12,291	12,565	12,838	13,111	13,385	13,659	13,933	14,208	14,753	15,300	15,845	16,120	16,390
21		11,482	11,756	12,030	12,302	12,576	12,851	13,123	13,397	13,670	14,216	14,763	15,310	15,585	15,857
22		10,947	11,220	11,493	11,768	12,042	12,315	12,588	12,861	13,135	13,681	14,227	14,775	15,048	15,323
23		10,412	10,687	10,960	11,233	11,506	11,779	12,051	12,326	12,599	13,146	13,694	14,240	14,513	14,786
24		9,877	10,151	10,424	10,697	10,971	11,244	11,517	11,791	12,064	12,611	13,158	13,704	13,977	14,250
25		9,339	9,616	9,888	10,161	10,435	10,709	10,981	11,255	11,529	12,076	12,623	13,168	13,442	13,713
26		9,077	9,350	9,624	9,897	10,168	10,443	10,715	10,988	11,263	11,810	12,356	12,905	13,177	13,454

## Notes:

- 1 Rank placement of positions shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- 2 Initial placement on the appropriate schedule will be determined by the President. Advancement in steps after the initial placement will be based on years completed in the position.
- 3 Salaries shown on this schedule are base salaries for a 20-hour work week. Compensation for hours worked above 20 hours per week shall be computed by dividing the base by 1040, and then multiplying that hourly rate by the hours worked in the work week.
- 4 For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the Act only for hours worked beyond forty (40) hours per week.

## Alabama Community College System

## Schedule H25

## Part-Time Support Personnel 25-29 Hours Per Week

2023-2024

Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27	30
01		27,741	28,079	28,417	28,753	29,092	29,429	29,766	30,104	30,442	31,116	31,792	32,468	32,804	33,144
02		27,072	27,410	27,746	28,086	28,422	28,759	29,098	29,435	29,773	30,448	31,123	31,797	32,137	32,471
03		26,402	26,740	27,079	27,415	27,754	28,091	28,426	28,765	29,102	29,777	30,452	31,129	31,465	31,806
04		25,734	26,071	26,409	26,747	27,084	27,421	27,760	28,096	28,435	29,111	29,785	30,460	30,798	31,135
05		25,062	25,401	25,739	26,074	26,412	26,751	27,087	27,426	27,763	28,438	29,114	29,789	30,127	30,464
06		24,390	24,729	25,065	25,404	25,742	26,078	26,417	26,755	27,091	27,766	28,441	29,117	29,454	29,793
07		23,720	24,058	24,395	24,734	25,070	25,409	25,747	26,084	26,421	27,097	27,772	28,448	28,784	29,124
08		23,051	23,389	23,726	24,063	24,401	24,738	25,078	25,413	25,751	26,425	27,101	27,776	28,113	28,451
09		22,382	22,719	23,056	23,394	23,731	24,071	24,407	24,743	25,083	25,757	26,433	27,108	27,445	27,783
10		21,711	22,047	22,385	22,724	23,061	23,397	23,734	24,074	24,410	25,086	25,760	26,437	26,774	27,114
11		21,043	21,379	21,717	22,055	22,392	22,731	23,067	23,405	23,744	24,418	25,094	25,768	26,107	26,442
12		20,370	20,709	21,047	21,382	21,722	22,060	22,395	22,734	23,070	23,747	24,421	25,097	25,434	25,773
13		19,703	20,040	20,379	20,716	21,053	21,391	21,729	22,066	22,404	23,080	23,754	24,430	24,768	25,106
14		19,029	19,367	19,704	20,041	20,380	20,717	21,054	21,392	21,730	22,405	23,081	23,756	24,091	24,431
15		18,360	18,700	19,037	19,375	19,710	20,050	20,388	20,723	21,062	21,737	22,411	23,088	23,425	23,765
16		17,691	18,029	18,366	18,704	19,041	19,379	19,715	20,055	20,392	21,066	21,742	22,418	22,755	23,094
17		17,022	17,360	17,697	18,035	18,373	18,711	19,047	19,384	19,725	20,397	21,074	21,747	22,085	22,420
18		16,351	16,687	17,027	17,363	17,700	18,039	18,376	18,715	19,051	19,728	20,401	21,077	21,414	21,753
19		15,683	16,020	16,358	16,698	17,033	17,371	17,710	18,046	18,383	19,059	19,734	20,409	20,746	21,084
20		15,010	15,349	15,685	16,022	16,361	16,699	17,035	17,373	17,711	18,387	19,062	19,736	20,074	20,410
21		14,341	14,678	15,016	15,354	15,692	16,027	16,368	16,705	17,041	17,716	18,393	19,067	19,406	19,741
22		13,672	14,009	14,345	14,684	15,022	15,359	15,696	16,034	16,372	17,046	17,721	18,397	18,734	19,073
23		13,002	13,341	13,677	14,014	14,352	14,690	15,029	15,364	15,702	16,378	17,053	17,728	18,065	18,403
24		12,329	12,667	13,004	13,343	13,680	14,017	14,354	14,692	15,031	15,705	16,380	17,055	17,394	17,730
25		11,665	12,002	12,338	12,677	13,015	13,351	13,689	14,027	14,365	15,039	15,715	16,390	16,728	17,065
26		11,328	11,666	12,003	12,339	12,678	13,016	13,352	13,691	14,028	14,703	15,379	16,053	16,391	16,727

## Notes:

- 1 Rank placement or positions shall be based on level or required training, level and extent or duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- 2 Initial placement on the appropriate schedule will be determined by the President. Advancement in steps after the initial placement will be based on years completed in the position.
- 3 Salaries shown on this schedule are base salaries for a 25-hour work week. Compensation for hours worked above 25 hours per week shall be computed by dividing the base by 1300, and then multiplying that hourly rate by the hours worked in the work week.
- 4 For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the Act only for hours worked beyond forty (40) hours per week.

## Alabama Community College System

## Schedule H30

## Part-Time Support Personnel 30-34 Hours Per Week

2023-2024

Rank	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	33,311	33,718	34,126	34,530	34,938	35,346	35,753	36,159	36,567	37,381	38,195	39,008	39,415	39,821
02	32,508	32,913	33,319	33,727	34,134	34,541	34,947	35,355	35,760	36,576	37,389	38,203	38,610	39,017
03	31,701	32,108	32,515	32,922	33,329	33,735	34,141	34,549	34,956	35,769	36,582	37,397	37,805	38,212
04	30,898	31,306	31,711	32,120	32,526	32,934	33,340	33,746	34,154	34,968	35,781	36,595	37,002	37,409
05	30,095	30,501	30,910	31,316	31,723	32,128	32,536	32,944	33,350	34,162	34,978	35,792	36,199	36,606
06	29,287	29,695	30,101	30,507	30,915	31,321	31,728	32,137	32,543	33,357	34,172	34,985	35,390	35,798
07	28,482	28,890	29,298	29,705	30,111	30,518	30,925	31,332	31,739	32,552	33,367	34,181	34,586	34,995
08	27,678	28,084	28,492	28,898	29,305	29,711	30,120	30,526	30,930	31,745	32,560	33,372	33,779	34,184
09	26,875	27,282	27,688	28,095	28,502	28,910	29,316	29,723	30,130	30,945	31,757	32,571	32,980	33,385
10	26,070	26,476	26,884	27,290	27,698	28,104	28,511	28,918	29,325	30,138	30,952	31,766	32,174	32,580
11	25,263	25,668	26,076	26,483	26,891	27,297	27,704	28,110	28,517	29,332	30,145	30,957	31,367	31,769
12	24,459	24,867	25,273	25,680	26,087	26,493	26,899	27,308	27,713	28,527	29,340	30,156	30,561	30,972
13	23,655	24,061	24,468	24,875	25,282	25,690	26,096	26,502	26,910	27,722	28,537	29,352	29,757	30,167
14	22,850	23,258	23,664	24,073	24,478	24,885	25,291	25,700	26,107	26,920	27,734	28,548	28,954	29,362
15	22,045	22,454	22,860	23,266	23,673	24,080	24,487	24,895	25,301	26,115	26,929	27,742	28,149	28,555
16	21,239	21,646	22,054	22,460	22,868	23,273	23,682	24,087	24,496	25,309	26,123	26,936	27,343	27,749
17	20,433	20,843	21,250	21,656	22,063	22,469	22,878	23,284	23,690	24,503	25,318	26,130	26,538	26,942
18	19,632	20,038	20,446	20,851	21,260	21,666	22,073	22,481	22,887	23,701	24,513	25,328	25,736	26,143
19	18,828	19,235	19,642	20,050	20,455	20,864	21,269	21,677	22,083	22,897	23,711	24,525	24,931	25,339
20	18,023	18,429	18,835	19,243	19,649	20,057	20,463	20,870	21,275	22,091	22,904	23,718	24,126	24,532
21	17,217	17,625	18,031	18,439	18,845	19,251	19,658	20,065	20,473	21,286	22,100	22,915	23,320	23,730
22	16,412	16,820	17,224	17,634	18,040	18,448	18,855	19,260	19,669	20,482	21,296	22,110	22,515	22,924
23	15,608	16,015	16,424	16,830	17,238	17,642	18,051	18,457	18,865	19,678	20,492	21,305	21,713	22,118
24	14,803	15,212	15,619	16,024	16,432	16,838	17,246	17,654	18,059	18,873	19,687	20,501	20,906	21,315
25	13,997	14,404	14,813	15,218	15,625	16,033	16,439	16,846	17,253	18,066	18,881	19,695	20,102	20,509
26	13,597	14,005	14,410	14,818	15,224	15,630	16,038	16,444	16,850	17,665	18,480	19,292	19,699	20,104

## Notes:

- 1 Rank placement of positions shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- 2 Initial placement on the appropriate schedule will be determined by the President. Advancement in steps after the initial placement will be based on years completed in the position.
- 3 Salaries shown on this schedule are base salaries for a 30-hour work week. Compensation for hours worked above 30 hours per week shall be computed by dividing the base by 1560, and then multiplying that hourly rate by the hours worked in the work week.
- 4 For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the Act only for hours worked beyond forty (40) hours per week.

## Alabama Community College System

## Schedule H35

## Part-Time Support Personnel 35-39 Hours Per Week

2023-2024

Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27	30
01		38,876	39,351	39,826	40,302	40,777	41,250	41,724	42,199	42,675	43,625	44,574	45,525	46,000	46,476
02		37,934	38,410	38,885	39,360	39,833	40,309	40,785	41,260	41,735	42,683	43,635	44,583	45,059	45,531
03		36,997	37,473	37,945	38,421	38,897	39,371	39,847	40,321	40,795	41,747	42,695	43,645	44,120	44,595
04		36,055	36,530	37,005	37,480	37,956	38,430	38,905	39,381	39,857	40,804	41,754	42,704	43,180	43,654
05		35,117	35,592	36,068	36,543	37,017	37,493	37,968	38,443	38,916	39,866	40,816	41,767	42,243	42,718
06		34,180	34,656	35,129	35,605	36,078	36,554	37,028	37,503	37,978	38,929	39,879	40,829	41,302	41,779
07		33,239	33,714	34,189	34,664	35,140	35,614	36,089	36,565	37,040	37,988	38,939	39,888	40,363	40,837
08		32,300	32,775	33,251	33,725	34,200	34,676	35,149	35,624	36,099	37,049	37,999	38,949	39,425	39,899
09		31,358	31,832	32,306	32,783	33,258	33,733	34,208	34,682	35,157	36,106	37,057	38,007	38,482	38,957
10		30,419	30,896	31,371	31,846	32,322	32,797	33,270	33,744	34,220	35,170	36,120	37,070	37,546	38,020
11		29,481	29,957	30,434	30,907	31,379	31,855	32,331	32,805	33,281	34,231	35,182	36,129	36,605	37,076
12		28,543	29,016	29,490	29,967	30,442	30,916	31,392	31,868	32,342	33,291	34,240	35,190	35,665	36,140
13		27,600	28,077	28,552	29,027	29,500	29,977	30,450	30,925	31,400	32,350	33,301	34,249	34,725	35,197
14		26,664	27,139	27,614	28,089	28,563	29,038	29,515	29,988	30,463	31,414	32,362	33,313	33,789	34,264
15		25,722	26,198	26,672	27,147	27,623	28,096	28,571	29,048	29,521	30,470	31,422	32,371	32,846	33,320
16		24,785	25,261	25,736	26,209	26,684	27,160	27,634	28,109	28,584	29,535	30,487	31,432	31,909	32,377
17		23,844	24,319	24,793	25,269	25,744	26,219	26,694	27,169	27,644	28,593	29,542	30,494	30,968	31,446
18		22,907	23,382	23,858	24,331	24,807	25,282	25,757	26,232	26,707	27,655	28,607	29,558	30,030	30,509
19		21,968	22,442	22,918	23,393	23,867	24,343	24,818	25,291	25,766	26,717	27,666	28,616	29,092	29,566
20		21,027	21,502	21,977	22,452	22,926	23,401	23,876	24,351	24,826	25,776	26,726	27,677	28,150	28,628
21		20,087	20,562	21,036	21,512	21,987	22,461	22,937	23,412	23,888	24,837	25,787	26,736	27,211	27,685
22		19,146	19,622	20,097	20,572	21,048	21,524	21,999	22,472	22,946	23,897	24,847	25,797	26,272	26,747
23		18,210	18,684	19,159	19,635	20,110	20,584	21,058	21,533	22,009	22,959	23,909	24,859	25,334	25,809
24		17,269	17,745	18,220	18,693	19,167	19,643	20,118	20,594	21,068	22,018	22,968	23,917	24,392	24,866
25		16,332	16,806	17,280	17,754	18,229	18,705	19,181	19,654	20,130	21,080	22,029	22,979	23,454	23,929
26		15,864	16,339	16,815	17,291	17,763	18,239	18,715	19,190	19,663	20,613	21,563	22,513	22,989	23,463

## Notes:

- 1 Rank placement of positions shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- 2 Initial placement on the appropriate schedule will be determined by the President. Advancement in steps after the initial placement will be based on years completed in the position.
- 3 Salaries shown on this schedule are base salaries for a 35-hour work week. Compensation for hours worked above 35 hours per week shall be computed by dividing the base by 1820, and then multiplying that hourly rate by the hours worked in the work week.
- 4 For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the Act only for hours worked beyond forty (40) hours per week.

Alabama Technology Network

Schedule A

Executive Director

2023-2024

Salary Step														
0	1	2	3	4	5	6	8	10	15	20	25	27	30	
142,822	145,128	147,432	149,736	152,039	154,344	156,650	158,953	161,258	168,170	175,084	181,998	184,302	188,911	

Notes:

- 1 Initial placement on the schedule for prior experience will be determined by the Chancellor. Advancement in steps after the initial placement will be based on years completed as Executive Director.
- 2 If Executive Director holds an earned doctorate from an accredited institution, add \$2,000 to salary.
- 3 Housing allowance of \$12,000 per year in addition to salary.
- 4 Expense allowance of \$200 per month In addition to salary.
- 5 The Chancellor may award an annual salary supplement not to exceed 10 percent of annual salary to recognize organizational complexity and performance.

**Alabama Technology Network**

**Schedule B**

**Director**

**2023-2024**

	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	98,539	100,625	102,713	104,801	106,887	108,975	111,061	113,149	115,237	121,497	127,759	134,022	136,109	140,285
2	86,430	88,518	90,605	92,691	94,778	96,866	98,953	101,041	103,128	109,390	115,652	121,912	124,001	128,173

**Notes:**

- 1 Initial placement on the schedule at a Step higher than Step 0 must be approved by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.
- 2 If person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
- 3 If the Executive Director has designated a person paid from this schedule as being in charge in the Executive Director's absence, that person shall be paid an additional \$2,000 annually.
- 4 ATN Center Directors hired after January 2005 shall be placed on Salary Schedule B-2.

**Alabama Technology Network**

**Schedule T**

**Technical & Professional Staff**

**2023-2024**

	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
T-1	86,430	88,517	90,603	92,690	94,777	96,865	98,952	101,039	103,126	109,388	115,649	121,908	123,997	128,168
T-2	75,769	77,855	79,944	82,029	84,116	86,201	88,290	90,379	92,465	98,726	104,989	111,247	113,335	117,506
T-3	65,109	67,198	69,286	71,370	73,457	75,544	77,633	79,720	81,806	88,068	94,329	100,589	102,677	106,850
T-4	54,448	56,536	58,625	60,709	62,797	64,884	66,971	69,058	71,145	77,406	83,668	89,928	92,014	96,189

**Notes:**

- 1 Initial placement on the schedule at a step higher than Step O must be approved by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.
- 2 Individuals will be placed on the appropriate schedule based upon their level of professional/technical responsibility with ATN.
- 3 If person holds an earned doctorate from an accredited institution, add \$2,000 to salary.



# Alabama Technology Network

## Schedule S

### Support Personnel

2023-2024

Rank	Grade	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30
S-1	1	54,805	55,874	56,942	58,009	59,080	60,148	61,216	62,286	63,355	65,494	67,630	69,767	70,836	71,904
S-1	2	49,475	50,546	51,616	52,687	53,758	54,826	55,899	56,969	58,038	60,179	62,320	64,462	65,531	66,604
S-2	1	49,475	50,546	51,616	52,687	53,758	54,826	55,899	56,969	58,038	60,179	62,320	64,462	65,531	66,604
S-2	3	44,146	45,214	46,281	47,350	48,421	49,488	50,557	51,627	52,695	54,832	56,971	59,109	60,177	61,247
S-2	4	38,813	39,883	40,954	42,025	43,095	44,165	45,235	46,305	47,376	49,517	51,659	53,799	54,869	55,939
S-2	4	38,813	39,883	40,954	42,025	43,095	44,165	45,235	46,305	47,376	49,517	51,659	53,799	54,869	55,939
S-3	5	28,152	29,222	30,292	31,363	32,434	33,503	34,575	35,645	36,714	38,856	40,997	43,138	44,208	45,279

#### Notes:

1 Initial placement on the appropriate schedule will be determined by the Executive Director based upon Salary Schedule Guidelines issued by the Chancellor. Advancement within a level and from one level to another is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.

**SALARY SCHEDULE GUIDELINES  
THE ALABAMA COMMUNITY COLLEGE SYSTEM  
2023-2024**

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 12, 2023, are effective September 1, 2023, for employees on Salary Schedules B, C, E, and H, and are effective for Salary Schedules D-1, D-2, and D-3 employees on the first faculty duty day of the Fall Semester as indicated on each College's 2023-2024 academic calendar.
2. The Salary Schedules are designed to include all personnel except "temporary" support employees, hourly employees working less than twenty (20) hours per week, and part-time instructors.
3. Appropriate job descriptions shall be developed and maintained for all personnel.
4. Full-time professional personnel, other than instructors, will not be paid additional monies for extra work. Under extreme circumstances, the Chancellor may approve an exception under ACCS Policy 606.03.
5. Initial placement on all salary schedules shall give all community and technical college and Adult Education employees full credit for prior work experience in the public schools, colleges, and adult education programs of Alabama. Initial placement on all Salary Schedules, and on local salary schedules, which gives credit for prior experience outside of public education in Alabama is within the discretion of the President. However, all initial salary schedule placements which give credit for prior experience outside of public education in Alabama must adhere to the following principles:
  - The experience outside of public education in Alabama for which step credit is to be awarded for initial salary schedule placement purposes should be directly related to the requirements of the position.
  - The amount of credit that is given, for initial step placement purposes, for experience outside of public education in Alabama, must be consistently applied college wide and follow the College's standard experience ratio.

Please refer to the Chancellor's Memorandum #2013-LGL-086, dated November 21, 2013, for further guidance.

If, after initial step placement, an employee moves from one salary schedule to another (as opposed to moving upward within a salary schedule — i.e., E4 to E2 or C2 to C1), the President shall have the reasonable discretion to determine in which step placement to place the employee in the new position. However, in exercising this discretion, the President shall ensure that the experience for which step credit is to be awarded should be directly related to the requirements of the position and should be consistently applied college wide.

Notwithstanding the foregoing, in all circumstances the President must ensure that applicable law, such as the Students First Act, and applicable policy and guidelines are followed, and that the employee is given full credit for prior work experience in public schools, colleges, and Adult Education programs of Alabama.

6. Permanent support employees who work from twenty (20) to forty (40) hours per week but less than fifty-two weeks per year shall be paid amounts which equate on a *pro rata* basis to appropriate salaries contained in Salary Schedules E and H.
7. For the purposes of the Salary Schedules, a "year completed" shall equate to at least nine months of full-time employment during the respective Salary Schedule/ Academic Year (beginning either with the Fall Semester or September 1).

Full-time college employees on leaves of absence for more than three months during the Salary Schedule/Academic Year are not eligible for step increases, unless otherwise required by applicable law.

Please note that a step increase is not warranted for any employee who (1) applies and is hired for a different position within the College during the previous calendar year and (2) the position is on a higher-paying salary schedule (example, from E to D or E to C or C to B) or higher-paying scale within a salary schedule (from E-4 to E-3 or C-3 to C-2) or the employee receives a higher step on the same scale (moving from step 5 to 10 due to initial placement in new position), and (3) the employee has not been in the most recent position for at least nine months at step increase time.

8. Step increases are awarded within the sole discretion of the Alabama Community College System Board of Trustees. In budgetary crisis, step increases may not be implemented. Under circumstances when step increases are reinstated, each eligible employee will receive credit for one year as pertains to the Salary Schedules approved by the Alabama Community College System Board of Trustees.