

**ALABAMA COMMUNITY COLLEGE SYSTEM
RECOMMENDATION FOR ACTION**

August 10, 2022
Date of Board Meeting Action

Action Item Number VIII.A.3
Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2022-2023 ACCS Salary Schedules

RECOMMENDATION

It is recommended "That the Alabama Community College System Board of Trustees adopt the attached 2022-2023 ACCS Salary Schedules for the community and technical colleges and the Alabama Technology Network."

FISCAL CONSIDERATION

TBD

RATIONALE

The proposed 2022-2023 salary schedules provide for a four 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 four percent pay increase, as stipulated and funded per Act 2022-285.

The 2022-2023 salary schedules become effective September 1, 2022 for employees paid from all schedules except faculty schedules, which become effective the first day of the 2022-2023 fall term.

Code/Statute Act No. 2015-125
Policy _____

Nikita Payne 8/10/22
Director Date

Legal Counsel Date

Jimmy H. Baker 8/10/22
Chancellor Date

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

Alabama Community College System

Schedule B

Deans

2022-2023

Salary Step													
0	1	2	3	4	5	6	8	10	15	20	25	27	
97,017	99,070	101,123	103,177	105,230	107,285	109,337	111,392	113,446	119,606	125,767	131,928	133,982	

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. annually.
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

Professional Personnel

2022-2023

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	85,093	87,148	89,201	91,254	93,309	95,362	97,416	99,468	101,522	107,684	113,845	120,007	122,061
2	74,597	76,651	78,705	80,758	82,813	84,865	86,919	88,972	91,026	97,188	103,349	109,511	111,563
3	94,863	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

Full-time Instructors, Counselors and Librarians

2022-2023

Rank		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	59,315	60,886	62,453	64,022	65,593	67,161	68,732	70,300	71,869	76,577	81,285	85,992	87,562
	Summer	18,314	18,801	19,288	19,776	20,262	20,749	21,235	21,724	22,210	23,670	25,133	26,592	27,081
	12 Month	77,629	79,687	81,741	83,798	85,855	87,910	89,967	92,024	94,079	100,247	106,418	112,584	114,643
III	9-Month	53,397	54,967	56,536	58,106	59,675	61,245	62,812	64,381	65,951	70,030	74,110	78,191	79,761
	Summer	16,483	16,970	17,457	17,944	18,430	18,918	19,405	19,893	20,380	21,646	22,911	24,179	24,665
	12 Month	69,880	71,937	73,993	76,050	78,105	80,163	82,217	84,274	86,331	91,676	97,021	102,370	104,426
II	9-Month	49,089	50,658	52,228	53,797	55,365	56,934	58,503	60,074	61,643	64,781	67,920	71,058	72,626
	Summer	15,152	15,641	16,128	16,613	17,101	17,588	18,075	18,562	19,050	20,024	20,997	21,971	22,458
	12 Month	64,241	66,299	68,356	70,410	72,466	74,522	76,578	78,636	80,693	84,805	88,917	93,029	95,084
IA	9-Month	44,780	46,349	47,918	49,487	51,058	52,625	54,195	55,765	57,334	60,473	63,611	66,748	68,318
	Summer	13,825	14,312	14,799	15,286	15,773	16,262	16,748	17,235	17,723	18,695	19,670	20,642	21,130
	12 Month	58,605	60,661	62,717	64,773	66,831	68,887	70,943	73,000	75,057	79,168	83,281	87,390	89,448
IB	9-Month	40,473	42,042	43,610	45,181	46,750	48,318	49,889	51,457	53,028	56,164	59,303	62,441	64,011
	Summer	12,496	12,984	13,470	13,958	14,445	14,932	15,419	15,907	16,392	17,367	18,340	19,314	19,803
	12 Month	52,969	55,026	57,080	59,139	61,195	63,250	65,308	67,364	69,420	73,531	77,643	81,755	83,814
IC	9-Month	40,473	42,042	43,610	45,181	46,750	48,318	49,889	51,457	53,028	56,164	59,303	62,441	64,011
	Summer	12,496	12,984	13,470	13,958	14,445	14,932	15,419	15,907	16,392	17,367	18,340	19,314	19,803
	12 Month	52,969	55,026	57,080	59,139	61,195	63,250	65,308	67,364	69,420	73,531	77,643	81,755	83,814

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 Number
4. 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.

Alabama Community College System

Schedule D-2

Full-time Instructors, Counselors and Librarians

2022-2023

Rank		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	55,925	57,403	58,884	60,362	61,838	63,318	64,797	66,275	67,754	72,190	76,625	81,061	82,541
	Summer	21,701	22,278	22,853	23,429	24,005	24,580	25,159	25,735	26,312	28,042	29,769	31,497	32,075
	12 Month	77,626	79,681	81,737	83,791	85,843	87,898	89,956	92,010	94,066	100,232	106,394	112,558	114,616
III	9-Month	50,344	51,824	53,302	54,780	56,261	57,738	59,216	60,694	62,174	66,018	69,862	73,707	75,185
	Summer	19,534	20,112	20,688	21,264	21,841	22,417	22,993	23,570	24,145	25,645	27,143	28,640	29,217
	12 Month	69,878	71,936	73,990	76,044	78,102	80,155	82,209	84,264	86,319	91,663	97,005	102,347	104,402
II	9-Month	46,284	47,765	49,242	50,720	52,200	53,679	55,156	56,634	58,115	61,070	64,030	66,985	68,464
	Summer	17,958	18,534	19,111	19,687	20,263	20,841	21,415	21,992	22,569	23,721	24,875	26,027	26,604
	12 Month	64,242	66,299	68,353	70,407	72,463	74,520	76,571	78,626	80,684	84,791	88,905	93,012	95,068
IA	9-Month	42,223	43,701	45,181	46,661	48,137	49,616	51,095	52,573	54,052	57,009	59,967	62,922	64,402
	Summer	16,382	16,960	17,538	18,114	18,690	19,266	19,842	20,417	20,994	22,148	23,299	24,454	25,028
	12 Month	58,605	60,661	62,719	64,775	66,827	68,882	70,937	72,990	75,046	79,157	83,266	87,376	89,430
IB	9-Month	38,161	39,638	41,116	42,596	44,074	45,553	47,032	48,511	49,988	52,946	55,903	58,860	60,340
	Summer	14,809	15,385	15,962	16,538	17,113	17,690	18,266	18,843	19,418	20,572	21,725	22,877	23,454
	12 Month	52,970	55,023	57,078	59,134	61,187	63,243	65,298	67,354	69,406	73,518	77,628	81,737	83,794
IC	9-Month	38,161	39,638	41,116	42,596	44,074	45,553	47,032	48,511	49,988	52,946	55,903	58,860	60,340
	Summer	14,809	15,385	15,962	16,538	17,113	17,690	18,266	18,843	19,418	20,572	21,725	22,877	23,454
	12 Month	52,970	55,023	57,078	59,134	61,187	63,243	65,298	67,354	69,406	73,518	77,628	81,737	83,794

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 Number 606.05).
4. Schedule D2 is to be used to compensate full-time instructors at colleges using the number of instructional and non-instructional days as indicated by the college.

Alabama Community College System

Schedule D-3

Full-Time Adult Education Teachers

2022-2023

Rank		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
II	9-Month	29,106	29,988	30,871	31,753	32,635	33,517	34,400	35,281	36,164	37,928	39,692	41,456	42,337
	3-Month	9,702	9,995	10,291	10,585	10,878	11,173	11,467	11,760	12,055	12,642	13,231	13,820	14,113
	12 Month	38,808	39,983	41,162	42,338	43,513	44,690	45,867	47,041	48,219	50,570	52,923	55,276	56,450
I	9-Month	21,169	22,052	22,932	23,815	24,697	25,579	26,461	27,344	28,225	29,988	31,753	33,517	34,400
	3-Month	7,056	7,352	7,644	7,939	8,232	8,527	8,820	9,115	9,408	9,995	10,585	11,173	11,467
	12 Month	28,225	29,404	30,576	31,754	32,929	34,106	35,281	36,459	37,633	39,983	42,338	44,690	45,867

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 for the first time or those who were previously employed in adult education, but rehired following a break in employment shall meet the requirements of Ranks I and II.

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

Alabama Community College System

Schedule E1 to E5

Full-Time Support Personnel 40 Hours Per Week

2022-2023

Salary Schedule	Grade	Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	53,959	55,011	56,062	57,114	58,163	59,213	60,264	61,315	62,366	64,466	66,569	68,671	69,720
E1	02	48,712	49,762	50,812	51,864	52,916	53,965	55,015	56,067	57,118	59,218	61,320	63,421	64,473
E2	02	48,712	49,762	50,812	51,864	52,916	53,965	55,015	56,067	57,118	59,218	61,320	63,421	64,473
E2	03	43,464	44,514	45,566	46,617	47,667	48,718	49,768	50,820	51,870	53,972	56,073	58,174	59,225
E3	03	43,464	44,514	45,566	46,617	47,667	48,718	49,768	50,820	51,870	53,972	56,073	58,174	59,225
E3	04	38,215	39,264	40,316	41,367	42,418	43,468	44,517	45,569	46,620	48,721	50,824	52,925	53,976
E3	05	32,966	34,016	35,068	36,119	37,171	38,221	39,271	40,321	41,372	43,474	45,575	47,678	48,728
E4	05	32,966	34,016	35,068	36,119	37,171	38,221	39,271	40,321	41,372	43,474	45,575	47,678	48,728
E4	06	27,717	28,766	29,818	30,868	31,921	32,970	34,022	35,072	36,123	38,224	40,326	42,427	43,478
E5	06	27,717	28,766	29,818	30,868	31,921	32,970	34,022	35,072	36,123	38,224	40,326	42,427	43,478
E5	07	26,670	27,721	28,771	29,821	30,872	31,924	32,975	34,026	35,075	37,177	39,279	41,380	42,430

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
2022-2023

Salary Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
01		21,754	22,021	22,289	22,558	22,826	23,093	23,363	23,630	23,897	24,434	24,969	25,507	25,775
02		21,231	21,498	21,766	22,034	22,305	22,572	22,840	23,108	23,376	23,912	24,448	24,984	25,252
03		20,706	20,974	21,244	21,512	21,779	22,046	22,314	22,583	22,850	23,386	23,923	24,460	24,728
04		20,182	20,451	20,718	20,986	21,254	21,522	21,790	22,058	22,326	22,862	23,398	23,934	24,201
05		19,657	19,923	20,192	20,460	20,728	20,996	21,264	21,532	21,799	22,337	22,872	23,408	23,675
06		19,132	19,399	19,667	19,936	20,204	20,471	20,740	21,008	21,274	21,811	22,346	22,883	23,150
07		18,607	18,874	19,142	19,411	19,678	19,946	20,214	20,483	20,750	21,287	21,821	22,359	22,627
08		18,081	18,350	18,618	18,886	19,152	19,421	19,689	19,958	20,225	20,762	21,298	21,836	22,102
09		17,556	17,822	18,091	18,359	18,627	18,896	19,164	19,432	19,700	20,236	20,771	21,309	21,576
10		17,032	17,298	17,568	17,836	18,103	18,372	18,640	18,909	19,177	19,713	20,249	20,785	21,052
11		16,505	16,774	17,042	17,311	17,578	17,846	18,115	18,382	18,649	19,187	19,723	20,259	20,526
12		15,982	16,250	16,518	16,788	17,055	17,323	17,592	17,858	18,127	18,664	19,198	19,735	20,002
13		15,456	15,725	15,994	16,262	16,528	16,796	17,064	17,333	17,601	18,138	18,673	19,209	19,476
14		14,932	15,202	15,470	15,737	16,005	16,273	16,542	16,810	17,078	17,613	18,149	18,685	18,953
15		14,406	14,674	14,943	15,210	15,478	15,748	16,016	16,283	16,552	17,088	17,623	18,158	18,427
16		13,881	14,150	14,419	14,688	14,955	15,224	15,491	15,758	16,026	16,561	17,099	17,634	17,904
17		13,357	13,626	13,895	14,164	14,431	14,699	14,968	15,234	15,502	16,040	16,576	17,111	17,379
18		12,835	13,103	13,371	13,640	13,906	14,173	14,441	14,709	14,977	15,516	16,051	16,587	16,855
19		12,308	12,577	12,844	13,111	13,380	13,648	13,916	14,184	14,454	14,988	15,525	16,060	16,328
20		11,783	12,050	12,319	12,586	12,854	13,123	13,391	13,660	13,929	14,464	15,000	15,534	15,804
21		11,257	11,525	11,794	12,061	12,329	12,599	12,866	13,134	13,402	13,937	14,474	15,010	15,279
22		10,732	11,000	11,268	11,537	11,806	12,074	12,341	12,609	12,877	13,413	13,948	14,485	14,753
23		10,208	10,477	10,745	11,013	11,280	11,548	11,815	12,084	12,352	12,888	13,425	13,961	14,228
24		9,683	9,952	10,220	10,487	10,756	11,024	11,291	11,560	11,827	12,364	12,900	13,435	13,703
25		9,156	9,427	9,694	9,962	10,230	10,499	10,766	11,034	11,303	11,839	12,375	12,910	13,178
26		8,899	9,167	9,435	9,703	9,969	10,238	10,505	10,773	11,042	11,578	12,114	12,652	12,919

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

2022-2023

Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
01		27,197	27,528	27,860	28,189	28,522	28,852	29,182	29,514	29,845	30,506	31,169	31,831	32,161
02		26,541	26,873	27,202	27,535	27,865	28,195	28,527	28,858	29,189	29,851	30,513	31,174	31,507
03		25,884	26,216	26,548	26,877	27,210	27,540	27,869	28,201	28,531	29,193	29,855	30,519	30,848
04		25,229	25,560	25,891	26,223	26,553	26,883	27,216	27,545	27,877	28,540	29,201	29,863	30,194
05		24,571	24,903	25,234	25,563	25,894	26,226	26,556	26,888	27,219	27,880	28,543	29,205	29,536
06		23,912	24,244	24,574	24,906	25,237	25,567	25,899	26,230	26,560	27,222	27,883	28,546	28,876
07		23,255	23,586	23,917	24,249	24,578	24,911	25,242	25,573	25,903	26,566	27,227	27,890	28,220
08		22,599	22,930	23,261	23,591	23,923	24,253	24,586	24,915	25,246	25,907	26,570	27,231	27,562
09		21,943	22,274	22,604	22,935	23,266	23,599	23,928	24,258	24,591	25,252	25,915	26,576	26,907
10		21,285	21,615	21,946	22,278	22,609	22,938	23,269	23,602	23,931	24,594	25,255	25,919	26,249
11		20,630	20,960	21,291	21,623	21,953	22,285	22,615	22,946	23,278	23,939	24,602	25,263	25,595
12		19,971	20,303	20,634	20,963	21,296	21,627	21,956	22,288	22,618	23,281	23,942	24,605	24,935
13		19,317	19,647	19,979	20,310	20,640	20,972	21,303	21,633	21,965	22,627	23,288	23,951	24,282
14		18,656	18,987	19,318	19,648	19,980	20,311	20,641	20,973	21,304	21,966	22,628	23,290	23,619
15		18,000	18,333	18,664	18,995	19,324	19,657	19,988	20,317	20,649	21,311	21,972	22,635	22,966
16		17,344	17,675	18,006	18,337	18,668	18,999	19,328	19,662	19,992	20,653	21,316	21,978	22,309
17		16,688	17,020	17,350	17,681	18,013	18,344	18,674	19,004	19,338	19,997	20,661	21,321	21,652
18		16,030	16,360	16,693	17,023	17,353	17,685	18,016	18,348	18,677	19,341	20,001	20,664	20,994
19		15,375	15,706	16,037	16,367	16,699	17,030	17,363	17,692	18,023	18,685	19,347	20,009	20,339
20		14,716	15,048	15,379	15,708	16,040	16,372	16,701	17,032	17,364	18,026	18,688	19,349	19,680
21		14,060	14,390	14,722	15,053	15,384	15,713	16,047	16,377	16,707	17,369	18,032	18,693	19,025
22		13,404	13,734	14,064	14,396	14,727	15,058	15,388	15,720	16,051	16,712	17,374	18,036	18,367
23		12,747	13,079	13,409	13,739	14,071	14,402	14,734	15,063	15,394	16,057	16,719	17,380	17,711
24		12,087	12,419	12,749	13,081	13,412	13,742	14,073	14,404	14,736	15,397	16,059	16,721	17,053
25		11,436	11,767	12,096	12,428	12,760	13,089	13,421	13,752	14,083	14,744	15,407	16,069	16,400
26		11,106	11,437	11,768	12,099	12,429	12,761	13,090	13,423	13,753	14,415	15,077	15,738	16,070

Notes:

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

Alabama Community College System

Schedule H30

Part-Time Support Personnel 30-34 Hours Per Week

2022-2023

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	32,658	33,057	33,457	33,853	34,253	34,653	35,052	35,450	35,850	36,648	37,446	38,243	38,642
02	31,871	32,268	32,666	33,066	33,465	33,864	34,262	34,662	35,059	35,859	36,656	37,454	37,853
03	31,079	31,478	31,877	32,276	32,675	33,074	33,472	33,872	34,271	35,068	35,865	36,664	37,064
04	30,292	30,692	31,089	31,490	31,888	32,288	32,686	33,084	33,484	34,282	35,079	35,877	36,276
05	29,505	29,903	30,304	30,702	31,101	31,498	31,898	32,298	32,696	33,492	34,292	35,090	35,489
06	28,713	29,113	29,511	29,909	30,309	30,707	31,106	31,507	31,905	32,703	33,502	34,299	34,696
07	27,924	28,324	28,724	29,123	29,521	29,920	30,319	30,718	31,117	31,914	32,713	33,511	33,908
08	27,135	27,533	27,933	28,331	28,730	29,128	29,529	29,927	30,324	31,123	31,922	32,718	33,117
09	26,348	26,747	27,145	27,544	27,943	28,343	28,741	29,140	29,539	30,338	31,134	31,932	32,333
10	25,559	25,957	26,357	26,755	27,155	27,553	27,952	28,351	28,750	29,547	30,345	31,143	31,543
11	24,768	25,165	25,565	25,964	26,364	26,762	27,161	27,559	27,958	28,757	29,554	30,350	30,752
12	23,979	24,379	24,777	25,176	25,575	25,974	26,372	26,773	27,170	27,968	28,765	29,565	29,962
13	23,191	23,589	23,988	24,387	24,786	25,186	25,584	25,982	26,382	27,178	27,977	28,776	29,174
14	22,402	22,802	23,200	23,601	23,998	24,397	24,795	25,196	25,595	26,392	27,190	27,988	28,386
15	21,613	22,014	22,412	22,810	23,209	23,608	24,007	24,407	24,805	25,603	26,401	27,198	27,597
16	20,823	21,222	21,622	22,020	22,420	22,817	23,218	23,615	24,016	24,813	25,611	26,408	26,807
17	20,032	20,434	20,833	21,231	21,630	22,028	22,429	22,827	23,225	24,023	24,822	25,618	26,018
18	19,247	19,645	20,045	20,442	20,843	21,241	21,640	22,040	22,438	23,236	24,032	24,831	25,231
19	18,459	18,858	19,257	19,657	20,054	20,455	20,852	21,252	21,650	22,448	23,246	24,044	24,442
20	17,670	18,068	18,466	18,866	19,264	19,664	20,062	20,461	20,858	21,658	22,455	23,253	23,653
21	16,879	17,279	17,677	18,077	18,475	18,874	19,273	19,672	20,072	20,869	21,667	22,466	22,863
22	16,090	16,490	16,886	17,288	17,686	18,086	18,485	18,882	19,283	20,080	20,878	21,676	22,074
23	15,302	15,701	16,102	16,500	16,900	17,296	17,697	18,095	18,495	19,292	20,090	20,887	21,287
24	14,513	14,914	15,313	15,710	16,110	16,508	16,908	17,308	17,705	18,503	19,301	20,099	20,496
25	13,723	14,122	14,523	14,920	15,319	15,719	16,117	16,516	16,915	17,712	18,511	19,309	19,708
26	13,330	13,730	14,127	14,527	14,925	15,324	15,724	16,122	16,520	17,319	18,118	18,914	19,313

Notes:

- 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.
- 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

2022-2023

Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	38,114	38,579	39,045	39,512	39,977	40,441	40,906	41,372	41,838	42,770	43,700	44,632	45,098
02	37,190	37,657	38,123	38,588	39,052	39,519	39,985	40,451	40,917	41,846	42,779	43,709	44,175
03	36,272	36,738	37,201	37,668	38,134	38,599	39,066	39,530	39,995	40,928	41,858	42,789	43,255
04	35,348	35,814	36,279	36,745	37,212	37,676	38,142	38,609	39,075	40,004	40,935	41,867	42,333
05	34,428	34,894	35,361	35,826	36,291	36,758	37,224	37,689	38,153	39,084	40,016	40,948	41,415
06	33,510	33,976	34,440	34,907	35,371	35,837	36,302	36,768	37,233	38,166	39,097	40,028	40,492
07	32,587	33,053	33,519	33,984	34,451	34,916	35,381	35,848	36,314	37,243	38,175	39,106	39,572
08	31,667	32,132	32,599	33,064	33,529	33,996	34,460	34,925	35,391	36,323	37,254	38,185	38,652
09	30,743	31,208	31,673	32,140	32,606	33,072	33,537	34,002	34,468	35,398	36,330	37,262	37,727
10	29,823	30,290	30,756	31,222	31,688	32,154	32,618	33,082	33,549	34,480	35,412	36,343	36,810
11	28,903	29,370	29,837	30,301	30,764	31,230	31,697	32,162	32,628	33,560	34,492	35,421	35,887
12	27,983	28,447	28,912	29,379	29,845	30,310	30,776	31,243	31,708	32,638	33,569	34,500	34,966
13	27,059	27,526	27,992	28,458	28,922	29,389	29,853	30,319	30,784	31,716	32,648	33,577	34,044
14	26,141	26,607	27,073	27,538	28,003	28,469	28,936	29,400	29,866	30,798	31,727	32,660	33,126
15	25,218	25,684	26,149	26,615	27,081	27,545	28,011	28,478	28,942	29,873	30,806	31,736	32,202
16	24,299	24,766	25,231	25,695	26,161	26,627	27,092	27,558	28,024	28,956	29,889	30,816	31,283
17	23,376	23,842	24,307	24,774	25,239	25,705	26,171	26,636	27,102	28,032	28,963	29,896	30,361
18	22,458	22,924	23,390	23,854	24,321	24,786	25,252	25,718	26,183	27,113	28,046	28,978	29,441
19	21,537	22,002	22,469	22,934	23,399	23,866	24,331	24,795	25,261	26,193	27,124	28,055	28,522
20	20,615	21,080	21,546	22,012	22,476	22,942	23,408	23,874	24,339	25,271	26,202	27,134	27,598
21	19,693	20,159	20,624	21,090	21,556	22,021	22,487	22,953	23,420	24,350	25,281	26,212	26,677
22	18,771	19,237	19,703	20,169	20,635	21,102	21,568	22,031	22,496	23,428	24,360	25,291	25,757
23	17,853	18,318	18,783	19,250	19,716	20,180	20,645	21,111	21,577	22,509	23,440	24,372	24,837
24	16,930	17,397	17,863	18,326	18,791	19,258	19,724	20,190	20,655	21,586	22,518	23,448	23,914
25	16,012	16,476	16,941	17,406	17,872	18,338	18,805	19,269	19,735	20,667	21,597	22,528	22,994
26	15,553	16,019	16,485	16,952	17,415	17,881	18,348	18,814	19,277	20,209	21,140	22,072	22,538

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 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
2022-2023

Salary Step														
0	1	2	3	4	5	6	8	10	15	20	25	27		
140,022	142,282	144,541	146,800	149,058	151,318	153,578	155,836	158,096	164,873	171,651	178,429	180,688		

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

2022-2023

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	96,607	98,652	100,699	102,746	104,791	106,838	108,883	110,930	112,977	119,115	125,254	131,394	133,440
2	84,735	86,782	88,828	90,874	92,920	94,967	97,013	99,060	101,106	107,245	113,384	119,522	121,570

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 \$2000 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

2022-2023

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
T-1	84,735	86,781	88,826	90,873	92,919	94,966	97,012	99,058	101,104	107,243	113,381	119,518	121,566
T-2	74,283	76,328	78,376	80,421	82,467	84,511	86,559	88,607	90,652	96,790	102,930	109,066	111,113
T-3	63,832	65,880	67,927	69,971	72,017	74,063	76,111	78,157	80,202	86,341	92,479	98,617	100,664
T-4	53,380	55,427	57,475	59,519	61,566	63,612	65,658	67,704	69,750	75,888	82,027	88,165	90,210

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
2022-2023

Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
S-1	1	53,730	54,778	55,825	56,872	57,922	58,969	60,016	61,065	62,113	64,210	66,304	68,399	69,447
S-1	2	48,505	49,555	50,604	51,654	52,704	53,751	54,803	55,852	56,900	58,999	61,098	63,198	64,246
S-2	1	48,505	49,555	50,604	51,654	52,704	53,751	54,803	55,852	56,900	58,999	61,098	63,198	64,246
S-2	3	43,280	44,327	45,374	46,422	47,472	48,518	49,566	50,615	51,662	53,757	55,854	57,950	58,997
S-2	4	38,052	39,101	40,151	41,201	42,250	43,299	44,348	45,397	46,447	48,546	50,646	52,744	53,793
S-2	4	38,052	39,101	40,151	41,201	42,250	43,299	44,348	45,397	46,447	48,546	50,646	52,744	53,793
S-3	5	27,600	28,649	29,698	30,748	31,798	32,846	33,897	34,946	35,994	38,094	40,193	42,292	43,341

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
2022-2023**

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on August 10, 2022, are effective September 1, 2022, 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 2022-2023 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.