

**ALABAMA COMMUNITY COLLEGE SYSTEM
RECOMMENDATION FOR ACTION**

August 12, 2020
Date of Board Meeting Action

Action Item Number VII.A.7
Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2020-2021 ACCS Salary Schedules

RECOMMENDATION

It is recommended "That the Alabama Community College System Board of Trustees adopt the attached 2020-2021 ACCS Salary Schedules for the community and technical colleges and the Alabama Technology Network."

FISCAL CONSIDERATION

None

RATIONALE

Employees of the Alabama Community College System who qualify for step increases will receive the salary step increase indicated by the appropriate salary schedule.

The 2020-2021 salary schedules become effective September 1, 2020 for employees paid from all schedules except faculty schedules, which become effective the first day of the 2020-2021 fall term.

Code/Statute Act No. 2015-125
Policy _____

Nekita Payne 8/12/20
Director **Date**

Legal Counsel **Date**

J. H. Baker 8/12/20
Chancellor **Date**

Action by Board:	
☐	Tabled
☒	Approved
☐	Disapproved
☐	Amended (describe)
☐	Additional action required

Schedule B

Deans

2020-2021

Salary Step												
0	1	2	3	4	5	6	8	10	15	20	25	27
91,457	93,392	95,327	97,264	99,199	101,136	103,071	105,008	106,944	112,751	118,559	124,367	126,303

Notes:

1. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.
2. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the President has designated a person paid from this schedule as being in charge in the President's absence, that person shall be paid an additional \$2,000.
4. The President of a community or technical college may place dean-level personnel and chief financial officer on this schedule.
5. 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.

Schedule C
Professional Personnel
2020-2021

Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	80,216	82,153	84,088	86,024	87,961	89,896	91,832	93,767	95,703	101,512	107,320	113,128	115,065
2	70,322	72,258	74,194	76,129	78,067	80,001	81,937	83,873	85,809	91,618	97,425	103,234	105,169
3	89,426	Maximum Salary											

Notes:

1. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Advancement in steps after the initial placement will be based on year completed in the position.
2. Individuals will be placed on the appropriate schedule based upon their level of responsibility at the institution.
3. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.

Schedule D-1

Full-time Instructors, Counselors and Librarians

2020-2021

Rank		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	55,916	57,396	58,874	60,353	61,833	63,312	64,792	66,271	67,750	72,188	76,626	81,064	82,543
	Summer	17,265	17,724	18,182	18,642	19,101	19,560	20,018	20,478	20,937	22,314	23,692	25,068	25,528
	12 Month	73,181	75,119	77,057	78,995	80,934	82,872	84,810	86,748	88,687	94,503	100,318	106,132	108,071
III	9-Month	50,337	51,817	53,296	54,775	56,255	57,734	59,212	60,691	62,171	66,017	69,863	73,710	75,189
	Summer	15,539	15,997	16,457	16,916	17,374	17,833	18,293	18,753	19,212	20,405	21,598	22,793	23,251
	12 Month	65,876	67,814	69,753	71,690	73,629	75,566	77,505	79,445	81,383	86,422	91,461	96,503	98,440
II	9-Month	46,276	47,755	49,234	50,714	52,192	53,671	55,150	56,630	58,110	61,068	64,027	66,985	68,464
	Summer	14,284	14,744	15,204	15,661	16,121	16,580	17,039	17,498	17,958	18,876	19,793	20,712	21,171
	12 Month	60,560	62,499	64,437	66,375	68,313	70,251	72,190	74,128	76,068	79,944	83,820	87,697	89,636
IA	9-Month	42,214	43,692	45,172	46,651	48,131	49,609	51,089	52,569	54,048	57,007	59,965	62,923	64,402
	Summer	13,033	13,492	13,951	14,410	14,869	15,330	15,788	16,247	16,707	17,624	18,542	19,459	19,919
	12 Month	55,247	57,184	59,123	61,062	63,000	64,939	66,877	68,816	70,754	74,630	78,508	82,383	84,321
IB	9-Month	38,153	39,632	41,111	42,591	44,071	45,549	47,029	48,508	49,988	52,945	55,904	58,862	60,342
	Summer	11,780	12,240	12,698	13,158	13,617	14,076	14,535	14,995	15,453	16,372	17,289	18,207	18,668
	12 Month	49,934	51,872	53,810	55,749	57,688	59,625	61,564	63,502	65,441	69,317	73,193	77,069	79,010
IC	9-Month	38,153	39,632	41,111	42,591	44,071	45,549	47,029	48,508	49,988	52,945	55,904	58,862	60,342
	Summer	11,780	12,240	12,698	13,158	13,617	14,076	14,535	14,995	15,453	16,372	17,289	18,207	18,668
	12 Month	49,934	51,872	53,810	55,749	57,688	59,625	61,564	63,502	65,441	69,317	73,193	77,069	79,010

1. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.
2. 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 two (see Policy 606.05).
3. 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).
4. Schedule D-1 is to be used to compensate full-time instructors at colleges using a 175-54 calendar.

Schedule D-2

Full-time Instructors, Counselors and Librarians

2020-2021

Rank		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	52,720	54,113	55,509	56,902	58,295	59,690	61,084	62,477	63,871	68,052	72,234	76,415	77,810
	Summer	20,457	21,001	21,543	22,086	22,629	23,172	23,717	24,260	24,804	26,434	28,063	29,692	30,236
	12 Month	73,176	75,114	77,052	78,988	80,924	82,862	84,802	86,737	88,675	94,486	100,298	106,107	108,046
III	9-Month	47,459	48,854	50,247	51,640	53,036	54,428	55,822	57,216	58,611	62,234	65,858	69,482	70,875
	Summer	18,415	18,959	19,502	20,045	20,589	21,132	21,675	22,219	22,761	24,175	25,587	26,998	27,542
	12 Month	65,875	67,813	69,749	71,685	73,625	75,560	77,497	79,434	81,373	86,408	91,445	96,481	98,417
II	9-Month	43,632	45,027	46,420	47,813	49,208	50,602	51,995	53,388	54,784	57,570	60,360	63,146	64,540
	Summer	16,929	17,472	18,016	18,559	19,102	19,646	20,187	20,731	21,275	22,362	23,449	24,535	25,079
	12 Month	60,561	62,499	64,436	66,372	68,309	70,248	72,182	74,120	76,059	79,932	83,808	87,680	89,619
IA	9-Month	39,803	41,196	42,591	43,986	45,378	46,773	48,167	49,560	50,954	53,741	56,530	59,316	60,711
	Summer	15,444	15,988	16,532	17,075	17,619	18,162	18,705	19,247	19,791	20,878	21,964	23,052	23,593
	12 Month	55,247	57,184	59,123	61,060	62,997	64,934	66,872	68,807	70,745	74,619	78,494	82,368	84,304
IB	9-Month	35,974	37,366	38,760	40,155	41,548	42,942	44,336	45,730	47,123	49,912	52,699	55,486	56,881
	Summer	13,960	14,503	15,047	15,590	16,132	16,676	17,219	17,763	18,305	19,393	20,479	21,566	22,110
	12 Month	49,934	51,869	53,806	55,745	57,680	59,618	61,556	63,493	65,428	69,305	73,178	77,053	78,991
IC	9-Month	35,974	37,366	38,760	40,155	41,548	42,942	44,336	45,730	47,123	49,912	52,699	55,486	56,881
	Summer	13,960	14,503	15,047	15,590	16,132	16,676	17,219	17,763	18,305	19,393	20,479	21,566	22,110
	12 Month	49,934	51,869	53,806	55,745	57,680	59,618	61,556	63,493	65,428	69,305	73,178	77,053	78,991

1. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Advancement in steps after the Initial placement will be based on years completed in the position.
2. 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).
3. 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).
4. Schedule D2 is to be used to compensate full-time Instructors at colleges using a 165-64 calendar.

Schedule D-3

Full-Time Adult Education Teachers

2020-2021

		Salary Step												
Rank		0	1	2	3	4	5	6	8	10	15	20	25	27
II	9-Month	27,439	28,270	29,102	29,933	30,765	31,596	32,428	33,259	34,091	35,754	37,417	39,080	39,911
	3-Month	9,147	9,423	9,701	9,978	10,255	10,532	10,810	11,086	11,364	11,918	12,473	13,027	13,304
	12 Month	36,586	37,694	38,803	39,911	41,021	42,128	43,238	44,346	45,455	47,673	49,890	52,107	53,215
I	9-Month	19,956	20,788	21,618	22,450	23,281	24,113	24,944	25,776	26,607	28,270	29,933	31,596	32,428
	3-Month	6,652	6,930	7,206	7,484	7,760	8,038	8,315	8,592	8,869	9,423	9,978	10,532	10,810
	12 Month	26,607	27,717	28,825	29,934	31,042	32,152	33,259	34,369	35,476	37,694	39,911	42,128	43,238

Notes:

1. Rank II is used for teachers with an earned master's degree or higher.

2. Rank I is used for teachers with an earned bachelor's degree.

NOTE: Teachers employed on or before June 30, 2008, are not affected by the degree requirements of Ranks I and II. On or after July 1, 2008, teachers employed in adult education

3. The contract year for Schedule D-3 employees is 229 days. The D-3 employees are entitled to 5 personal days per year and 1 day of sick leave per month, cumulative.

4. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.

Schedule E1 to E5

Full-Time Support Personnel 40 Hours Per Week

2020-2021

Salary Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	50,867	51,858	52,849	53,840	54,829	55,820	56,810	57,801	58,791	60,772	62,754	64,735	65,724
E1	02	45,920	46,910	47,900	48,891	49,883	50,872	51,862	52,854	53,844	55,824	57,806	59,786	60,777
E2	02	45,920	46,910	47,900	48,891	49,883	50,872	51,862	52,854	53,844	55,824	57,806	59,786	60,777
E2	03	40,973	41,963	42,954	43,945	44,935	45,925	46,916	47,907	48,897	50,878	52,859	54,840	55,830
E3	03	40,973	41,963	42,954	43,945	44,935	45,925	46,916	47,907	48,897	50,878	52,859	54,840	55,830
E3	04	36,025	37,014	38,005	38,996	39,987	40,976	41,966	42,957	43,948	45,928	47,911	49,891	50,882
E3	05	31,077	32,067	33,058	34,049	35,040	36,030	37,021	38,010	39,001	40,982	42,963	44,945	45,935
E4	05	31,077	32,067	33,058	34,049	35,040	36,030	37,021	38,010	39,001	40,982	42,963	44,945	45,935
E4	06	26,129	27,118	28,109	29,099	30,091	31,080	32,072	33,062	34,053	36,033	38,015	39,995	40,986
E5	06	26,129	27,118	28,109	29,099	30,091	31,080	32,072	33,062	34,053	36,033	38,015	39,995	40,986
E5	07	25,142	26,132	27,122	28,112	29,103	30,094	31,085	32,075	33,065	35,046	37,027	39,008	39,998

Notes:

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

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week

2020-2021

Salary Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
01	20,507	20,759	21,012	21,265	21,518	21,770	22,024	22,275	22,527	23,033	23,538	24,045	24,298	
02	20,014	20,266	20,519	20,772	21,026	21,278	21,531	21,783	22,036	22,541	23,047	23,552	23,805	
03	19,520	19,772	20,026	20,279	20,530	20,782	21,035	21,288	21,540	22,046	22,552	23,058	23,311	
04	19,025	19,278	19,530	19,783	20,036	20,288	20,541	20,794	21,046	21,552	22,057	22,562	22,814	
05	18,530	18,781	19,034	19,287	19,540	19,792	20,045	20,298	20,550	21,057	21,561	22,067	22,318	
06	18,035	18,287	18,540	18,793	19,046	19,298	19,551	19,804	20,055	20,561	21,066	21,572	21,824	
07	17,540	17,792	18,045	18,298	18,550	18,803	19,056	19,309	19,561	20,067	20,571	21,077	21,330	
08	17,046	17,298	17,551	17,804	18,056	18,308	18,561	18,814	19,066	19,572	20,077	20,584	20,835	
09	16,550	16,801	17,054	17,307	17,560	17,813	18,066	18,319	18,571	19,076	19,580	20,087	20,339	
10	16,056	16,307	16,561	16,814	17,066	17,319	17,572	17,825	18,077	18,583	19,088	19,594	19,845	
11	15,559	15,813	16,066	16,319	16,571	16,824	17,076	17,328	17,580	18,087	18,592	19,098	19,350	
12	15,066	15,319	15,572	15,825	16,077	16,330	16,583	16,834	17,088	17,594	18,098	18,604	18,856	
13	14,571	14,824	15,077	15,330	15,580	15,833	16,086	16,339	16,592	17,098	17,603	18,108	18,360	
14	14,077	14,330	14,583	14,835	15,087	15,340	15,594	15,846	16,099	16,604	17,109	17,614	17,867	
15	13,581	13,833	14,086	14,338	14,591	14,845	15,098	15,350	15,603	16,109	16,613	17,118	17,371	
16	13,086	13,339	13,592	13,846	14,098	14,351	14,603	14,855	15,108	15,612	16,119	16,624	16,877	
17	12,592	12,845	13,099	13,352	13,604	13,857	14,110	14,361	14,614	15,121	15,625	16,130	16,383	
18	12,099	12,352	12,605	12,858	13,109	13,361	13,614	13,866	14,119	14,626	15,131	15,636	15,889	
19	11,603	11,856	12,108	12,360	12,613	12,866	13,119	13,371	13,625	14,129	14,635	15,139	15,392	
20	11,108	11,360	11,613	11,865	12,118	12,371	12,624	12,877	13,130	13,635	14,140	14,644	14,898	
21	10,612	10,865	11,118	11,370	11,623	11,876	12,128	12,381	12,634	13,138	13,644	14,150	14,403	
22	10,117	10,370	10,623	10,875	11,129	11,382	11,633	11,886	12,139	12,644	13,149	13,655	13,908	
23	9,623	9,876	10,129	10,381	10,633	10,886	11,138	11,391	11,644	12,149	12,656	13,161	13,413	
24	9,128	9,381	9,634	9,886	10,139	10,392	10,644	10,897	11,149	11,655	12,161	12,665	12,918	
25	8,632	8,886	9,138	9,391	9,644	9,897	10,149	10,402	10,655	11,161	11,666	12,170	12,423	
26	8,389	8,641	8,894	9,147	9,398	9,651	9,903	10,156	10,409	10,915	11,420	11,926	12,178	

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.

Schedule H25

Part-Time Support Personnel 25-29 Hours Per Week

2020-2021

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	25,638	25,950	26,263	26,574	26,887	27,198	27,510	27,823	28,134	28,758	29,382	30,007	30,318
02	25,020	25,332	25,643	25,957	26,268	26,579	26,892	27,204	27,516	28,140	28,764	29,387	29,701
03	24,400	24,714	25,026	25,336	25,650	25,962	26,272	26,584	26,896	27,520	28,144	28,770	29,080
04	23,783	24,095	24,407	24,720	25,031	25,342	25,656	25,967	26,279	26,904	27,527	28,151	28,464
05	23,163	23,475	23,787	24,098	24,410	24,723	25,034	25,347	25,659	26,282	26,907	27,531	27,843
06	22,542	22,855	23,166	23,478	23,790	24,102	24,415	24,726	25,037	25,662	26,285	26,910	27,221
07	21,923	22,234	22,546	22,859	23,170	23,483	23,795	24,107	24,419	25,043	25,667	26,291	26,603
08	21,304	21,616	21,927	22,239	22,552	22,863	23,176	23,487	23,799	24,423	25,047	25,671	25,982
09	20,685	20,997	21,309	21,621	21,932	22,246	22,557	22,868	23,181	23,805	24,429	25,053	25,365
10	20,065	20,376	20,688	21,001	21,313	21,624	21,935	22,249	22,560	23,184	23,808	24,433	24,744
11	19,448	19,759	20,071	20,383	20,695	21,008	21,319	21,630	21,944	22,567	23,192	23,815	24,128
12	18,827	19,139	19,451	19,762	20,075	20,387	20,698	21,011	21,322	21,947	22,570	23,195	23,506
13	18,210	18,521	18,834	19,146	19,457	19,770	20,082	20,393	20,706	21,330	21,953	22,578	22,890
14	17,587	17,899	18,211	18,522	18,835	19,147	19,458	19,771	20,083	20,707	21,331	21,955	22,266
15	16,969	17,282	17,594	17,906	18,217	18,530	18,842	19,153	19,466	20,089	20,713	21,337	21,650
16	16,350	16,662	16,974	17,286	17,598	17,910	18,221	18,535	18,846	19,470	20,094	20,719	21,030
17	15,732	16,044	16,356	16,668	16,980	17,292	17,604	17,915	18,229	18,851	19,476	20,099	20,411
18	15,111	15,423	15,736	16,047	16,359	16,672	16,983	17,296	17,607	18,232	18,855	19,479	19,791
19	14,494	14,806	15,118	15,432	15,742	16,054	16,368	16,678	16,990	17,614	18,238	18,862	19,174
20	13,873	14,185	14,496	14,808	15,121	15,433	15,744	16,056	16,369	16,993	17,617	18,240	18,552
21	13,254	13,566	13,878	14,190	14,502	14,813	15,127	15,438	15,749	16,374	16,998	17,622	17,934
22	12,635	12,947	13,258	13,571	13,883	14,195	14,506	14,819	15,131	15,754	16,378	17,002	17,315
23	12,017	12,329	12,640	12,952	13,265	13,576	13,889	14,200	14,512	15,136	15,761	16,384	16,696
24	11,394	11,707	12,019	12,331	12,643	12,954	13,267	13,578	13,891	14,515	15,138	15,763	16,075
25	10,780	11,092	11,403	11,716	12,028	12,339	12,652	12,964	13,275	13,899	14,524	15,148	15,460
26	10,470	10,781	11,093	11,404	11,717	12,029	12,340	12,654	12,965	13,589	14,213	14,836	15,149

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

Schedule H30

Part-Time Support Personnel 30-34 Hours Per Week

2020-2021

Rank	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	30,787	31,163	31,539	31,913	32,290	32,667	33,043	33,419	33,795	34,547	35,300	36,051	36,427
02	30,044	30,419	30,794	31,171	31,547	31,924	32,298	32,675	33,050	33,804	34,555	35,307	35,683
03	29,298	29,674	30,050	30,426	30,802	31,178	31,554	31,930	32,307	33,058	33,810	34,563	34,939
04	28,556	28,933	29,307	29,685	30,061	30,437	30,813	31,188	31,565	32,317	33,069	33,821	34,197
05	27,814	28,189	28,567	28,942	29,319	29,693	30,070	30,447	30,822	31,573	32,326	33,078	33,455
06	27,068	27,444	27,820	28,195	28,572	28,947	29,324	29,701	30,076	30,828	31,581	32,333	32,708
07	26,324	26,701	27,077	27,454	27,829	28,205	28,581	28,958	29,333	30,085	30,838	31,590	31,965
08	25,579	25,955	26,332	26,707	27,083	27,459	27,836	28,212	28,586	29,339	30,092	30,843	31,219
09	24,838	25,214	25,589	25,966	26,341	26,719	27,094	27,470	27,846	28,599	29,350	30,102	30,479
10	24,094	24,470	24,846	25,222	25,599	25,974	26,350	26,726	27,102	27,854	28,606	29,358	29,735
11	23,348	23,723	24,100	24,475	24,853	25,228	25,604	25,979	26,356	27,109	27,860	28,611	28,989
12	22,605	22,981	23,357	23,733	24,109	24,485	24,861	25,238	25,613	26,365	27,117	27,871	28,245
13	21,862	22,237	22,613	22,989	23,366	23,742	24,118	24,493	24,870	25,621	26,374	27,126	27,502
14	21,118	21,495	21,871	22,248	22,623	22,999	23,374	23,752	24,128	24,879	25,631	26,384	26,759
15	20,375	20,752	21,127	21,503	21,878	22,255	22,631	23,008	23,383	24,135	24,888	25,639	26,016
16	19,629	20,006	20,382	20,758	21,135	21,509	21,887	22,262	22,639	23,391	24,143	24,894	25,271
17	18,885	19,263	19,639	20,014	20,390	20,766	21,143	21,519	21,894	22,646	23,399	24,150	24,526
18	18,145	18,519	18,896	19,271	19,648	20,024	20,400	20,776	21,152	21,904	22,655	23,408	23,785
19	17,401	17,777	18,153	18,530	18,905	19,282	19,657	20,034	20,409	21,162	21,914	22,666	23,041
20	16,657	17,032	17,408	17,784	18,160	18,537	18,912	19,288	19,663	20,417	21,168	21,921	22,297
21	15,912	16,288	16,664	17,041	17,416	17,792	18,169	18,544	18,922	19,673	20,425	21,178	21,553
22	15,168	15,545	15,919	16,297	16,673	17,049	17,425	17,800	18,177	18,929	19,681	20,433	20,809
23	14,425	14,801	15,179	15,554	15,931	16,305	16,682	17,058	17,435	18,186	18,938	19,690	20,067
24	13,682	14,059	14,435	14,810	15,186	15,562	15,939	16,316	16,690	17,442	18,195	18,947	19,322
25	12,937	13,313	13,690	14,065	14,441	14,818	15,193	15,570	15,945	16,697	17,450	18,202	18,578
26	12,566	12,943	13,318	13,694	14,070	14,446	14,823	15,198	15,574	16,326	17,079	17,830	18,206

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.

Schedule H35

Part-Time Support Personnel 35-39 Hours Per Week

2020-2021

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	35,929	36,368	36,807	37,247	37,685	38,124	38,562	39,001	39,440	40,319	41,195	42,074	42,513
02	35,059	35,499	35,938	36,376	36,814	37,254	37,693	38,132	38,572	39,448	40,327	41,204	41,643
03	34,193	34,632	35,069	35,509	35,948	36,386	36,826	37,265	37,703	38,582	39,459	40,336	40,775
04	33,322	33,762	34,200	34,639	35,079	35,517	35,956	36,396	36,835	37,711	38,589	39,468	39,907
05	32,455	32,894	33,334	33,773	34,211	34,651	35,090	35,528	35,967	36,844	37,723	38,601	39,041
06	31,589	32,028	32,466	32,906	33,344	33,783	34,222	34,661	35,099	35,978	36,856	37,733	38,172
07	30,720	31,159	31,598	32,036	32,476	32,915	33,353	33,793	34,232	35,109	35,987	36,865	37,304
08	29,852	30,290	30,730	31,169	31,607	32,047	32,485	32,924	33,363	34,241	35,119	35,996	36,436
09	28,982	29,420	29,858	30,298	30,737	31,176	31,615	32,053	32,492	33,370	34,248	35,126	35,565
10	28,114	28,554	28,993	29,432	29,872	30,311	30,748	31,186	31,626	32,504	33,382	34,260	34,700
11	27,247	27,686	28,126	28,565	29,001	29,440	29,880	30,319	30,758	31,636	32,515	33,391	33,830
12	26,380	26,817	27,255	27,695	28,134	28,573	29,012	29,452	29,890	30,768	31,645	32,523	32,962
13	25,508	25,948	26,387	26,826	27,265	27,705	28,142	28,581	29,020	29,898	30,776	31,653	32,093
14	24,643	25,082	25,522	25,960	26,398	26,837	27,277	27,715	28,154	29,032	29,909	30,788	31,227
15	23,773	24,212	24,650	25,089	25,528	25,967	26,406	26,846	27,283	28,161	29,040	29,917	30,356
16	22,906	23,346	23,785	24,223	24,662	25,101	25,539	25,978	26,418	27,296	28,175	29,050	29,490
17	22,037	22,475	22,914	23,354	23,792	24,231	24,671	25,110	25,549	26,425	27,303	28,182	28,621
18	21,171	21,610	22,049	22,487	22,927	23,366	23,805	24,244	24,682	25,559	26,438	27,317	27,754
19	20,303	20,741	21,181	21,620	22,058	22,498	22,936	23,374	23,813	24,692	25,570	26,447	26,887
20	19,433	19,872	20,311	20,750	21,188	21,627	22,067	22,506	22,944	23,823	24,700	25,578	26,017
21	18,565	19,004	19,442	19,881	20,321	20,759	21,198	21,637	22,077	22,954	23,832	24,710	25,148
22	17,696	18,134	18,574	19,013	19,452	19,892	20,331	20,769	21,207	22,085	22,964	23,841	24,280
23	16,829	17,268	17,707	18,147	18,586	19,024	19,462	19,901	20,340	21,219	22,096	22,975	23,414
24	15,960	16,400	16,839	17,275	17,714	18,154	18,593	19,032	19,472	20,349	21,227	22,104	22,543
25	15,094	15,531	15,970	16,409	16,848	17,287	17,727	18,165	18,604	19,482	20,359	21,237	21,676
26	14,662	15,101	15,540	15,980	16,417	16,856	17,296	17,735	18,173	19,051	19,928	20,807	21,246

- 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
- 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.
- 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.
- 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

Schedule A
Executive Director
2020-2021

Salary Step												
0	1	2	3	4	5	6	8	10	15	20	25	27
131,997	134,127	136,257	138,386	140,515	142,645	144,775	146,904	149,034	155,424	161,813	168,202	170,332

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.

Schedule B

Director

2020-2021

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	91,070	92,998	94,927	96,857	98,785	100,715	102,643	104,572	106,502	112,288	118,075	123,863	125,792
2	79,878	81,808	83,737	85,666	87,594	89,524	91,453	93,382	95,311	101,098	106,885	112,672	114,602

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.
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.
3. additional \$2,000 annually.
4. ATN Center Directors hired after January 2005 shall be placed on Salary Schedule B-2.

Schedule T

Technical & Professional Staff

2020-2021

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
T-1	79,878	81,807	83,736	85,665	87,593	89,523	91,452	93,380	95,309	101,096	106,882	112,668	114,598
T-2	70,025	71,953	73,884	75,812	77,740	79,668	81,598	83,528	85,456	91,242	97,030	102,815	104,744
T-3	60,174	62,104	64,033	65,961	67,889	69,818	71,749	73,677	75,605	81,392	87,178	92,965	94,894
T-4	50,321	52,250	54,180	56,108	58,037	59,966	61,895	63,824	65,752	71,538	77,325	83,112	85,040

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.

Schedule S
Support Personnel
2020-2021

Schedule	Grade	Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
S-1	1	50,650	51,638	52,626	53,613	54,602	55,590	56,577	57,565	58,553	60,529	62,504	64,479	65,467
S-1	2	45,725	46,715	47,704	48,693	49,683	50,671	51,662	52,651	53,639	55,618	57,597	59,576	60,564
S-2	1	45,725	46,715	47,704	48,693	49,683	50,671	51,662	52,651	53,639	55,618	57,597	59,576	60,564
S-2	3	40,799	41,787	42,774	43,762	44,751	45,738	46,726	47,714	48,701	50,676	52,653	54,628	55,616
S-2	4	35,871	36,860	37,850	38,839	39,828	40,818	41,806	42,796	43,786	45,764	47,743	49,721	50,710
S-2	4	35,871	36,860	37,850	38,839	39,828	40,818	41,806	42,796	43,786	45,764	47,743	49,721	50,710
S-3	5	26,018	27,007	27,997	28,986	29,976	30,964	31,954	32,944	33,932	35,911	37,890	39,868	40,857

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
2020-2021**

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on August 12, 2020 are effective September 1, 2020, 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 2020-2021 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 to this policy.
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 Salary Schedules B, C, and D which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Initial placement on Salary Schedules E and H, 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.

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.
8. Instructors, counselors, and librarians employed on Salary Schedules D-1, D-2, or D-3 on full-time contracts shall work the minimum number of days required by Alabama Community College System Board of Trustees policies. Duty days and work hours for counselors and librarians shall be determined by the President of each institution, based upon the needs of the institution.
9. 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.