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Jimmy H. Baker
CHANCELLOR

M E M O R A N D U M #2026-EXE-018

Date: July 10, 2026

To: Presidents, Alabama Community College System

From: Jimmy H. Baker
Chancellor

Re: **2026-2027 ACCS Salary Schedules**

At its meeting on July 8, 2026, the ACCS Board of Trustees adopted the attached 2026-2027 Salary Schedules for the community and technical colleges and the Alabama Technology Network. Copies of the approved action item, the adopted schedules, and the salary guidelines are attached hereto.

JHB/mw

Attachments

ALABAMA COMMUNITY COLLEGE SYSTEM
RECOMMENDATION FOR ACTION

Action Item Number IX.A.5

July 8, 2026
Date of Board Meeting Action

Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2026-2027 ACCS Salary Schedules

RECOMMENDATION

It is recommended "That the Alabama Community College System Board of Trustees adopt the attached 2026-2027 ACCS Salary Schedules for the community and technical colleges and the Alabama Technology Network"

FISCAL CONSIDERATION

RATIONALE

The proposed 2026-2027 salary schedules provide for a four percent pay increase. Employees of the ACCS Colleges and ATN who qualify for step increases will receive the salary step increase indicated by the appropriate salary schedule in addition to the four percent pay increase, of which 2% is funded by ACT#2026-601 and 2% as recommended by the Chancellor of the ACCS.

The 2026-2027 salary schedules become effective September 1, 2026, for employees paid from all schedules except faculty schedules, which become effective the first day of the 2026-2027 fall term.

Code/Statute _____

Policy _____

Action by Board:	
_____	Tabled
7-8-26	Approved
_____	Disapproved
_____	Amended (describe)
_____	Additional Action Required

Nikita Odoms 7/8/26
Human Resource Director **Date**

/ /
Legal Counsel **Date**

Jeremy H Baker 7/8/26
Chancellor **Date**

SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2026-2027

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 8, 2026, are effective September 1, 2026, 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 2026-2027 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.

Alabama Community College System

Schedule B

Deans (Plus)

2026-2027

Salary Step →	0	1	2	3	4	5	6	8	10	15	20	25	27	30
	104,973	107,195	109,416	111,640	113,861	116,085	118,304	120,528	122,750	129,416	136,082	142,748	144,971	149,416

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 instituition, add $2,000 per annum to base, 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

2026-2027

	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	92,072	94,296	96,517	98,739	100,962	103,183	105,405	107,625	109,848	116,516	123,182	129,849	132,072	136,517
2	80,715	82,938	85,160	87,381	89,604	91,825	94,047	96,269	98,492	105,160	111,825	118,492	120,713	125,160
3	107,177	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 initial placement will be based on years completed in the position and as determmined by the Salary Schedule Guidelines issued each year by the Chancellor.
3. If a Schedule C employee holds an earned doctorate from an acredited 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.

CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE

Schedule C3
Full-time Professional Personnel
2026-2027

	Salary Step →														
Rank	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**8**	**10**	**15**	**20**	**25**	**27**	**30**	**Max**
II	$57,899	$59,807	$61,717	$63,626	$65,534	$67,443	$69,351	$71,261	$75,079	$78,894	$82,712	$86,530	$90,346	$94,791	$102,644
I	$47,655	$48,928	$50,200	$51,473	$52,745	$54,017	$55,290	$56,564	$59,108	$61,653	$64,198	$66,742	$69,288	$73,734	$81,439
Rank	**0**	**6**	**11**	**16**	**21**	**26**									
III	$55,000	$60,000	$65,000	$70,000	$75,000	$80,000									
Notes:															
	1. Initial rank placement on the C3 salary schedule will be determined by the president based upon the skills, duties, and supervisory responsibilities required by the position. Initial salary determination will be made based upon years of experience.														
	2. Advancement in steps after the initial placement will be based on years completed in the position.														
	3. Employees placed on the C3 salary schedule prior to 2006-07 will be "grandfathered" in their current placements.														

Alabama Community College System

Schedule D-1

Full-time Instructors, Counselors and Librarians

2026-2027

Rank		Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9Month	64,179	65,880	67,575	69,272	70,973	72,669	74,369	76,066	77,763	82,858	87,952	93,045	94,743	98,138
	Summer	19,816	20,343	20,870	21,398	21,923	22,450	22,977	23,505	24,031	25,611	27,195	28,773	29,302	30,351
	12 Month	83,995	86,223	88,445	90,670	92,896	95,119	97,346	99,571	101,794	108,469	115,147	121,818	124,045	128,489
III	9 Month	57,776	59,474	61,173	62,871	64,569	66,268	67,963	69,661	71,360	75,774	80,188	84,604	86,302	89,020
	Summer	17,835	18,361	18,888	19,416	19,942	20,469	20,997	21,525	22,052	23,422	24,789	26,162	26,687	27,535
	12 Month	75,611	77,835	80,061	82,287	84,511	86,737	88,960	91,186	93,412	99,196	104,977	110,766	112,989	116,555
II	9 Month	53,115	54,812	56,512	58,209	59,905	61,603	63,301	65,001	66,699	70,095	73,491	76,886	78,583	80,282
	Summer	16,395	16,924	17,451	17,975	18,504	19,031	19,558	20,084	20,613	21,665	22,719	23,772	24,300	24,826
	12 Month	69,510	71,736	73,963	76,184	78,409	80,634	82,859	85,085	87,312	91,760	96,210	100,658	102,883	105,108
IA	9 Month	48,454	50,151	51,848	53,546	55,246	56,942	58,640	60,339	62,037	65,433	68,828	72,223	73,921	75,617
	Summer	14,959	15,486	16,013	16,540	17,066	17,596	18,122	18,649	19,177	20,228	21,283	22,335	22,863	23,388
	12 Month	63,413	65,637	67,861	70,086	72,312	74,538	76,762	78,988	81,214	85,661	90,111	94,558	96,784	99,005
IB	9 Month	43,792	45,491	47,187	48,887	50,585	52,281	53,981	55,677	57,378	60,770	64,167	67,563	69,261	70,958
	Summer	13,521	14,049	14,575	15,103	15,630	16,157	16,684	17,212	17,736	18,791	19,844	20,898	21,427	21,951
	12 Month	57,313	59,540	61,762	63,990	66,215	68,438	70,665	72,889	75,114	79,561	84,011	88,461	90,688	92,909
IC	9 Month	43,792	45,491	47,187	48,887	50,585	52,281	53,981	55,677	57,378	60,770	64,167	67,563	69,261	70,958
	Summer	13,521	14,049	14,575	15,103	15,630	16,157	16,684	17,212	17,736	18,791	19,844	20,898	21,427	21,951
	12 Month	57,313	59,540	61,762	63,990	66,215	68,438	70,665	72,889	75,114	79,561	84,011	88,461	90,688	92,909

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 initial placement will be based on years completed in the positon 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)
6. A full-time head librarian shall be paid an additional $400 per month provided that only one person at each institution is designated as head librarian (see Policy 606.05).

Alabama Community College System

Schedule D-2

Full-time Instructors, Counselors and Librarians

2026-2027

Rank		Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9 Month	60,512	62,111	63,714	65,312	66,910	68,511	70,112	71,711	73,311	78,111	82,910	87,709	89,311	92,508
	Summer	23,481	24,105	24,727	25,351	25,974	26,596	27,222	27,846	28,470	30,342	32,210	34,081	34,706	35,951
	12 Month	83,993	86,216	88,441	90,663	92,884	95,107	97,334	99,557	101,781	108,453	115,120	121,790	124,017	128,459
III	9 Month	54,473	56,074	57,673	59,274	60,875	62,474	64,072	65,672	67,272	71,432	75,591	79,752	81,352	83,912
	Summer	21,137	21,761	22,385	23,198	23,633	24,255	24,879	25,503	26,126	27,748	29,370	30,989	31,613	32,609
	12 Month	75,610	77,835	80,058	82,472	84,508	86,729	88,951	91,175	93,398	99,180	104,961	110,741	112,965	116,521
II	9 Month	50,080	51,682	53,281	54,880	56,481	58,082	59,679	61,279	62,882	66,078	69,282	72,480	74,079	75,677
	Summer	19,430	20,054	20,678	21,302	21,924	22,550	23,171	23,796	24,419	25,666	26,915	28,162	28,786	29,409
	12 Month	69,510	71,736	73,959	76,182	78,405	80,632	82,850	85,075	87,301	91,744	96,197	100,642	102,865	105,086
IA	9 Month	45,685	47,286	48,887	50,488	52,085	53,685	55,285	56,884	58,485	61,684	64,885	68,083	69,684	71,280
	Summer	17,726	18,351	18,977	19,600	20,223	20,846	21,470	22,092	22,716	23,965	25,210	26,460	27,082	27,709
	12 Month	63,411	65,637	67,864	70,088	72,308	74,531	76,755	78,976	81,201	85,649	90,095	94,543	96,766	98,989
IB	9 Month	41,290	42,890	44,488	46,090	47,688	49,289	50,889	52,490	54,088	57,288	60,487	63,688	65,289	66,887
	Summer	16,023	16,647	17,271	17,894	18,516	19,141	19,764	20,388	21,010	22,259	23,507	24,754	25,377	26,000
	12 Month	57,313	59,537	61,759	63,984	66,204	68,430	70,653	72,878	75,098	79,547	83,994	88,442	90,666	92,887
IC	9 Month	41,290	42,890	44,488	46,090	47,688	49,289	50,889	52,490	54,088	57,288	60,487	63,688	65,289	66,887
	Summer	16,023	16,647	17,271	17,894	18,516	19,141	19,764	20,388	21,010	22,259	23,507	24,754	25,377	26,000
	12 Month	57,313	59,537	61,759	63,984	66,204	68,430	70,653	72,878	75,098	79,547	83,994	88,442	90,666	92,887

Notes:

1. Schedule D2 is to be used to compensate full-time instructors at colleges using the numbers 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 initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Ch
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).
6. A full-time head librarian shall be paid an additional $400 per month provided that only one person at each institution is designated as head librarian (see Policy 606.05).

Alabama Community College System

Schedule D-3

Full-Time Adult Education Teachers

2026-2027

Rank		Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
II	9 Month	37,871	38,587	39,303	40,019	40,656	41,770	42,565	43,758	44,952	46,866	49,209	51,668	52,701	54,282
	3 Month	12,624	12,863	13,101	13,340	13,552	13,924	14,189	14,586	14,984	15,622	16,402	17,222	17,567	18,093
Masters	12 Month	50,495	51,450	52,404	53,359	54,208	55,694	56,754	58,344	59,936	62,488	65,611	68,890	70,268	72,375
I	9 Month	32,541	33,018	33,733	34,450	35,086	36,200	36,996	38,189	39,383	41,296	43,361	45,528	46,439	47,832
	3 Month	10,847	11,006	11,244	11,484	11,696	12,067	12,332	12,730	13,128	13,765	14,454	15,176	15,479	15,944
Bachelors	12 Month	43,388	44,024	44,977	45,934	46,782	48,267	49,328	50,919	52,511	55,061	57,815	60,704	61,918	63,776

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

2026-2027

Salary Schedul	Grade	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
E1	01	58,385	59,522	60,660	61,798	62,934	64,069	65,206	66,344	67,480	69,753	72,028	74,303	75,437	76,577
E1	02	52,707	53,843	54,980	56,117	57,255	58,391	59,526	60,665	61,802	64,074	66,349	68,622	69,760	70,896
E2	02	52,707	53,843	54,980	56,117	57,255	58,391	59,526	60,665	61,802	64,074	66,349	68,622	69,760	70,896
E2	03	47,029	48,164	49,303	50,440	51,576	52,713	53,849	54,988	56,124	58,398	60,672	62,945	64,083	65,218
E3	03	47,029	48,164	49,303	50,440	51,576	52,713	53,849	54,988	56,124	58,398	60,672	62,945	64,083	65,218
E3	04	41,349	42,484	43,622	44,760	45,896	47,033	48,168	49,306	50,443	52,717	54,992	57,267	58,403	59,541
E4	04	41,349	42,484	43,622	44,760	45,896	47,033	48,168	49,306	50,443	52,717	54,992	57,267	58,403	59,541
E4	05	35,670	36,806	37,943	39,081	40,219	41,356	42,491	43,628	44,765	47,039	49,314	51,589	52,725	53,865
E5	05	35,670	36,806	37,943	39,081	40,219	41,356	42,491	43,628	44,765	47,039	49,314	51,589	52,725	53,865
E5	06	29,989	31,125	32,263	33,400	34,538	35,674	36,812	37,948	39,085	41,359	43,634	45,908	47,044	48,180

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.

Alabama Community College System

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week

2026-2027

Salary Rank	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	23,538	23,826	24,118	24,408	24,699	24,987	25,279	25,568	25,858	26,438	27,016	27,598	27,890	28,181
02	22,973	23,262	23,551	23,842	24,134	24,422	24,714	25,003	25,294	25,873	26,453	27,034	27,323	27,614
03	22,404	22,694	22,986	23,276	23,565	23,848	24,144	24,436	24,724	25,304	25,885	26,466	26,756	27,047
04	21,838	22,128	22,417	22,707	22,998	23,287	23,578	23,867	24,157	24,736	25,317	25,897	26,186	26,477
05	21,269	21,556	21,848	22,137	22,429	22,718	23,008	23,298	23,587	24,170	24,748	25,328	25,617	25,907
06	20,701	20,990	21,279	21,572	21,861	22,150	22,441	22,731	23,018	23,600	24,179	24,760	25,048	25,342
07	20,133	20,421	20,713	21,003	21,292	21,582	21,871	22,163	22,452	23,033	23,610	24,192	24,484	24,775
08	19,564	19,855	20,145	20,435	20,723	21,013	21,304	21,595	21,885	22,465	23,044	23,627	23,915	24,209
09	18,996	19,284	19,575	19,865	20,155	20,445	20,736	21,026	21,316	21,896	22,474	23,057	23,346	23,639
10	18,429	18,717	19,008	19,299	19,587	19,879	20,169	20,460	20,750	21,329	21,910	22,490	22,778	23,070
11	17,859	18,149	18,440	18,730	19,021	19,310	19,601	19,890	20,178	20,760	21,340	21,920	22,210	22,500
12	17,293	17,583	17,872	18,165	18,454	18,743	19,035	19,322	19,614	20,195	20,773	21,354	21,642	21,936
13	16,723	17,015	17,306	17,596	17,884	18,174	18,463	18,755	19,044	19,626	20,204	20,784	21,074	21,651
14	16,157	16,449	16,739	17,028	17,318	17,607	17,898	18,189	18,479	19,057	19,637	20,218	20,508	20,798
15	15,588	15,877	16,169	16,457	16,748	17,039	17,330	17,619	17,910	18,490	19,068	19,647	19,939	20,226
16	15,020	15,311	15,601	15,893	16,181	16,473	16,762	17,050	17,341	17,919	18,502	19,081	19,372	19,660
17	14,452	14,744	15,034	15,325	15,615	15,905	16,195	16,484	16,773	17,356	17,936	18,514	18,805	19,092
18	13,888	14,177	14,467	14,759	15,047	15,335	15,626	15,915	16,206	16,789	17,367	17,947	18,237	18,528
19	13,317	13,609	13,898	14,186	14,478	14,767	15,057	15,347	15,640	16,218	16,799	17,377	17,668	17,956
20	12,749	13,038	13,329	13,619	13,908	14,199	14,489	14,780	15,072	15,650	16,230	16,808	17,100	17,387
21	12,180	12,471	12,762	13,050	13,341	13,632	13,920	14,212	14,501	15,080	15,660	16,241	16,533	16,821
22	11,613	11,902	12,192	12,483	12,774	13,063	13,354	13,643	13,934	14,513	15,092	15,674	15,963	16,254
23	11,045	11,337	11,626	11,916	12,205	12,496	12,784	13,076	13,365	13,945	14,527	15,106	15,395	15,685
24	10,478	10,768	11,057	11,347	11,638	11,928	12,217	12,508	12,797	13,378	13,958	14,537	14,827	15,116
25	9,907	10,200	10,489	10,779	11,070	11,360	11,649	11,939	12,230	12,811	13,390	13,968	14,259	14,546
26	9,910	9,918	10,209	10,499	10,786	11,078	11,366	11,656	11,948	12,528	13,107	13,690	13,979	14,272

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

2026-2027

Rank	Salary Step →													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	29,428	29,787	30,144	30,501	30,861	31,219	31,575	31,934	32,293	33,008	33,725	34,442	34,798	35,159
02	28,718	29,076	29,433	29,794	30,150	30,507	30,867	31,225	31,583	32,299	33,015	33,730	34,091	34,445
03	28,007	28,366	28,726	29,082	29,441	29,799	30,155	30,514	30,871	31,588	32,303	33,022	33,378	33,740
04	27,299	27,656	28,014	28,373	28,731	29,088	29,448	29,804	30,164	30,881	31,596	32,312	32,671	33,028
05	26,586	26,945	27,304	27,659	28,018	28,377	28,734	29,094	29,451	30,167	30,884	31,600	31,959	32,316
06	25,873	26,233	26,589	26,948	27,307	27,664	28,023	28,382	28,738	29,454	30,170	30,887	31,245	31,605
07	25,162	25,521	25,878	26,238	26,594	26,954	27,312	27,670	28,027	28,745	29,460	30,178	30,534	30,894
08	24,452	24,811	25,169	25,526	25,885	26,242	26,603	26,958	27,317	28,032	28,749	29,465	29,822	30,181
09	23,743	24,100	24,458	24,816	25,174	25,534	25,891	26,248	26,608	27,323	28,040	28,756	29,114	29,473
10	23,031	23,388	23,746	24,105	24,463	24,801	25,177	25,537	25,894	26,612	27,326	28,045	28,401	28,762
11	22,323	22,679	23,037	23,396	23,754	24,113	24,469	24,828	25,188	25,902	26,620	27,334	27,694	28,050
12	21,608	21,968	22,327	22,682	23,042	23,401	23,757	24,117	24,472	25,191	25,905	26,623	26,981	27,340
13	20,901	21,259	21,618	21,975	22.333	22,692	23,051	23,407	23,766	24,484	25,198	25,916	26,274	26,632
14	20,186	20,544	20,902	21,260	21,620	21,976	22,334	22,693	23,052	23,767	24,485	25,200	25,556	25,917
15	19,476	19,837	20,195	20,554	20,908	21,269	21,628	21,982	22,342	23,059	23,773	24,492	24,850	25,210
16	18,767	19,126	19,482	19,841	20,199	20,558	20,913	21,274	21,632	22,346	23,064	23,781	24,138	24,498
17	18,056	18,415	18,773	19,132	19,490	19,848	20,205	20,563	20,925	21,637	22,355	23,069	23,428	23,783
18	17,345	17,702	18,063	18,418	18,776	19,136	19,494	19,853	20,209	20,928	21,641	22,359	22,716	23,076
19	16,637	16,994	17,352	17,713	18,069	18,427	18,787	19,143	19,501	20,218	20,934	21,650	22,007	22,366
20	15,922	16,282	16,639	16,996	17,356	17,714	18,071	18,429	18,788	19,505	20,221	20,936	21,294	21,651
21	15,213	15,571	15,929	16,287	16,646	17,002	17,363	17,721	18,077	18,793	19,511	20,226	20,586	20,941
22	14,503	14,861	15,217	15,577	15,935	16,293	16,650	17,009	17,367	18,082	18,798	19,516	19,873	20,232
23	13,792	14,152	14,509	14,866	15,225	15,583	15,943	16,298	16,657	17,374	18,090	18,806	19,163	19,522
24	13,079	13,437	13,795	14,154	14,512	14,869	15,227	15,585	15,945	16,660	17,376	18,092	18,452	18,808
25	12,374	12,732	13,088	13,448	13,806	14,163	14,522	14,880	15,238	15,954	16,670	17,387	17,746	18,102
26	12,017	12,375	12,733	13,089	13,449	13,807	14,164	14,524	14,881	15,597	16,314	17,029	17,388	17,744

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 or 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

2026-2027

Rank	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	35,336	35,768	36,201	36,630	37,062	37,495	37,927	38,357	38,790	39,654	40,517	41,380	41,811	42,242
02	34,484	34,914	35,344	35,778	36,210	36,641	37,072	37,504	37,934	38,800	39,662	40,526	40,957	41,389
03	33,628	34,060	34,492	34,923	35,356	35,786	36,217	36,650	37,081	37,943	38,807	39,671	40,103	40,535
04	32,777	33,209	33,639	34,072	34,504	34,937	35,367	35,798	36,230	37,094	37,957	38,820	39,252	39,683
05	31,925	32,355	32,789	33,220	33,651	34,082	34,514	34,947	35,378	36,239	37,105	37,968	38,400	38,832
06	31,068	31,501	31,931	32,362	32,794	33,225	33,658	34,091	34,522	35,385	36,249	37,112	37,542	37,975
07	30,214	30,647	31,079	31,511	31,942	32,373	32,806	33,237	33,669	34,531	35,395	36,260	36,689	37,123
08	29,361	29,792	30,224	30,655	31,087	31,517	31,951	32,382	32,811	33,675	34,539	35,401	35,833	36,263
09	28,510	28,941	29,372	29,803	30,235	30,668	31,098	31,530	31,962	32,827	33,688	34,551	34,986	35,415
10	27,655	28,086	28,519	28,949	29,382	29,813	30,244	30,676	31,108	31,971	32,834	33,697	34,130	34,561
11	26,799	27,228	27,662	28,094	28,526	28,957	29,388	29,819	30,250	31,116	31,978	32,839	33,274	33,700
12	25,946	26,379	26,809	27,242	27,673	28,104	28,534	28,968	29,398	30,262	31,124	31,989	32,419	32,855
13	25,093	25,524	25,955	26,388	26,820	27,252	27,683	28,113	28,546	29,407	30,272	31,137	31,566	32,001
14	24,239	24,672	25,102	25,536	25,967	26,398	26,829	27,263	27,694	28,556	29,421	30,284	30,714	31,147
15	23,385	23,819	24,250	24,680	25,112	25,544	25,976	26,409	26,839	27,702	28,567	29,429	29,860	30,291
16	22,531	22,962	23,395	23,825	24,258	24,688	25,122	25,552	25,985	26,848	27,711	28,574	29,006	29,436
17	21,676	22,110	22,542	22,973	23,404	23,835	24,269	24,700	25,131	25,993	26,857	27,719	28,152	28,580
18	20,826	21,257	21,689	22,119	22,552	22,983	23,415	23,848	24,279	25,142	26,003	26,868	27,301	27,733
19	19,973	20,405	20,836	21,269	21,699	22,132	22,562	22,995	23,426	24,289	25,152	26,017	26,447	26,880
20	19,118	19,550	19,980	20,413	20,844	21,276	21,707	22,138	22,569	23,434	24,296	25,160	25,593	26,024
21	18,263	18,697	19,128	19,560	19,991	20,421	20,853	21,285	21,717	22,580	23,444	24,308	24,737	25,173
22	17,410	17,842	18,271	18,706	19,137	19,570	20,001	20,431	20,864	21,728	22,591	23,454	23,884	24,213
23	16,557	16,988	17,422	17,854	18,286	18,715	19,148	19,579	20,012	20,875	21,738	22,600	23,033	23,462
24	15,703	16,137	16,568	16,998	17,431	17,862	18,295	18,727	19,157	20,020	20,884	21,747	22,177	22,611
25	14,848	15,280	15,713	16,143	16,576	17,008	17,439	17,870	18,302	19,164	20,029	20,893	21,324	21,756
26	14,424	14,856	15,286	15,719	16,149	16,581	17,013	17,444	17,874	18,739	19,604	20,465	20,897	21,326

Notes:

1. Rank placement of positions shall be based on level of 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 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 or 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

2026-2027

Rank	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	41,240	41,744	42,248	42,752	43,257	43,758	44,260	44,765	45,270	46,278	47,284	48,293	48,797	49,302
02	40,241	40,745	41,250	41,753	42,255	42,760	43,265	43,768	44,273	45,278	46,288	47,294	47,798	48,300
03	39,246	39,751	40,252	40,757	41,262	41,764	42,270	42,772	43,275	44,285	45,291	46,299	46,802	47,306
04	38,247	38,751	39,255	39,759	40,264	40,767	41,270	41,776	42,280	43,285	44,293	45,300	45,806	46,308
05	37,252	37,756	38,261	38,765	39,267	39,773	40,276	40,780	41,282	42,290	43,297	44,306	44,812	45,315
06	36,259	36,763	37,265	37,770	38,272	38,776	39,280	39,783	40,288	41,296	42,304	43,312	43,813	44,320
07	35,260	35,764	36,268	36,771	37,277	37,779	38,283	38,788	39,292	40,298	41,307	42,313	42,817	43,320
08	34,264	34,768	35,273	35,776	36,279	36,785	37,286	37,789	38,294	39,302	40,309	41,317	41,823	42,325
09	33,264	33,768	34,270	34,777	35,280	35,784	36,288	36,791	37,294	38,301	39,310	40,318	40,822	41,325
10	32,268	32,775	33,278	33,782	34,287	34,791	35,292	35,796	36,300	37,308	38,316	39,323	39,829	40,331
11	31,274	31,778	32,285	32,786	33,287	33,792	34,297	34,799	35,305	36,313	37,321	38,326	38,830	39,331
12	30,279	30,780	31,283	31,789	32,293	32,795	33,301	33,805	34,309	35,315	36,322	37,330	37,833	38,338
13	29,278	29,785	30,288	30,792	31,294	31,800	32,301	32,806	33,309	34,211	35,326	36,331	36,837	37,337
14	28,285	28,789	29,293	29,797	30,299	30,804	31,309	31,812	32,315	33,324	34,329	35,232	35,844	36,347
15	27,285	27,791	28,293	28,798	29,302	29,804	30,308	30,814	31,315	32,322	33,332	34,339	34,843	35,345
16	26,292	26,797	27,301	27,802	28,307	28,811	29,314	29,818	30,322	31,331	32,341	33,343	33,849	34,346
17	25,294	25,797	26,301	26,805	27,309	27,813	28,317	28,820	29,325	30,332	31,338	32,348	32,850	33,358
18	24,300	24,804	25,308	25,811	26,315	26,820	27,323	27,827	28,331	29,336	30,346	31,355	31,856	32,364
19	23,303	23,807	24,311	24,815	25,318	25,823	26,327	26,829	27,332	28,341	29,348	30,356	30,861	31,363
20	22,369	22,809	23,314	23,817	24,320	24,824	25,328	25,832	26,336	27,344	28,351	29,360	29,862	30,369
21	21,309	21,812	22,315	22,820	23,324	23,826	24,332	24,835	25,341	26,347	27,355	28,362	28,865	29,369
22	20,310	20,815	21,319	21,822	22,328	22,832	23,337	23,838	24,341	25,287	26,358	27,366	27,869	28,373
23	19,317	19,820	20,324	20,829	21,332	21,836	22,338	22,843	23,347	24,355	25,362	26,370	26,875	27,378
24	18,319	18,824	19,327	19,830	20,332	20,837	21,341	21,846	22,349	23,356	24,364	25,371	25,875	26,378
25	17,325	17,828	18,331	18,833	19,338	19,842	20,348	20,849	21,354	22,362	23,369	24,377	24,880	25,384
26	16,828	17,333	17,837	18,342	18,843	19,348	19,853	20,357	20,858	21,866	22,874	23,882	24,387	24,889

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 or 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 or 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

2026-2027

Salary Step →	0	1	2	3	4	5	6	8	10	15	20	25	27	30
	151,505	153,952	156,396	158,840	161,283	163,728	166,174	168,617	171,062	178,394	185,729	193,064	195,508	200,397

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

2026-2027

	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	104,530	106,744	108,958	111,173	115,608	115,601	117,813	120,028	122,244	128,884	135,527	142,170	144,289	150,060
2	91.685	93,900	96,114	98,327	102,512	102,755	104,969	107,184	107,184	116,041	122,684	129,324	131,540	135,965

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 S

Support Personnel

2026-2027

Schedule	Grade	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
S-1	1	58,137	59,271	60,40	61,536	62,672	63,805	64,938	66,073	67,207	69,476	72,782	74,008	75,143	76,276
S-1	2	52,484	53,619	54,754	55,891	57,026	58,160	59,298	60,432	61,567	63,838	66,109	68,381	69,516	70,653
S-2	1	52,484	53,619	54,754	55,891	57,026	58,160	59,298	60,432	61,567	63,838	66,109	68,831	69,516	70,653
S-2	3	46,830	47,963	49,095	50,229	51,365	52,497	53,631	54,766	55,899	58,166	60,434	62,703	63,836	64,971
S-2	4	41,173	42,308	43,444	44,581	45,715	46,850	47,986	49,120	50,257	50,257	54,800	57,070	58,205	59,340
S-2	4	41,173	42,308	43,444	44,581	45,715	46,850	47,986	49,120	50,257	50,257	54,800	57,070	58,205	59,340
S-3	5	29,864	30,998	32,134	33,270	34,406	35,540	36,678	37,812	38,946	38,946	43,490	45,761	46,896	48,032

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 guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.

Alabama Technology Network

Schedule T

Technical & Professional Staff

2026-2027

	Salary Step →													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
T-1	91,685	94,460	96,112	98,326	100,540	102,754	104,968	107,182	109,397	116,039	122,680	129,320	131,536	135,960
T-2	80,375	82,588	84,805	87,017	89,230	91,442	93,658	95,874	98,087	104,728	111,373	118,011	120,226	124,650
T-3	69,067	71,284	73,499	75,709	77,923	80,137	82,353	84,567	86,780	93,422	100,065	106,705	108,920	113,346
T-4	57,758	59,974	62,190	64,400	66,615	68,829	710,442	73,257	75,471	82,112	88,755	95,396	97,608	102,038

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. 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.