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Jimmy H. Baker
CHANCELLOR

MEMORANDUM #2025-EXE-017

Date: July 11, 2025

To: Presidents, Alabama Community College System

From: Jimmy H. Baker
Chancellor

A handwritten signature in black ink, appearing to read 'Jimmy H. Baker', is placed next to the 'From' field.

Re: 2025-2026 ACCS Salary Schedules

At its meeting on July 9, 2025, the ACCS Board of Trustees adopted the attached 2025-2026 Salary Schedules for the community and technical colleges and the Alabama Technology Network. Copies of the approved action item, the adopted schedules, and the salary guidelines are attached hereto.

JHB/mw

Attachments

ALABAMA COMMUNITY COLLEGE SYSTEM RECOMMENDATION FOR ACTION

July 9, 2025

Date of Board Meeting Action

Action Item Number VIII.A.2

Chancellor's Recommendation

Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2025-2026 ACCS Salary Schedules

RECOMMENDATION

It is recommended “That the Alabama Community College System Board of Trustees adopt the attached 2025-2026 salary schedules for the community and technical colleges and the Alabama Technology Network.”

FISCAL CONSIDERATION

The salary schedules for 2024-2025 are hereby extended for 2025-2026. 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 2025-2026 salary schedules become effective September 1, 2025, for employees paid from all schedules except faculty schedules, which become effective the first day of the 2025-2026 fall term.”

RATIONALE

The 2025-2026 salary schedules become effective September 1, 2025, for employees paid from all schedules except faculty schedules, which become effective the first day of the 2025-2026 fall term.

Code/Statute Act No. 2024-292

Act No. 2015-125

Policy

White Adams 7/9/25

Human Resource Director

Date _____

Legal Counsel

Date _____

Chancellor

Date _____

Action by Board:

Tabled

7-9-25 Approved

Disapproved

Amended (describe)

Additional Action Required

Alabama Community College System

Schedule B Deans (Plus) 2025-2026

Salary Step 

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 100,936 | 103,072 | 105,208 | 107,346 | 109,482 | 111,620 | 113,754 | 115,892 | 118,029 | 124,438 | 130,848 | 137,258 | 139,395 | 143,669 |

Notes:


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

Alabama Community College System

Schedule C

Professional Personnel

2025-2026

| Salary Step  | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
|---|--|---------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | | 88,531 | 90,669 | 92,805 | 94,941 | 97,079 | 99,214 | 101,351 | 103,486 | 105,623 | 112,035 | 118,444 | 124,855 | 126,992 | 131,266 |
| 2 | | 77,611 | 79,748 | 81,885 | 84,020 | 86,158 | 88,293 | 90,430 | 92,566 | 94,704 | 101,115 | 107,524 | 113,935 | 116,070 | 120,346 |
| 3 | | 103,055 | | | | | | | | | | | | | |

Notes:


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

Alabama Community College System

Schedule D-1

Full-time Instructors, Counselors and Librarians

2025-2026

| | | Salary Step  | | | | | | | | | | | | | |
|------|----------|---|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| Rank | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| IV | 9-Month | 61,711 | 63,346 | 64,976 | 66,608 | 68,243 | 69,874 | 71,509 | 73,140 | 74,772 | 79,671 | 84,569 | 89,466 | 91,099 | 94,363 |
| | Summer | 19,054 | 19,561 | 20,067 | 20,575 | 21,080 | 21,587 | 22,093 | 22,601 | 23,107 | 24,626 | 26,149 | 27,666 | 28,175 | 29,184 |
| | 12 Month | 80,765 | 82,907 | 85,043 | 87,183 | 89,323 | 91,461 | 93,602 | 95,741 | 97,879 | 104,297 | 110,718 | 117,132 | 119,274 | 123,547 |
| III | 9-Month | 55,554 | 57,187 | 58,820 | 60,453 | 62,086 | 63,719 | 65,349 | 66,982 | 68,615 | 72,860 | 77,104 | 81,350 | 82,983 | 85,596 |
| | Summer | 17,149 | 17,655 | 18,162 | 18,669 | 19,175 | 19,682 | 20,189 | 20,697 | 21,204 | 22,521 | 23,836 | 25,156 | 25,661 | 26,476 |
| | 12 Month | 72,703 | 74,842 | 76,982 | 79,122 | 81,261 | 83,401 | 85,538 | 87,679 | 89,819 | 95,381 | 100,940 | 106,506 | 108,644 | 112,072 |
| II | 9-Month | 51,072 | 52,704 | 54,338 | 55,970 | 57,601 | 59,234 | 60,866 | 62,501 | 64,134 | 67,399 | 70,664 | 73,929 | 75,561 | 77,194 |
| | Summer | 15,764 | 16,273 | 16,780 | 17,284 | 17,792 | 18,299 | 18,806 | 19,312 | 19,820 | 20,832 | 21,845 | 22,858 | 23,365 | 23,871 |
| | 12 Month | 66,836 | 68,977 | 71,118 | 73,254 | 75,393 | 77,533 | 79,672 | 81,813 | 83,954 | 88,231 | 92,509 | 96,787 | 98,926 | 101,065 |
| IA | 9-Month | 46,590 | 48,222 | 49,854 | 51,487 | 53,121 | 54,752 | 56,385 | 58,018 | 59,651 | 62,916 | 66,181 | 69,445 | 71,078 | 72,709 |
| | Summer | 14,384 | 14,890 | 15,397 | 15,904 | 16,410 | 16,919 | 17,425 | 17,932 | 18,439 | 19,450 | 20,464 | 21,476 | 21,984 | 22,488 |
| | 12 Month | 60,974 | 63,112 | 65,251 | 67,391 | 69,531 | 71,671 | 73,810 | 75,950 | 78,090 | 82,366 | 86,645 | 90,921 | 93,062 | 95,197 |
| IB | 9-Month | 42,108 | 43,741 | 45,372 | 47,007 | 48,639 | 50,270 | 51,905 | 53,536 | 55,171 | 58,433 | 61,699 | 64,964 | 66,597 | 68,229 |
| | Summer | 13,001 | 13,509 | 14,014 | 14,522 | 15,029 | 15,536 | 16,042 | 16,550 | 17,054 | 18,068 | 19,081 | 20,094 | 20,603 | 21,107 |
| | 12 Month | 55,109 | 57,250 | 59,386 | 61,529 | 63,668 | 65,806 | 67,947 | 70,086 | 72,225 | 76,501 | 80,780 | 85,058 | 87,200 | 89,336 |
| IC | 9-Month | 42,108 | 43,741 | 45,372 | 47,007 | 48,639 | 50,270 | 51,905 | 53,536 | 55,171 | 58,433 | 61,699 | 64,964 | 66,597 | 68,229 |
| | Summer | 13,001 | 13,509 | 14,014 | 14,522 | 15,029 | 15,536 | 16,042 | 16,550 | 17,054 | 18,068 | 19,081 | 20,094 | 20,603 | 21,107 |
| | 12 Month | 55,109 | 57,250 | 59,386 | 61,529 | 63,668 | 65,806 | 67,947 | 70,086 | 72,225 | 76,501 | 80,780 | 85,058 | 87,200 | 89,336 |

Notes:

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

Alabama Community College System

Schedule D-2

Full-time Instructors, Counselors and Librarians

2025-2026

Salary Step 

| Rank | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
|------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| IV | 9-Month | 58,185 | 59,722 | 61,263 | 62,800 | 64,337 | 65,876 | 67,415 | 68,953 | 70,491 | 75,107 | 79,721 | 84,336 | 85,876 | 88,950 |
| | Summer | 22,578 | 23,178 | 23,776 | 24,376 | 24,975 | 25,573 | 26,175 | 26,775 | 27,375 | 29,175 | 30,971 | 32,770 | 33,371 | 34,568 |
| | 12 Month | 80,763 | 82,900 | 85,039 | 87,176 | 89,312 | 91,449 | 93,590 | 95,728 | 97,866 | 104,282 | 110,692 | 117,106 | 119,247 | 123,518 |
| III | 9-Month | 52,378 | 53,917 | 55,455 | 56,994 | 58,534 | 60,071 | 61,608 | 63,146 | 64,685 | 68,685 | 72,684 | 76,685 | 78,223 | 80,685 |
| | Summer | 20,324 | 20,924 | 21,524 | 22,306 | 22,724 | 23,322 | 23,922 | 24,522 | 25,121 | 26,681 | 28,240 | 29,797 | 30,397 | 31,355 |
| | 12 Month | 72,702 | 74,841 | 76,979 | 79,300 | 81,258 | 83,393 | 85,530 | 87,668 | 89,806 | 95,366 | 100,924 | 106,482 | 108,620 | 112,040 |
| II | 9-Month | 48,154 | 49,694 | 51,232 | 52,769 | 54,309 | 55,848 | 57,384 | 58,922 | 60,463 | 63,537 | 66,617 | 69,692 | 71,230 | 72,766 |
| | Summer | 18,683 | 19,283 | 19,883 | 20,483 | 21,081 | 21,683 | 22,280 | 22,881 | 23,480 | 24,679 | 25,880 | 27,079 | 27,679 | 28,278 |
| | 12 Month | 66,837 | 68,977 | 71,115 | 73,252 | 75,390 | 77,531 | 79,664 | 81,803 | 83,943 | 88,216 | 92,497 | 96,771 | 98,909 | 101,044 |
| IA | 9-Month | 43,928 | 45,467 | 47,007 | 48,546 | 50,082 | 51,620 | 53,159 | 54,696 | 56,236 | 59,312 | 62,389 | 65,464 | 67,004 | 68,538 |
| | Summer | 17,044 | 17,645 | 18,247 | 18,846 | 19,445 | 20,044 | 20,644 | 21,242 | 21,842 | 23,043 | 24,240 | 25,442 | 26,040 | 26,643 |
| | 12 Month | 60,972 | 63,112 | 65,254 | 67,392 | 69,527 | 71,664 | 73,803 | 75,938 | 78,078 | 82,355 | 86,629 | 90,906 | 93,044 | 95,181 |
| IB | 9-Month | 39,702 | 41,240 | 42,777 | 44,317 | 45,854 | 47,393 | 48,932 | 50,471 | 52,008 | 55,085 | 58,161 | 61,238 | 62,778 | 64,314 |
| | Summer | 15,407 | 16,007 | 16,607 | 17,206 | 17,804 | 18,405 | 19,004 | 19,604 | 20,202 | 21,403 | 22,603 | 23,802 | 24,401 | 25,000 |
| | 12 Month | 55,109 | 57,247 | 59,384 | 61,523 | 63,658 | 65,798 | 67,936 | 70,075 | 72,210 | 76,488 | 80,764 | 85,040 | 87,179 | 89,314 |
| IC | 9-Month | 39,702 | 41,240 | 42,777 | 44,317 | 45,854 | 47,393 | 48,932 | 50,471 | 52,008 | 55,085 | 58,161 | 61,238 | 62,778 | 64,314 |
| | Summer | 15,407 | 16,007 | 16,607 | 17,206 | 17,804 | 18,405 | 19,004 | 19,604 | 20,202 | 21,403 | 22,603 | 23,802 | 24,401 | 25,000 |
| | 12 Month | 55,109 | 57,247 | 59,384 | 61,523 | 63,658 | 65,798 | 67,936 | 70,075 | 72,210 | 76,488 | 80,764 | 85,040 | 87,179 | 89,314 |

Notes:


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

Alabama Community College System

Schedule D-3

Full-Time Adult Education Teachers

2025-2026

| | | Salary Step  | | | | | | | | | | | | | |
|------|--------------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Rank | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| II | 9-Month | 36,414 | 37,103 | 37,791 | 38,480 | 39,092 | 40,163 | 40,928 | 42,075 | 43,223 | 45,063 | 47,316 | 49,681 | 50,674 | 52,194 |
| | 3-Month | 12,138 | 12,368 | 12,597 | 12,827 | 13,031 | 13,388 | 13,643 | 14,025 | 14,408 | 15,021 | 15,771 | 16,560 | 16,891 | 17,397 |
| | Masters 12 Month | 48,552 | 49,471 | 50,388 | 51,307 | 52,123 | 53,551 | 54,571 | 56,100 | 57,631 | 60,084 | 63,087 | 66,241 | 67,565 | 69,591 |
| I | 9-Month | 31,289 | 31,748 | 32,436 | 33,125 | 33,737 | 34,808 | 35,573 | 36,720 | 37,868 | 39,708 | 41,693 | 43,777 | 44,653 | 45,992 |
| | 3-Month | 10,430 | 10,583 | 10,812 | 11,042 | 11,246 | 11,603 | 11,858 | 12,240 | 12,623 | 13,236 | 13,898 | 14,592 | 14,884 | 15,331 |
| | Bachelors 12 Month | 41,719 | 42,331 | 43,248 | 44,167 | 44,983 | 46,411 | 47,431 | 48,960 | 50,491 | 52,944 | 55,591 | 58,369 | 59,537 | 61,323 |

Notes:


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

Alabama Community College System

Schedule E1 to E5

Full-Time Support Personnel 40 Hours Per Week

2025-2026

| Salary Schedul | Grade | Salary Step  | | | | | | | | | | | | | |
|-------------------|-------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| E1 | 01 | 56,139 | 57,233 | 58,327 | 59,421 | 60,513 | 61,605 | 62,698 | 63,792 | 64,885 | 67,070 | 69,258 | 71,445 | 72,536 | 73,632 |
| E1 | 02 | 50,680 | 51,772 | 52,865 | 53,959 | 55,053 | 56,145 | 57,237 | 58,332 | 59,425 | 61,610 | 63,797 | 65,983 | 67,077 | 68,169 |
| E2 | 02 | 50,680 | 51,772 | 52,865 | 53,959 | 55,053 | 56,145 | 57,237 | 58,332 | 59,425 | 61,610 | 63,797 | 65,983 | 67,077 | 68,169 |
| E2 | 03 | 45,220 | 46,312 | 47,407 | 48,500 | 49,592 | 50,686 | 51,778 | 52,873 | 53,965 | 56,152 | 58,338 | 60,524 | 61,618 | 62,710 |
| E3 | 03 | 45,220 | 46,312 | 47,407 | 48,500 | 49,592 | 50,686 | 51,778 | 52,873 | 53,965 | 56,152 | 58,338 | 60,524 | 61,618 | 62,710 |
| E3 | 04 | 39,759 | 40,850 | 41,944 | 43,038 | 44,131 | 45,224 | 46,315 | 47,410 | 48,503 | 50,689 | 52,877 | 55,064 | 56,157 | 57,251 |
| E4 | 04 | 39,759 | 40,850 | 41,944 | 43,038 | 44,131 | 45,224 | 46,315 | 47,410 | 48,503 | 50,689 | 52,877 | 55,064 | 56,157 | 57,251 |
| E4 | 05 | 34,298 | 35,390 | 36,484 | 37,578 | 38,672 | 39,765 | 40,857 | 41,950 | 43,043 | 45,230 | 47,417 | 49,605 | 50,697 | 51,793 |
| E5 | 05 | 34,298 | 35,390 | 36,484 | 37,578 | 38,672 | 39,765 | 40,857 | 41,950 | 43,043 | 45,230 | 47,417 | 49,605 | 50,697 | 51,793 |
| E5 | 06 | 28,836 | 29,928 | 31,022 | 32,115 | 33,210 | 34,302 | 35,396 | 36,488 | 37,582 | 39,768 | 41,956 | 44,142 | 45,235 | 46,327 |

Notes:


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

Alabama Community College System

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week

2025-2026

| Salary | Salary Step  | | | | | | | | | | | | | |
|--------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Rank | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| 01 | 22,633 | 22,910 | 23,190 | 23,469 | 23,749 | 24,026 | 24,307 | 24,585 | 24,863 | 25,421 | 25,977 | 26,537 | 26,817 | 27,097 |
| 02 | 22,089 | 22,367 | 22,645 | 22,925 | 23,206 | 23,483 | 23,763 | 24,041 | 24,321 | 24,878 | 25,436 | 25,994 | 26,272 | 26,552 |
| 03 | 21,542 | 21,821 | 22,102 | 22,381 | 22,659 | 22,931 | 23,215 | 23,496 | 23,773 | 24,331 | 24,889 | 25,448 | 25,727 | 26,007 |
| 04 | 20,998 | 21,277 | 21,555 | 21,834 | 22,113 | 22,391 | 22,671 | 22,949 | 23,228 | 23,785 | 24,343 | 24,901 | 25,179 | 25,459 |
| 05 | 20,451 | 20,727 | 21,008 | 21,286 | 21,566 | 21,844 | 22,123 | 22,402 | 22,680 | 23,240 | 23,796 | 24,354 | 24,632 | 24,911 |
| 06 | 19,905 | 20,183 | 20,461 | 20,742 | 21,020 | 21,298 | 21,578 | 21,857 | 22,133 | 22,692 | 23,249 | 23,808 | 24,085 | 24,367 |
| 07 | 19,359 | 19,636 | 19,916 | 20,195 | 20,473 | 20,752 | 21,030 | 21,311 | 21,588 | 22,147 | 22,702 | 23,262 | 23,542 | 23,822 |
| 08 | 18,812 | 19,091 | 19,370 | 19,649 | 19,926 | 20,205 | 20,485 | 20,764 | 21,043 | 21,601 | 22,158 | 22,718 | 22,995 | 22,278 |
| 09 | 18,265 | 18,542 | 18,822 | 19,101 | 19,380 | 19,659 | 19,938 | 20,217 | 20,496 | 21,054 | 21,610 | 22,170 | 22,448 | 22,730 |
| 10 | 17,720 | 17,997 | 18,277 | 18,557 | 18,834 | 19,114 | 19,393 | 19,673 | 19,952 | 20,509 | 21,067 | 21,625 | 21,902 | 22,183 |
| 11 | 17,172 | 17,451 | 17,731 | 18,010 | 18,289 | 18,567 | 18,847 | 19,125 | 19,402 | 19,962 | 20,519 | 21,077 | 21,356 | 21,635 |
| 12 | 16,628 | 16,907 | 17,185 | 17,466 | 17,744 | 18,022 | 18,303 | 18,579 | 18,860 | 19,418 | 19,974 | 20,533 | 20,810 | 21,092 |
| 13 | 16,080 | 16,361 | 16,640 | 16,919 | 17,196 | 17,475 | 17,753 | 18,034 | 18,312 | 18,871 | 19,427 | 19,985 | 20,263 | 20,818 |
| 14 | 15,536 | 15,816 | 16,095 | 16,373 | 16,652 | 16,930 | 17,210 | 17,489 | 17,768 | 18,324 | 18,882 | 19,440 | 19,719 | 19,998 |
| 15 | 14,988 | 15,266 | 15,547 | 15,824 | 16,104 | 16,384 | 16,663 | 16,941 | 17,221 | 17,779 | 18,335 | 18,891 | 19,172 | 19,448 |
| 16 | 14,442 | 14,722 | 15,001 | 15,282 | 15,559 | 15,839 | 16,117 | 16,394 | 16,674 | 17,230 | 17,790 | 18,347 | 18,627 | 18,904 |
| 17 | 13,896 | 14,177 | 14,456 | 14,736 | 15,014 | 15,293 | 15,572 | 15,850 | 16,128 | 16,688 | 17,246 | 17,802 | 18,082 | 18,358 |
| 18 | 13,354 | 13,632 | 13,911 | 14,191 | 14,468 | 14,745 | 15,025 | 15,303 | 15,583 | 16,143 | 16,699 | 17,257 | 17,536 | 17,815 |
| 19 | 12,805 | 13,086 | 13,363 | 13,640 | 13,921 | 14,199 | 14,478 | 14,757 | 15,038 | 15,594 | 16,153 | 16,709 | 16,988 | 17,265 |
| 20 | 12,259 | 12,537 | 12,816 | 13,095 | 13,373 | 13,653 | 13,932 | 14,212 | 14,492 | 15,048 | 15,606 | 16,162 | 16,442 | 16,718 |
| 21 | 11,712 | 11,991 | 12,271 | 12,548 | 12,828 | 13,108 | 13,385 | 13,665 | 13,943 | 14,500 | 15,058 | 15,616 | 15,897 | 16,174 |
| 22 | 11,166 | 11,444 | 11,723 | 12,003 | 12,283 | 12,561 | 12,840 | 13,118 | 13,398 | 13,955 | 14,512 | 15,071 | 15,349 | 15,629 |
| 23 | 10,620 | 10,901 | 11,179 | 11,458 | 11,736 | 12,015 | 12,292 | 12,573 | 12,851 | 13,409 | 13,968 | 14,525 | 14,803 | 15,082 |
| 24 | 10,075 | 10,354 | 10,632 | 10,911 | 11,190 | 11,469 | 11,747 | 12,027 | 12,305 | 12,863 | 13,421 | 13,978 | 14,257 | 14,535 |
| 25 | 9,526 | 9,808 | 10,086 | 10,364 | 10,644 | 10,923 | 11,201 | 11,480 | 11,760 | 12,318 | 12,875 | 13,431 | 13,711 | 13,987 |
| 26 | 9,529 | 9,537 | 9,816 | 10,095 | 10,371 | 10,652 | 10,929 | 11,208 | 11,488 | 12,046 | 12,603 | 13,163 | 13,441 | 13,723 |

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

2025-2026

| Rank | Salary Step  | | | | | | | | | | | | | |
|------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| 01 | 28,296 | 28,641 | 28,985 | 29,328 | 29,674 | 30,018 | 30,361 | 30,706 | 31,051 | 31,738 | 32,428 | 33,117 | 33,460 | 33,807 |
| 02 | 27,613 | 27,958 | 28,301 | 28,648 | 28,990 | 29,334 | 29,680 | 30,024 | 30,368 | 31,057 | 31,745 | 32,433 | 32,780 | 33,120 |
| 03 | 26,930 | 27,275 | 27,621 | 27,963 | 28,309 | 28,653 | 28,995 | 29,340 | 29,684 | 30,373 | 31,061 | 31,752 | 32,094 | 32,442 |
| 04 | 26,249 | 26,592 | 26,937 | 27,282 | 27,626 | 27,969 | 28,315 | 28,658 | 29,004 | 29,693 | 30,381 | 31,069 | 31,414 | 31,758 |
| 05 | 25,563 | 25,909 | 26,254 | 26,595 | 26,940 | 27,286 | 27,629 | 27,975 | 28,318 | 29,007 | 29,696 | 30,385 | 30,730 | 31,073 |
| 06 | 24,878 | 25,224 | 25,566 | 25,912 | 26,257 | 26,600 | 26,945 | 27,290 | 27,633 | 28,321 | 29,010 | 29,699 | 30,043 | 30,389 |
| 07 | 24,194 | 24,539 | 24,883 | 25,229 | 25,571 | 25,917 | 26,262 | 26,606 | 26,949 | 27,639 | 28,327 | 29,017 | 29,360 | 29,706 |
| 08 | 23,512 | 23,857 | 24,201 | 24,544 | 24,889 | 25,233 | 25,580 | 25,921 | 26,266 | 26,954 | 27,643 | 28,332 | 28,675 | 29,020 |
| 09 | 22,830 | 23,173 | 23,517 | 23,862 | 24,206 | 24,552 | 24,895 | 25,238 | 25,585 | 26,272 | 26,962 | 27,650 | 27,994 | 28,339 |
| 10 | 22,145 | 22,488 | 22,833 | 23,178 | 23,522 | 23,847 | 24,209 | 24,555 | 24,898 | 25,588 | 26,275 | 26,966 | 27,309 | 27,656 |
| 11 | 21,464 | 21,807 | 22,151 | 22,496 | 22,840 | 23,186 | 23,528 | 23,873 | 24,219 | 24,906 | 25,596 | 26,283 | 26,629 | 26,971 |
| 12 | 20,777 | 21,123 | 21,468 | 21,810 | 22,156 | 22,501 | 22,843 | 23,189 | 23,531 | 24,222 | 24,909 | 25,599 | 25,943 | 26,288 |
| 13 | 20,097 | 20,441 | 20,787 | 21,130 | 21,474 | 21,819 | 22,164 | 22,507 | 22,852 | 23,542 | 24,229 | 24,919 | 25,263 | 25,608 |
| 14 | 19,410 | 19,754 | 20,098 | 20,442 | 20,788 | 21,131 | 21,475 | 21,820 | 22,165 | 22,853 | 23,543 | 24,231 | 24,573 | 24,920 |
| 15 | 18,727 | 19,074 | 19,418 | 19,763 | 20,104 | 20,451 | 20,796 | 21,137 | 21,483 | 22,172 | 22,859 | 23,550 | 23,894 | 24,240 |
| 16 | 18,045 | 18,390 | 18,733 | 19,078 | 19,422 | 19,767 | 20,109 | 20,456 | 20,800 | 21,487 | 22,177 | 22,866 | 23,210 | 23,556 |
| 17 | 17,362 | 17,707 | 18,051 | 18,396 | 18,740 | 19,085 | 19,428 | 19,772 | 20,120 | 20,805 | 21,495 | 22,182 | 22,527 | 22,868 |
| 18 | 16,678 | 17,021 | 17,368 | 17,710 | 18,054 | 18,400 | 18,744 | 19,089 | 19,432 | 20,123 | 20,809 | 21,499 | 21,842 | 22,188 |
| 19 | 15,997 | 16,340 | 16,685 | 17,032 | 17,374 | 17,718 | 18,064 | 18,407 | 18,751 | 19,440 | 20,129 | 20,817 | 21,161 | 21,506 |
| 20 | 15,310 | 15,656 | 15,999 | 16,342 | 16,688 | 17,033 | 17,376 | 17,720 | 18,065 | 18,755 | 19,443 | 20,131 | 20,475 | 20,818 |
| 21 | 14,628 | 14,972 | 15,316 | 15,661 | 16,006 | 16,348 | 16,695 | 17,039 | 17,382 | 18,070 | 18,761 | 19,448 | 19,794 | 20,136 |
| 22 | 13,945 | 14,289 | 14,632 | 14,978 | 15,322 | 15,666 | 16,010 | 16,355 | 16,699 | 17,387 | 18,075 | 18,765 | 19,109 | 19,454 |
| 23 | 13,262 | 13,608 | 13,951 | 14,294 | 14,639 | 14,984 | 15,330 | 15,671 | 16,016 | 16,706 | 17,394 | 18,083 | 18,426 | 18,771 |
| 24 | 12,576 | 12,920 | 13,264 | 13,610 | 13,954 | 14,297 | 14,641 | 14,986 | 15,332 | 16,019 | 16,708 | 17,396 | 17,742 | 18,085 |
| 25 | 11,898 | 12,242 | 12,585 | 12,931 | 13,275 | 13,618 | 13,963 | 14,308 | 14,652 | 15,340 | 16,029 | 16,718 | 17,063 | 17,406 |
| 26 | 11,555 | 11,899 | 12,243 | 12,586 | 12,932 | 13,276 | 13,619 | 13,965 | 14,309 | 14,997 | 15,687 | 16,374 | 16,719 | 17,062 |

Notes:


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.

Alabama Community College System

Schedule H30

Part-Time Support Personnel 30-34 Hours Per Week

2025-2026

| Rank | Salary Step  | | | | | | | | | | | | | |
|------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| 01 | 33,977 | 34,392 | 34,809 | 35,221 | 35,637 | 36,053 | 36,468 | 36,882 | 37,298 | 38,129 | 38,959 | 39,788 | 40,203 | 40,617 |
| 02 | 33,158 | 33,571 | 33,985 | 34,402 | 34,817 | 35,252 | 35,646 | 36,062 | 36,475 | 37,308 | 38,137 | 38,967 | 39,382 | 39,797 |
| 03 | 32,335 | 32,750 | 33,165 | 33,580 | 33,996 | 34,410 | 34,824 | 35,240 | 35,655 | 36,484 | 37,314 | 38,145 | 38,561 | 38,976 |
| 04 | 31,516 | 31,932 | 32,345 | 32,762 | 33,177 | 33,593 | 34,007 | 34,421 | 34,837 | 35,667 | 36,497 | 37,327 | 37,742 | 38,157 |
| 05 | 30,697 | 31,111 | 31,528 | 31,942 | 32,357 | 32,771 | 33,187 | 33,603 | 34,017 | 34,845 | 35,678 | 36,508 | 36,923 | 37,338 |
| 06 | 29,873 | 30,289 | 30,703 | 31,117 | 31,533 | 31,947 | 32,363 | 32,780 | 33,194 | 34,024 | 34,855 | 35,685 | 36,098 | 36,514 |
| 07 | 29,052 | 29,468 | 29,884 | 30,299 | 30,713 | 31,128 | 31,544 | 31,959 | 32,374 | 33,203 | 34,034 | 34,865 | 35,278 | 35,695 |
| 08 | 28,232 | 28,646 | 29,062 | 29,476 | 29,891 | 30,305 | 30,722 | 31,137 | 31,549 | 32,380 | 33,211 | 34,039 | 34,455 | 34,868 |
| 09 | 27,413 | 27,828 | 28,242 | 28,657 | 29,072 | 29,488 | 29,902 | 30,317 | 30,733 | 31,564 | 32,392 | 33,222 | 33,640 | 34,053 |
| 10 | 26,591 | 27,006 | 27,422 | 27,836 | 28,252 | 28,666 | 29,081 | 29,496 | 29,912 | 30,741 | 31,571 | 32,401 | 32,817 | 33,232 |
| 11 | 25,768 | 26,181 | 26,598 | 27,013 | 27,429 | 27,843 | 28,258 | 28,672 | 29,087 | 29,919 | 30,748 | 31,576 | 31,994 | 32,404 |
| 12 | 24,948 | 25,364 | 25,778 | 26,194 | 26,609 | 27,023 | 27,437 | 27,854 | 28,267 | 29,098 | 29,927 | 30,759 | 31,172 | 31,591 |
| 13 | 24,128 | 24,542 | 24,957 | 25,373 | 25,788 | 26,204 | 26,618 | 27,032 | 27,448 | 28,276 | 29,108 | 29,939 | 30,352 | 30,770 |
| 14 | 23,307 | 23,723 | 24,137 | 24,554 | 24,968 | 25,383 | 25,797 | 26,214 | 26,629 | 27,458 | 28,289 | 29,119 | 29,533 | 29,949 |
| 15 | 22,486 | 22,903 | 23,317 | 23,731 | 24,146 | 24,562 | 24,977 | 25,393 | 25,807 | 26,637 | 27,468 | 28,297 | 28,712 | 29,126 |
| 16 | 21,664 | 22,079 | 22,495 | 22,909 | 23,325 | 23,738 | 24,156 | 24,569 | 24,986 | 25,815 | 26,645 | 27,475 | 27,890 | 28,304 |
| 17 | 20,842 | 21,260 | 21,675 | 22,089 | 22,504 | 22,918 | 23,336 | 23,750 | 24,164 | 24,993 | 25,824 | 26,653 | 27,069 | 27,481 |
| 18 | 20,025 | 20,439 | 20,855 | 21,268 | 21,685 | 22,099 | 22,514 | 22,931 | 23,345 | 24,175 | 25,003 | 25,835 | 26,251 | 26,666 |
| 19 | 19,205 | 19,620 | 20,035 | 20,451 | 20,864 | 21,281 | 21,694 | 22,111 | 22,525 | 23,355 | 24,185 | 25,016 | 25,430 | 25,846 |
| 20 | 18,383 | 18,798 | 19,212 | 19,628 | 20,042 | 20,458 | 20,872 | 21,287 | 21,701 | 22,533 | 23,362 | 24,192 | 24,609 | 25,023 |
| 21 | 17,561 | 17,978 | 18,392 | 18,808 | 19,222 | 19,636 | 20,051 | 20,466 | 20,882 | 21,712 | 22,542 | 23,373 | 23,786 | 24,205 |
| 22 | 16,740 | 17,156 | 17,568 | 17,987 | 18,401 | 18,817 | 19,232 | 19,645 | 20,062 | 20,892 | 21,722 | 22,552 | 22,965 | 23,282 |
| 23 | 15,920 | 16,335 | 16,752 | 17,167 | 17,583 | 17,995 | 18,412 | 18,826 | 19,242 | 20,072 | 20,902 | 21,731 | 22,147 | 22,560 |
| 24 | 15,099 | 15,516 | 15,931 | 16,344 | 16,761 | 17,175 | 17,591 | 18,007 | 18,420 | 19,250 | 20,081 | 20,911 | 21,324 | 21,741 |
| 25 | 14,277 | 14,692 | 15,109 | 15,522 | 15,938 | 16,354 | 16,768 | 17,183 | 17,598 | 18,427 | 19,259 | 20,089 | 20,504 | 20,919 |
| 26 | 13,869 | 14,285 | 14,698 | 15,114 | 15,528 | 15,943 | 16,359 | 16,773 | 17,187 | 18,018 | 18,850 | 19,678 | 20,093 | 20,506 |

Notes:


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

2025-2026

| Rank | Salary Step  | | | | | | | | | | | | | |
|------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| 01 | 39,654 | 40,138 | 40,623 | 41,108 | 41,593 | 42,075 | 42,558 | 43,043 | 43,529 | 44,498 | 45,465 | 46,436 | 46,920 | 47,406 |
| 02 | 38,693 | 39,178 | 39,663 | 40,147 | 40,630 | 41,115 | 41,601 | 42,085 | 42,570 | 43,537 | 44,508 | 45,475 | 45,960 | 46,442 |
| 03 | 37,737 | 38,222 | 38,704 | 39,189 | 39,675 | 40,158 | 40,644 | 41,127 | 41,611 | 42,582 | 43,549 | 44,518 | 45,002 | 45,487 |
| 04 | 36,776 | 37,261 | 37,745 | 38,230 | 38,715 | 39,199 | 39,683 | 40,169 | 40,654 | 41,620 | 42,589 | 43,558 | 44,044 | 44,527 |
| 05 | 35,819 | 36,304 | 36,789 | 37,274 | 37,757 | 38,243 | 38,727 | 39,212 | 39,694 | 40,663 | 41,632 | 42,602 | 43,088 | 43,572 |
| 06 | 34,864 | 35,349 | 35,832 | 36,317 | 36,800 | 37,285 | 37,769 | 38,253 | 38,738 | 39,708 | 40,677 | 41,646 | 42,128 | 42,615 |
| 07 | 33,904 | 34,388 | 34,873 | 35,357 | 35,843 | 36,326 | 36,811 | 37,296 | 37,781 | 38,748 | 39,718 | 40,686 | 41,170 | 41,654 |
| 08 | 32,946 | 33,431 | 33,916 | 34,400 | 34,884 | 35,370 | 35,852 | 36,336 | 36,821 | 37,790 | 38,759 | 39,728 | 40,214 | 40,697 |
| 09 | 31,985 | 32,469 | 32,952 | 33,439 | 33,923 | 34,408 | 34,892 | 35,376 | 35,860 | 36,828 | 37,798 | 38,767 | 39,252 | 39,736 |
| 10 | 31,027 | 31,514 | 31,998 | 32,483 | 32,968 | 33,453 | 33,935 | 34,419 | 34,904 | 35,873 | 36,842 | 37,811 | 38,297 | 38,780 |
| 11 | 30,071 | 30,556 | 31,043 | 31,525 | 32,007 | 32,492 | 32,978 | 33,461 | 33,947 | 34,916 | 35,886 | 36,852 | 37,337 | 37,818 |
| 12 | 29,114 | 29,596 | 30,080 | 30,566 | 31,051 | 31,534 | 32,020 | 32,505 | 32,989 | 33,957 | 34,925 | 35,894 | 36,378 | 36,863 |
| 13 | 28,152 | 28,639 | 29,123 | 29,608 | 30,090 | 30,577 | 31,059 | 31,544 | 32,028 | 32,895 | 33,967 | 34,934 | 35,420 | 35,901 |
| 14 | 27,197 | 27,682 | 28,166 | 28,651 | 29,134 | 29,619 | 30,105 | 30,588 | 31,072 | 32,042 | 33,009 | 33,877 | 34,465 | 34,949 |
| 15 | 26,236 | 26,722 | 27,205 | 27,690 | 28,175 | 28,658 | 29,142 | 29,629 | 30,111 | 31,079 | 32,050 | 33,018 | 33,503 | 33,986 |
| 16 | 25,281 | 25,766 | 26,251 | 26,733 | 27,218 | 27,703 | 28,187 | 28,671 | 29,156 | 30,126 | 31,097 | 32,061 | 32,547 | 33,025 |
| 17 | 24,321 | 24,805 | 25,289 | 25,774 | 26,259 | 26,743 | 27,228 | 27,712 | 28,197 | 29,165 | 30,133 | 31,104 | 31,587 | 32,075 |
| 18 | 23,365 | 23,850 | 24,335 | 24,818 | 25,303 | 25,788 | 26,272 | 26,757 | 27,241 | 28,208 | 29,179 | 30,149 | 30,631 | 31,119 |
| 19 | 22,407 | 22,891 | 23,376 | 23,861 | 24,344 | 24,830 | 25,314 | 25,797 | 26,281 | 27,251 | 28,219 | 29,188 | 29,674 | 30,157 |
| 20 | 21,509 | 21,932 | 22,417 | 22,901 | 23,385 | 23,869 | 24,354 | 24,838 | 25,323 | 26,292 | 27,261 | 28,231 | 28,713 | 29,201 |
| 21 | 20,489 | 20,973 | 21,457 | 21,942 | 22,427 | 22,910 | 23,396 | 23,880 | 24,366 | 25,334 | 26,303 | 27,271 | 27,755 | 28,239 |
| 22 | 19,529 | 20,014 | 20,499 | 20,983 | 21,469 | 21,954 | 22,439 | 22,921 | 23,405 | 24,314 | 25,344 | 26,313 | 26,797 | 27,282 |
| 23 | 18,574 | 19,058 | 19,542 | 20,028 | 20,512 | 20,996 | 21,479 | 21,964 | 22,449 | 23,418 | 24,387 | 25,356 | 25,841 | 26,325 |
| 24 | 17,614 | 18,100 | 18,584 | 19,067 | 19,550 | 20,036 | 20,520 | 21,006 | 21,489 | 22,458 | 23,427 | 24,395 | 24,880 | 25,363 |
| 25 | 16,659 | 17,142 | 17,626 | 18,109 | 18,594 | 19,079 | 19,565 | 20,047 | 20,533 | 21,502 | 22,470 | 23,439 | 23,923 | 24,408 |
| 26 | 16,181 | 16,666 | 17,151 | 17,637 | 18,118 | 18,604 | 19,089 | 19,574 | 20,056 | 21,025 | 21,994 | 22,963 | 23,449 | 23,932 |

Notes:

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

Alabama Technology Network

Schedule A

Executive Director

2025-2026

Salary Step 

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 145,678 | 148,031 | 150,381 | 152,731 | 155,080 | 157,431 | 159,783 | 162,132 | 164,483 | 171,533 | 178,586 | 185,638 | 187,988 | 192,689 |

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

2025-2026

| Salary Step | |  | | | | | | | | | | | | | |
|-------------|--|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| 1 | | 100,510 | 102,638 | 104,767 | 106,897 | 111,162 | 111,155 | 113,282 | 115,412 | 117,542 | 123,927 | 130,314 | 136,702 | 138,739 | 143,091 |
| 2 | | 88,159 | 90,288 | 92,417 | 94,545 | 98,569 | 98,803 | 100,932 | 103,062 | 105,191 | 111,578 | 117,965 | 124,350 | 126,481 | 130,736 |

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

2025-2026


| Salary Step | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
|-------------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|
| T-1 | 88,159 | 90,827 | 92,415 | 94,544 | 96,673 | 98,802 | 100,931 | 103,060 | 105,189 | 111,576 | 117,962 | 124,346 | 126,477 | 130,731 |
| T-2 | 77,284 | 79,412 | 81,543 | 83,670 | 85,798 | 87,925 | 90,056 | 92,187 | 94,314 | 100,700 | 107,089 | 113,472 | 115,602 | 119,856 |
| T-3 | 66,411 | 68,542 | 70,672 | 72,797 | 74,926 | 77,055 | 79,186 | 81,314 | 83,442 | 89,829 | 96,216 | 102,601 | 104,731 | 108,987 |
| T-4 | 55,537 | 57,667 | 59,798 | 61,923 | 64,053 | 66,182 | 68,310 | 70,439 | 72,568 | 78,954 | 85,341 | 91,727 | 93,854 | 98,113 |

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.

Alabama Technology Network

Schedule S
Support Personnel
2025-2026

| | | Salary Step  | | | | | | | | | | | | | |
|----------|-------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Schedule | Grade | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 10 | 15 | 20 | 25 | 27 | 30 |
| S-1 | 1 | 55,901 | 56,991 | 58,081 | 59,169 | 60,262 | 61,351 | 62,440 | 63,532 | 64,622 | 66,804 | 69,983 | 71,162 | 72,253 | 73,342 |
| S-1 | 2 | 50,465 | 51,557 | 52,648 | 53,741 | 54,833 | 55,923 | 57,017 | 58,108 | 59,199 | 61,383 | 63,566 | 65,751 | 66,842 | 67,936 |
| S-2 | 1 | 50,465 | 51,557 | 52,648 | 53,741 | 54,833 | 55,923 | 57,017 | 58,108 | 59,199 | 61,383 | 63,566 | 65,751 | 66,842 | 67,936 |
| S-2 | 3 | 45,029 | 46,118 | 47,207 | 48,297 | 49,389 | 50,478 | 51,568 | 52,660 | 53,749 | 55,929 | 58,110 | 60,291 | 61,381 | 62,472 |
| S-2 | 4 | 39,589 | 40,681 | 41,773 | 42,866 | 43,957 | 45,048 | 46,140 | 47,231 | 48,324 | 50,507 | 52,692 | 54,875 | 55,966 | 57,058 |
| S-2 | 4 | 39,589 | 40,681 | 41,773 | 42,866 | 43,957 | 45,048 | 46,140 | 47,231 | 48,324 | 50,507 | 52,692 | 54,875 | 55,966 | 57,058 |
| S-3 | 5 | 28,715 | 29,806 | 30,898 | 31,990 | 33,083 | 34,173 | 35,267 | 36,358 | 37,448 | 39,633 | 41,817 | 44,001 | 45,092 | 46,185 |

Notes:

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

SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2025-2026

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 9, 2025, are effective September 1, 2025, 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 2025-2026 academic calendar.
2. The Salary Schedules are designed to include all personnel except "temporary" support employees, hourly employees working less than twenty (20) hours per week, and part-time instructors.
3. Appropriate job descriptions shall be developed and maintained for all personnel.
4. Full-time professional personnel, other than instructors, will not be paid additional monies for extra work. Under extreme circumstances, the Chancellor may approve an exception under ACCS Policy 606.03.
5. Initial placement on all salary schedules shall give all community and technical college and Adult Education employees full credit for prior work experience in the public schools, colleges, and adult education programs of Alabama. Initial placement on all Salary Schedules and on local salary schedules, which gives credit for prior experience outside of public education in Alabama is within the discretion of the President. However, all initial salary schedule placements which give credit for prior experience outside of public education in Alabama must adhere to the following principles:
 - The experience outside of public education in Alabama for which step credit is to be awarded for initial salary schedule placement purposes should be directly related to the requirements of the position.
 - The amount of credit that is given, for initial step placement purposes, for experience outside of public education in Alabama, must be consistently applied college wide and follow the College's standard experience ratio.

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

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

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

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

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

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

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