

**ALABAMA COMMUNITY COLLEGE SYSTEM
RECOMMENDATION FOR ACTION**

August 11, 2021
Date of Board Meeting Action

Action Item Number VII.A.2
Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2021-2022 ACCS Salary Schedules

RECOMMENDATION

It is recommended "That the Alabama Community College System Board of Trustees adopt the attached 2021-2022 ACCS Salary Schedules for the community and technical colleges and the Alabama Technology Network."

FISCAL CONSIDERATION

\$7 million (approximate) unrestricted and auxiliary increase, including COLA and fringe benefits.

RATIONALE

The proposed 2021-2022 salary schedules provide for a two percent pay increase. Employees of the Alabama Community College System who qualify for step increases will receive the salary step increase indicated by the appropriate salary schedule in addition to the two percent pay increase, as stipulated and funded per Act 2021-330.

The 2021-2022 salary schedules become effective September 1, 2021 for employees paid from all schedules except faculty schedules, which become effective the first day of the 2021-2022 fall term.

Code/Statute Act No. 2015-125
Policy _____

Delita Payne 8/11/21
Director **Date**

Legal Counsel **Date**

Joy H. Baker 8/11/21
Chancellor **Date**

Action by Board:
<input type="checkbox"/> Tabled
<input checked="" type="checkbox"/> Approved
<input type="checkbox"/> Disapproved
<input type="checkbox"/> Amended (describe)
<input type="checkbox"/> Additional action required

Alabama Community College System

Schedule B

Deans

2021-2022

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	93,286	95,260	97,234	99,209	101,183	103,159	105,132	107,108	109,083	115,006	120,930	126,854	128,829

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.

Alabama Community College System

Schedule C (Revised)

Professional Personnel

2021-2022

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
1	81,820	83,796	85,770	87,744	89,720	91,694	93,669	95,642	97,617	103,542	109,466	115,391	117,366
2	71,728	73,703	75,678	77,652	79,628	81,601	83,576	85,550	87,525	93,450	99,374	105,299	107,272
3	91,214 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.

Alabama Community College System

Schedule D-1 (REVISED)

Full-time Instructors, Counselors and Librarians

2021-2022

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	57,034	58,544	60,051	61,560	63,070	64,578	66,088	67,596	69,105	73,632	78,159	82,685	84,194
	Summer	17,610	18,078	18,546	19,015	19,483	19,951	20,418	20,888	21,356	22,760	24,166	25,569	26,039
	12 Month	74,644	76,621	78,598	80,575	82,553	84,529	86,506	88,483	90,461	96,393	102,324	108,255	110,232
III	9-Month	51,343	52,853	54,362	55,871	57,380	58,889	60,396	61,905	63,414	67,337	71,260	75,184	76,693
	Summer	15,849	16,317	16,786	17,254	17,721	18,190	18,659	19,128	19,596	20,813	22,030	23,249	23,716
	12 Month	67,193	69,170	71,148	73,124	75,102	77,077	79,055	81,034	83,011	88,150	93,290	98,433	100,409
II	9-Month	47,201	48,710	50,219	51,728	53,236	54,744	56,253	57,763	59,272	62,289	65,308	68,325	69,833
	Summer	14,569	15,039	15,508	15,974	16,443	16,912	17,380	17,848	18,317	19,254	20,189	21,126	21,594
	12 Month	61,771	63,749	65,726	67,703	69,679	71,656	73,634	75,611	77,589	81,543	85,496	89,451	91,429
IA	9-Month	43,058	44,566	46,075	47,584	49,094	50,601	52,111	53,620	55,129	58,147	61,164	64,181	65,690
	Summer	13,293	13,762	14,230	14,698	15,166	15,637	16,104	16,572	17,041	17,976	18,913	19,848	20,317
	12 Month	56,351	58,328	60,305	62,283	64,260	66,238	68,215	70,192	72,169	76,123	80,078	84,031	86,007
IB	9-Month	38,916	40,425	41,933	43,443	44,952	46,460	47,970	49,478	50,988	54,004	57,022	60,039	61,549
	Summer	12,015	12,485	12,952	13,421	13,889	14,358	14,826	15,295	15,762	16,699	17,635	18,571	19,041
	12 Month	50,932	52,909	54,886	56,864	58,842	60,818	62,795	64,772	66,750	70,703	74,657	78,610	80,590
IC	9-Month	38,916	40,425	41,933	43,443	44,952	46,460	47,970	49,478	50,988	54,004	57,022	60,039	61,549
	Summer	12,015	12,485	12,952	13,421	13,889	14,358	14,826	15,295	15,762	16,699	17,635	18,571	19,041
	12 Month	50,932	52,909	54,886	56,864	58,842	60,818	62,795	64,772	66,750	70,703	74,657	78,610	80,590

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. 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 D-1 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.

Alabama Community College System

Schedule D-2 (REVISED)

Full-time Instructors, Counselors and Librarians

2021-2022

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	53,774	55,195	56,619	58,040	59,460	60,883	62,305	63,726	65,148	69,413	73,678	77,943	79,366
	Summer	20,866	21,421	21,974	22,528	23,082	23,635	24,191	24,745	25,300	26,963	28,624	30,286	30,841
	12 Month	74,639	76,616	78,593	80,568	82,542	84,519	86,498	88,472	90,449	96,376	102,304	108,229	110,207
III	9-Month	48,408	49,831	51,252	52,673	54,097	55,517	56,938	58,360	59,783	63,479	67,175	70,872	72,293
	Summer	18,783	19,338	19,892	20,446	21,001	21,555	22,109	22,663	23,216	24,659	26,099	27,538	28,093
	12 Month	67,192	69,169	71,144	73,119	75,098	77,071	79,047	81,023	83,000	88,136	93,274	98,411	100,385
II	9-Month	44,504	45,928	47,348	48,769	50,192	51,614	53,035	54,456	55,880	58,721	61,567	64,409	65,831
	Summer	17,267	17,821	18,376	18,930	19,484	20,039	20,591	21,146	21,701	22,809	23,918	25,026	25,581
	12 Month	61,772	63,749	65,725	67,699	69,675	71,653	73,626	75,602	77,580	81,531	85,484	89,434	91,411
IA	9-Month	40,599	42,020	43,443	44,866	46,286	47,708	49,130	50,551	51,973	54,816	57,661	60,502	61,925
	Summer	15,752	16,308	16,863	17,417	17,971	18,525	19,079	19,632	20,187	21,296	22,403	23,513	24,065
	12 Month	56,351	58,328	60,305	62,281	64,257	66,233	68,209	70,183	72,160	76,111	80,064	84,015	85,990
IB	9-Month	36,693	38,113	39,535	40,958	42,379	43,801	45,223	46,645	48,065	50,910	53,753	56,596	58,019
	Summer	14,239	14,793	15,348	15,902	16,455	17,010	17,563	18,118	18,671	19,781	20,889	21,997	22,552
	12 Month	50,932	52,906	54,882	56,860	58,834	60,810	62,787	64,763	66,737	70,691	74,642	78,594	80,571
IC	9-Month	36,693	38,113	39,535	40,958	42,379	43,801	45,223	46,645	48,065	50,910	53,753	56,596	58,019
	Summer	14,239	14,793	15,348	15,902	16,455	17,010	17,563	18,118	18,671	19,781	20,889	21,997	22,552
	12 Month	50,932	52,906	54,882	56,860	58,834	60,810	62,787	64,763	66,737	70,691	74,642	78,594	80,571


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 D-2 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.

Alabama Community College System

Schedule D-3

Full-Time Adult Education Teachers

2021-2022

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
II	9-Month	27,987	28,835	29,684	30,532	31,380	32,228	33,077	33,924	34,773	36,469	38,165	39,862	40,709
	3-Month	9,329	9,611	9,895	10,178	10,460	10,743	11,026	11,308	11,591	12,156	12,722	13,288	13,570
	12 Month	37,318	38,448	39,579	40,709	41,841	42,971	44,103	45,233	46,364	48,626	50,888	53,149	54,279
I	9-Month	20,355	21,204	22,050	22,899	23,747	24,595	25,443	26,292	27,139	28,835	30,532	32,228	33,077
	3-Month	6,785	7,069	7,350	7,634	7,915	8,199	8,481	8,764	9,046	9,611	10,178	10,743	11,026
	12 Month	27,139	28,271	29,402	30,533	31,663	32,795	33,924	35,056	36,186	38,448	40,709	42,971	44,103

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


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.

Alabama Community College System

Schedule E1 to E5

Full-Time Support Personnel 40 Hours Per Week

2021-2022

Salary Schedule	Grade	Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	51,884	52,895	53,906	54,917	55,926	56,936	57,946	58,957	59,967	61,987	64,009	66,030	67,038
E1	02	46,838	47,848	48,858	49,869	50,881	51,889	52,899	53,911	54,921	56,940	58,962	60,982	61,993
E2	02	46,838	47,848	48,858	49,869	50,881	51,889	52,899	53,911	54,921	56,940	58,962	60,982	61,993
E2	03	41,792	42,802	43,813	44,824	45,834	46,844	47,854	48,865	49,875	51,896	53,916	55,937	56,947
E3	03	41,792	42,802	43,813	44,824	45,834	46,844	47,854	48,865	49,875	51,896	53,916	55,937	56,947
E3	04	36,745	37,754	38,765	39,776	40,787	41,796	42,805	43,816	44,827	46,847	48,869	50,889	51,900
E3	05	31,698	32,708	33,719	34,730	35,741	36,751	37,761	38,770	39,781	41,802	43,822	45,844	46,854
E4	05	31,698	32,708	33,719	34,730	35,741	36,751	37,761	38,770	39,781	41,802	43,822	45,844	46,854
E4	06	26,651	27,660	28,671	29,681	30,693	31,702	32,713	33,723	34,734	36,754	38,775	40,795	41,806
E5	06	26,651	27,660	28,671	29,681	30,693	31,702	32,713	33,723	34,734	36,754	38,775	40,795	41,806
E5	07	25,644	26,655	27,664	28,674	29,685	30,696	31,707	32,717	33,726	35,747	37,768	39,788	40,798

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

Alabama Community College System

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week

2021-2022

Salary Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27
01	20,917	21,174	21,432	21,690	21,948	22,205	22,464	22,721	22,978	23,494	24,009	24,526	24,784
02	20,414	20,671	20,929	21,187	21,447	21,704	21,962	22,219	22,477	22,992	23,508	24,023	24,281
03	19,910	20,167	20,427	20,685	20,941	21,198	21,456	21,714	21,971	22,487	23,003	23,519	23,777
04	19,406	19,664	19,921	20,179	20,437	20,694	20,952	21,210	21,467	21,983	22,498	23,013	23,270
05	18,901	19,157	19,415	19,673	19,931	20,188	20,446	20,704	20,961	21,478	21,992	22,508	22,764
06	18,396	18,653	18,911	19,169	19,427	19,684	19,942	20,200	20,456	20,972	21,487	22,003	22,260
07	17,891	18,148	18,406	18,664	18,921	19,179	19,437	19,695	19,952	20,468	20,982	21,499	21,757
08	17,386	17,644	17,902	18,160	18,415	18,674	18,932	19,190	19,447	19,963	20,479	20,996	21,252
09	16,881	17,137	17,395	17,653	17,911	18,169	18,427	18,685	18,942	19,458	19,972	20,489	20,746
10	16,377	16,633	16,892	17,150	17,407	17,665	17,923	18,182	18,439	18,955	19,470	19,986	20,242
11	15,870	16,129	16,387	16,645	16,902	17,160	17,418	17,675	17,932	18,449	18,964	19,480	19,737
12	15,367	15,625	15,883	16,142	16,399	16,657	16,915	17,171	17,430	17,946	18,460	18,976	19,233
13	14,862	15,120	15,379	15,637	15,892	16,150	16,408	16,666	16,924	17,440	17,955	18,470	18,727
14	14,358	14,617	14,875	15,132	15,389	15,647	15,906	16,163	16,421	16,936	17,451	17,966	18,224
15	13,852	14,110	14,368	14,625	14,883	15,142	15,400	15,657	15,915	16,431	16,945	17,460	17,718
16	13,347	13,606	13,864	14,123	14,380	14,638	14,895	15,152	15,410	15,924	16,441	16,956	17,215
17	12,843	13,102	13,361	13,619	13,876	14,134	14,392	14,648	14,906	15,423	15,938	16,453	16,711
18	12,341	12,599	12,857	13,115	13,371	13,628	13,886	14,143	14,401	14,919	15,434	15,949	16,207
19	11,835	12,093	12,350	12,607	12,865	13,123	13,381	13,638	13,898	14,412	14,928	15,442	15,700
20	11,330	11,587	11,845	12,102	12,360	12,618	12,876	13,135	13,393	13,908	14,423	14,937	15,196
21	10,824	11,082	11,340	11,597	11,855	12,114	12,371	12,629	12,887	13,401	13,917	14,433	14,691
22	10,319	10,577	10,835	11,093	11,352	11,610	11,866	12,124	12,382	12,897	13,412	13,928	14,186
23	9,815	10,074	10,332	10,589	10,846	11,104	11,361	11,619	11,877	12,392	12,909	13,424	13,681
24	9,311	9,569	9,827	10,084	10,342	10,600	10,857	11,115	11,372	11,888	12,404	12,918	13,176
25	8,804	9,064	9,321	9,579	9,837	10,095	10,352	10,610	10,868	11,384	11,899	12,413	12,671
26	8,557	8,814	9,072	9,330	9,586	9,844	10,101	10,359	10,617	11,133	11,648	12,165	12,422

Notes:

- 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.
- 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 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.
- 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

2021-2022

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	26,151	26,469	26,788	27,105	27,425	27,742	28,060	28,379	28,697	29,333	29,970	30,607	30,924
02	25,520	25,839	26,156	26,476	26,793	27,111	27,430	27,748	28,066	28,703	29,339	29,975	30,295
03	24,888	25,208	25,527	25,843	26,163	26,481	26,797	27,116	27,434	28,070	28,707	29,345	29,662
04	24,259	24,577	24,895	25,214	25,532	25,849	26,169	26,486	26,805	27,442	28,078	28,714	29,033
05	23,626	23,945	24,263	24,580	24,898	25,217	25,535	25,854	26,172	26,808	27,445	28,082	28,400
06	22,992	23,312	23,629	23,948	24,266	24,584	24,903	25,221	25,538	26,175	26,811	27,448	27,765
07	22,361	22,679	22,997	23,316	23,633	23,953	24,271	24,589	24,907	25,544	26,180	26,817	27,135
08	21,730	22,048	22,366	22,684	23,003	23,320	23,640	23,957	24,275	24,911	25,548	26,184	26,502
09	21,099	21,417	21,735	22,053	22,371	22,691	23,008	23,325	23,645	24,281	24,918	25,554	25,872
10	20,466	20,784	21,102	21,421	21,739	22,056	22,374	22,694	23,011	23,648	24,284	24,922	25,239
11	19,837	20,154	20,472	20,791	21,109	21,428	21,745	22,063	22,383	23,018	23,656	24,291	24,611
12	19,203	19,522	19,840	20,157	20,477	20,795	21,112	21,431	21,748	22,386	23,021	23,659	23,976
13	18,574	18,891	19,211	19,529	19,846	20,165	20,484	20,801	21,120	21,757	22,392	23,030	23,348
14	17,938	18,257	18,575	18,892	19,212	19,530	19,847	20,166	20,485	21,121	21,758	22,394	22,711
15	17,308	17,628	17,946	18,264	18,581	18,901	19,219	19,536	19,855	20,491	21,127	21,764	22,083
16	16,677	16,995	17,313	17,632	17,950	18,268	18,585	18,906	19,223	19,859	20,496	21,133	21,451
17	16,046	16,365	16,683	17,001	17,320	17,638	17,956	18,273	18,594	19,228	19,866	20,501	20,819
18	15,413	15,731	16,051	16,368	16,686	17,005	17,323	17,642	17,959	18,597	19,232	19,869	20,187
19	14,784	15,102	15,420	15,741	16,057	16,375	16,695	17,012	17,330	17,966	18,603	19,239	19,557
20	14,150	14,469	14,786	15,104	15,423	15,742	16,059	16,377	16,696	17,333	17,969	18,605	18,923
21	13,519	13,837	14,156	14,474	14,792	15,109	15,430	15,747	16,064	16,701	17,338	17,974	18,293
22	12,888	13,206	13,523	13,842	14,161	14,479	14,796	15,115	15,434	16,069	16,706	17,342	17,661
23	12,257	12,576	12,893	13,211	13,530	13,848	14,167	14,484	14,802	15,439	16,076	16,712	17,030
24	11,622	11,941	12,259	12,578	12,896	13,213	13,532	13,850	14,169	14,805	15,441	16,078	16,397
25	10,996	11,314	11,631	11,950	12,269	12,586	12,905	13,223	13,541	14,177	14,814	15,451	15,769
26	10,679	10,997	11,315	11,632	11,951	12,270	12,587	12,907	13,224	13,861	14,497	15,133	15,452

Notes:

- 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.
- 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 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.
- 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

2021-2022

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	31,402	31,786	32,170	32,551	32,936	33,320	33,704	34,087	34,471	35,238	36,006	36,772	37,156
02	30,645	31,027	31,410	31,794	32,178	32,562	32,944	33,329	33,711	34,480	35,246	36,013	36,397
03	29,884	30,267	30,651	31,035	31,418	31,802	32,185	32,569	32,953	33,719	34,486	35,254	35,638
04	29,127	29,512	29,893	30,279	30,662	31,046	31,429	31,812	32,196	32,963	33,730	34,497	34,881
05	28,370	28,753	29,138	29,521	29,905	30,287	30,671	31,056	31,438	32,204	32,973	33,740	34,124
06	27,609	27,993	28,376	28,759	29,143	29,526	29,910	30,295	30,678	31,445	32,213	32,980	33,362
07	26,850	27,235	27,619	28,003	28,386	28,769	29,153	29,537	29,920	30,687	31,455	32,222	32,604
08	26,091	26,474	26,859	27,241	27,625	28,008	28,393	28,776	29,158	29,926	30,694	31,460	31,843
09	25,335	25,718	26,101	26,485	26,868	27,253	27,636	28,019	28,403	29,171	29,937	30,704	31,089
10	24,576	24,959	25,343	25,726	26,111	26,493	26,877	27,261	27,644	28,411	29,178	29,945	30,330
11	23,815	24,197	24,582	24,965	25,350	25,733	26,116	26,499	26,883	27,651	28,417	29,183	29,569
12	23,057	23,441	23,824	24,208	24,591	24,975	25,358	25,743	26,125	26,892	27,659	28,428	28,810
13	22,299	22,682	23,065	23,449	23,833	24,217	24,600	24,983	25,367	26,133	26,901	27,669	28,052
14	21,540	21,925	22,308	22,693	23,075	23,459	23,841	24,227	24,611	25,377	26,144	26,912	27,294
15	20,782	21,167	21,550	21,933	22,316	22,700	23,084	23,468	23,851	24,618	25,386	26,152	26,536
16	20,022	20,406	20,790	21,173	21,558	21,939	22,325	22,707	23,092	23,859	24,626	25,392	25,776
17	19,262	19,648	20,032	20,414	20,798	21,181	21,566	21,949	22,332	23,099	23,867	24,633	25,017
18	18,507	18,889	19,274	19,656	20,041	20,424	20,808	21,192	21,575	22,342	23,108	23,876	24,261
19	17,749	18,133	18,516	18,901	19,283	19,668	20,050	20,435	20,817	21,585	22,352	23,119	23,502
20	16,990	17,373	17,756	18,140	18,523	18,908	19,290	19,674	20,056	20,825	21,591	22,359	22,743
21	16,230	16,614	16,997	17,382	17,764	18,148	18,532	18,915	19,300	20,066	20,834	21,602	21,984
22	15,471	15,856	16,237	16,623	17,006	17,390	17,774	18,156	18,541	19,308	20,075	20,842	21,225
23	14,713	15,097	15,483	15,865	16,250	16,631	17,016	17,399	17,784	18,550	19,317	20,084	20,468
24	13,955	14,340	14,724	15,106	15,490	15,873	16,258	16,642	17,024	17,791	18,559	19,326	19,708
25	13,195	13,579	13,964	14,346	14,730	15,114	15,497	15,881	16,264	17,031	17,799	18,566	18,950
26	12,817	13,202	13,584	13,968	14,351	14,735	15,119	15,502	15,885	16,653	17,421	18,187	18,570

Notes:


- 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.
- 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 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.
- 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

2021-2022

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	36,648	37,095	37,543	37,992	38,439	38,886	39,333	39,781	40,229	41,125	42,019	42,915	43,363
02	35,760	36,209	36,657	37,104	37,550	37,999	38,447	38,895	39,343	40,237	41,134	42,028	42,476
03	34,877	35,325	35,770	36,219	36,667	37,114	37,563	38,010	38,457	39,354	40,248	41,143	41,591
04	33,988	34,437	34,884	35,332	35,781	36,227	36,675	37,124	37,572	38,465	39,361	40,257	40,705
05	33,104	33,552	34,001	34,448	34,895	35,344	35,792	36,239	36,686	37,581	38,477	39,373	39,822
06	32,221	32,669	33,115	33,564	34,011	34,459	34,906	35,354	35,801	36,698	37,593	38,488	38,935
07	31,334	31,782	32,230	32,677	33,126	33,573	34,020	34,469	34,917	35,811	36,707	37,602	38,050
08	30,449	30,896	31,345	31,792	32,239	32,688	33,135	33,582	34,030	34,926	35,821	36,716	37,165
09	29,561	30,008	30,455	30,904	31,352	31,800	32,247	32,694	33,142	34,037	34,933	35,829	36,276
10	28,676	29,125	29,573	30,021	30,469	30,917	31,363	31,810	32,259	33,154	34,050	34,945	35,394
11	27,791	28,240	28,689	29,136	29,581	30,029	30,478	30,925	31,373	32,269	33,165	34,059	34,507
12	26,907	27,353	27,800	28,249	28,697	29,144	29,592	30,041	30,488	31,383	32,278	33,173	33,621
13	26,018	26,467	26,915	27,363	27,810	28,259	28,705	29,153	29,600	30,496	31,392	32,286	32,735
14	25,136	25,584	26,032	26,479	26,926	27,374	27,823	28,269	28,717	29,613	30,507	31,404	31,852
15	24,248	24,696	25,143	25,591	26,039	26,486	26,934	27,383	27,829	28,724	29,621	30,515	30,963
16	23,364	23,813	24,261	24,707	25,155	25,603	26,050	26,498	26,946	27,842	28,739	29,631	30,080
17	22,477	22,925	23,372	23,821	24,268	24,716	25,164	25,612	26,060	26,954	27,849	28,746	29,193
18	21,594	22,042	22,490	22,937	23,386	23,833	24,281	24,729	25,176	26,070	26,967	27,863	28,309
19	20,709	21,156	21,605	22,052	22,499	22,948	23,395	23,841	24,289	25,186	26,081	26,976	27,425
20	19,822	20,269	20,717	21,165	21,612	22,060	22,508	22,956	23,403	24,299	25,194	26,090	26,537
21	18,936	19,384	19,831	20,279	20,727	21,174	21,622	22,070	22,519	23,413	24,309	25,204	25,651
22	18,049	18,497	18,945	19,393	19,841	20,290	20,738	21,184	21,631	22,527	23,423	24,318	24,766
23	17,166	17,613	18,061	18,510	18,958	19,404	19,851	20,299	20,747	21,643	22,538	23,435	23,882
24	16,279	16,728	17,176	17,621	18,068	18,517	18,965	19,413	19,861	20,756	21,652	22,546	22,994
25	15,396	15,842	16,289	16,737	17,185	17,633	18,082	18,528	18,976	19,872	20,766	21,662	22,110
26	14,955	15,403	15,851	16,300	16,745	17,193	17,642	18,090	18,536	19,432	20,327	21,223	21,671

Notes:

- Rank placement of positions shall be based on level of required training, level and extend of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- 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 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

2021-2022

Salary Step	1	2	3	4	5	6	8	10	15	20	25	27
	136,810	138,982	141,154	143,325	145,498	147,671	149,842	152,015	158,532	165,049	171,566	173,738

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

2021-2022

	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
1		92,891	94,858	96,826	98,794	100,761	102,729	104,695	106,663	108,632	114,534	120,437	126,340	128,308
2		81,476	83,444	85,412	87,379	89,346	91,314	93,282	95,250	97,217	103,120	109,023	114,925	116,894

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

2021-2022

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
T-1	81,476	83,443	85,410	87,378	89,345	91,313	93,281	95,248	97,215	103,118	109,020	114,921	116,890
T-2	71,426	73,392	75,362	77,328	79,295	81,261	83,230	85,199	87,165	93,067	98,971	104,871	106,839
T-3	61,377	63,346	65,314	67,280	69,247	71,214	73,184	75,151	77,117	83,020	88,922	94,824	96,792
T-4	51,327	53,295	55,264	57,230	59,198	61,165	63,133	65,100	67,067	72,969	78,872	84,774	86,740

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
2021-2022

Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
S-1	1	51,663	52,671	53,678	54,685	55,694	56,701	57,708	58,716	59,724	61,740	63,754	65,768	66,776
S-1	2	46,639	47,649	48,658	49,667	50,677	51,684	52,695	53,704	54,712	56,730	58,748	60,767	61,775
S-2	1	46,639	47,649	48,658	49,667	50,677	51,684	52,695	53,704	54,712	56,730	58,748	60,767	61,775
S-2	3	41,615	42,622	43,629	44,637	45,646	46,652	47,660	48,668	49,675	51,689	53,706	55,721	56,728
S-2	4	36,588	37,597	38,607	39,616	40,625	41,634	42,642	43,651	44,661	46,679	48,698	50,715	51,724
S-2	4	36,588	37,597	38,607	39,616	40,625	41,634	42,642	43,651	44,661	46,679	48,698	50,715	51,724
S-3	5	26,538	27,547	28,556	29,565	30,575	31,583	32,593	33,602	34,610	36,629	38,647	40,665	41,674

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
2021-2022

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 14, 2021, are effective September 1, 2021, 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.

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. 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.