

Schedule A  
 Presidents  
 2018-2019

Salary Step	1	2	3	4	5	6	8	10	15	20	25	27
	128,968	131,014	133,062	135,110	137,157	139,204	141,252	143,299	149,442	155,584	161,727	163,773

## 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 President.
2. If President holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the institution size is above 4,500 FTE the previous Fall term, add \$2,000 per year to salary.
4. Housing allowance of \$12,000 per year in addition to salary.
5. Expense allowance of \$200 per month in addition to salary.
6. The Chancellor may award an annual salary supplement not to exceed 10 percent of annual salary to recognize institutional complexity and performance.

Deleted

Alabama Community College System

Schedule B

Deans

2018-2019

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	87,939	89,800	91,661	93,523	95,384	97,246	99,107	100,969	102,831	108,414	113,999	119,584	121,445

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 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

2018-2019

	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	77,131	78,993	80,854	82,715	84,578	86,438	88,300	90,161	92,022	97,608	103,192	108,777	110,639
2	67,617	69,479	71,340	73,201	75,064	76,924	78,786	80,647	82,509	88,094	93,678	99,263	101,124
3 Maximum Salary		85,987											

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. 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.
4. Placement on Schedule C-3 presumes negotiation between the individual and the President for salary determination.

**Alabama Community College System**

**Schedule D-1**


**Full-time Instructors, Counselors and Librarians**

**2018-2019**

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	53,765	55,188	56,610	58,032	59,455	60,877	62,300	63,722	65,144	69,412	73,679	77,946	79,368
	Summer	16,601	17,042	17,483	17,925	18,366	18,808	19,248	19,690	20,132	21,456	22,781	24,104	24,546
	12 Month	70,366	72,230	74,093	75,957	77,821	79,685	81,548	83,412	85,276	90,868	96,460	102,050	103,914
III	9-Month	48,401	49,824	51,246	52,668	54,091	55,513	56,935	58,357	59,780	63,478	67,176	70,875	72,297
	Summer	14,941	15,382	15,824	16,265	16,706	17,147	17,589	18,032	18,473	19,620	20,767	21,916	22,357
	12 Month	63,342	65,206	67,070	68,933	70,797	72,660	74,524	76,389	78,253	83,098	87,943	92,791	94,654
II	9-Month	44,496	45,918	47,340	48,763	50,185	51,607	53,029	54,452	55,875	58,719	61,564	64,409	65,831
	Summer	13,735	14,177	14,619	15,059	15,501	15,942	16,384	16,825	17,267	18,150	19,032	19,915	20,357
	12 Month	58,231	60,095	61,959	63,822	65,686	67,549	69,413	71,277	73,142	76,869	80,596	84,324	86,188
IA	9-Month	40,590	42,012	43,435	44,857	46,280	47,701	49,124	50,547	51,969	54,814	57,659	60,503	61,925
	Summer	12,532	12,973	13,414	13,856	14,297	14,740	15,181	15,622	16,064	16,946	17,829	18,711	19,153
	12 Month	53,122	54,985	56,849	58,713	60,577	62,441	64,305	66,169	68,033	71,760	75,488	79,214	81,078
IB	9-Month	36,686	38,108	39,530	40,953	42,376	43,797	45,220	46,642	48,065	50,909	53,754	56,598	58,021
	Summer	11,327	11,769	12,210	12,652	13,093	13,535	13,976	14,418	14,859	15,742	16,624	17,507	17,950
	12 Month	48,013	49,877	51,740	53,605	55,469	57,332	59,196	61,060	62,924	66,651	70,378	74,105	75,971
IC	9-Month	36,686	38,108	39,530	40,953	42,376	43,797	45,220	46,642	48,065	50,909	53,754	56,598	58,021
	Summer	11,327	11,769	12,210	12,652	13,093	13,535	13,976	14,418	14,859	15,742	16,624	17,507	17,950
	12 Month	48,013	49,877	51,740	53,605	55,469	57,332	59,196	61,060	62,924	66,651	70,378	74,105	75,971

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 D-1 is to be used to compensate full-time instructors at colleges using a 175-54 calendar.

**Alabama Community College System**  
**Schedule D-2**  
**Full-time Instructors, Counselors and Librarians**  
**2018-2019**

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	50,692	52,032	53,374	54,713	56,053	57,394	58,735	60,074	61,414	65,435	69,456	73,476	74,817
	Summer	19,670	20,193	20,714	21,237	21,759	22,281	22,805	23,327	23,850	25,417	26,984	28,550	29,073
	12 Month	70,362	72,225	74,088	75,950	77,812	79,675	81,540	83,401	85,264	90,852	96,440	102,026	103,890
III	9-Month	45,634	46,975	48,314	49,654	50,996	52,335	53,675	55,015	56,357	59,840	63,325	66,810	68,149
	Summer	17,707	18,230	18,752	19,274	19,797	20,319	20,841	21,364	21,886	23,245	24,603	25,960	26,483
	12 Month	63,341	65,205	67,066	68,928	70,793	72,654	74,516	76,379	78,243	83,085	87,928	92,770	94,632
II	9-Month	41,954	43,295	44,635	45,974	47,315	48,656	49,995	51,335	52,677	55,356	58,038	60,717	62,058
	Summer	16,278	16,800	17,323	17,845	18,367	18,890	19,411	19,934	20,457	21,502	22,547	23,591	24,114
	12 Month	58,232	60,095	61,958	63,819	65,682	67,546	69,406	71,269	73,134	76,858	80,585	84,308	86,172
IA	9-Month	38,272	39,612	40,953	42,294	43,633	44,974	46,314	47,654	48,994	51,674	54,356	57,035	58,376
	Summer	14,850	15,373	15,896	16,418	16,941	17,463	17,986	18,507	19,030	20,075	21,119	22,165	22,686
	12 Month	53,122	54,985	56,849	58,712	60,574	62,437	64,300	66,161	68,024	71,749	75,475	79,200	81,062
IB	9-Month	34,590	35,929	37,269	38,611	39,950	41,290	42,631	43,971	45,311	47,992	50,672	53,352	54,693
	Summer	13,423	13,945	14,468	14,990	15,512	16,035	16,557	17,080	17,601	18,647	19,691	20,737	21,260
	12 Month	48,013	49,874	51,737	53,601	55,462	57,325	59,188	61,051	62,912	66,639	70,363	74,089	75,953
IC	9-Month	34,590	35,929	37,269	38,611	39,950	41,290	42,631	43,971	45,311	47,992	50,672	53,352	54,693
	Summer	13,423	13,945	14,468	14,990	15,512	16,035	16,557	17,080	17,601	18,647	19,691	20,737	21,260
	12 Month	48,013	49,874	51,737	53,601	55,462	57,325	59,188	61,051	62,912	66,639	70,363	74,089	75,953


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 D-2 is to be used to compensate full-time instructors at colleges using a 165-64 calendar.

**Alabama Community College System**

**Schedule D-3**

**Full-Time Adult Education Teachers**

**2018-2019**

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
II	9-Month	26,384	27,183	27,983	28,782	29,582	30,381	31,181	31,980	32,780	34,379	35,978	37,577	38,376
	3-Month	8,795	9,061	9,328	9,594	9,861	10,127	10,394	10,660	10,927	11,460	11,993	12,526	12,792
	12 Month	35,179	36,244	37,311	38,376	39,443	40,508	41,575	42,640	43,707	45,839	47,971	50,103	51,168
I	9-Month	19,188	19,988	20,787	21,587	22,386	23,186	23,985	24,785	25,584	27,183	28,782	30,381	31,181
	3-Month	6,396	6,663	6,929	7,196	7,462	7,729	7,995	8,262	8,528	9,061	9,594	10,127	10,394
	12 Month	25,584	26,651	27,716	28,783	29,848	30,915	31,980	33,047	34,112	36,244	38,376	40,508	41,575

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.
3. 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
4. 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.
5. 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

2018-2019

Salary Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	48,911	49,863	50,816	51,769	52,720	53,673	54,625	55,578	56,530	58,435	60,340	62,245	63,196
E1	02	44,154	45,106	46,058	47,011	47,964	48,915	49,867	50,821	51,773	53,677	55,583	57,487	58,439
E2	02	44,154	45,106	46,058	47,011	47,964	48,915	49,867	50,821	51,773	53,677	55,583	57,487	58,439
E2	03	39,397	40,349	41,302	42,255	43,207	44,159	45,112	46,064	47,016	48,921	50,826	52,731	53,683
E3	03	39,397	40,349	41,302	42,255	43,207	44,159	45,112	46,064	47,016	48,921	50,826	52,731	53,683
E3	04	34,639	35,590	36,543	37,496	38,449	39,400	40,352	41,305	42,258	44,162	46,068	47,972	48,925
E3	05	29,882	30,834	31,787	32,739	33,692	34,644	35,597	36,548	37,501	39,406	41,311	43,216	44,168
E4	05	29,882	30,834	31,787	32,739	33,692	34,644	35,597	36,548	37,501	39,406	41,311	43,216	44,168
E4	06	25,124	26,075	27,028	27,980	28,934	29,885	30,838	31,790	32,743	34,647	36,553	38,457	39,410
E5	06	25,124	26,075	27,028	27,980	28,934	29,885	30,838	31,790	32,743	34,647	36,553	38,457	39,410
E5	07	24,175	25,127	26,079	27,031	27,984	28,937	29,889	30,841	31,793	33,698	35,603	37,508	38,460

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

2018-2019

Salary Rank	Salary Step 0	Salary Step 1	Salary Step 2	Salary Step 3	Salary Step 4	Salary Step 5	Salary Step 6	Salary Step 8	Salary Step 10	Salary Step 15	Salary Step 20	Salary Step 25	Salary Step 27
01	19,718	19,961	20,204	20,447	20,690	20,933	21,177	21,418	21,661	22,147	22,633	23,120	23,363
02	19,244	19,487	19,730	19,973	20,217	20,460	20,703	20,945	21,188	21,674	22,161	22,646	22,889
03	18,769	19,012	19,256	19,499	19,740	19,983	20,226	20,469	20,712	21,198	21,685	22,171	22,414
04	18,293	18,537	18,779	19,022	19,265	19,508	19,751	19,994	20,237	20,723	21,209	21,694	21,937
05	17,817	18,059	18,302	18,545	18,788	19,031	19,274	19,517	19,760	20,247	20,732	21,218	21,460
06	17,341	17,584	17,827	18,070	18,313	18,556	18,799	19,042	19,284	19,770	20,256	20,742	20,985
07	16,865	17,108	17,351	17,594	17,837	18,080	18,323	18,566	18,809	19,295	19,780	20,266	20,510
08	16,390	16,633	16,876	17,119	17,360	17,604	17,847	18,090	18,333	18,819	19,305	19,792	20,034
09	15,913	16,155	16,398	16,641	16,885	17,128	17,371	17,614	17,857	18,342	18,827	19,314	19,557
10	15,438	15,680	15,924	16,167	16,410	16,653	16,896	17,139	17,382	17,868	18,354	18,840	19,082
11	14,961	15,205	15,448	15,691	15,934	16,177	16,419	16,662	16,904	17,391	17,877	18,363	18,606
12	14,487	14,730	14,973	15,216	15,459	15,702	15,945	16,187	16,431	16,917	17,402	17,888	18,131
13	14,011	14,254	14,497	14,740	14,981	15,224	15,467	15,711	15,954	16,440	16,926	17,412	17,654
14	13,536	13,779	14,022	14,264	14,507	14,750	14,994	15,237	15,480	15,965	16,451	16,937	17,180
15	13,059	13,301	13,544	13,787	14,030	14,274	14,517	14,760	15,003	15,489	15,974	16,460	16,703
16	12,583	12,826	13,069	13,313	13,556	13,799	14,041	14,284	14,527	15,012	15,499	15,985	16,228
17	12,108	12,351	12,595	12,838	13,081	13,324	13,567	13,809	14,052	14,539	15,024	15,510	15,753
18	11,634	11,877	12,120	12,363	12,605	12,847	13,090	13,333	13,576	14,063	14,549	15,035	15,278
19	11,157	11,400	11,642	11,885	12,128	12,371	12,614	12,857	13,101	13,586	14,072	14,557	14,800
20	10,681	10,923	11,166	11,409	11,652	11,895	12,138	12,382	12,625	13,111	13,596	14,081	14,325
21	10,204	10,447	10,690	10,933	11,176	11,419	11,662	11,905	12,148	12,633	13,119	13,606	13,849
22	9,728	9,971	10,214	10,457	10,701	10,944	11,186	11,429	11,672	12,158	12,643	13,130	13,373
23	9,253	9,496	9,739	9,982	10,224	10,467	10,710	10,953	11,196	11,682	12,169	12,655	12,897
24	8,777	9,020	9,263	9,506	9,749	9,992	10,235	10,478	10,720	11,207	11,693	12,178	12,421
25	8,300	8,544	8,787	9,030	9,273	9,516	9,759	10,002	10,245	10,732	11,217	11,702	11,945
26	8,066	8,309	8,552	8,795	9,037	9,280	9,522	9,765	10,009	10,495	10,981	11,467	11,710

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**

**2018-2019**

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	24,652	24,952	25,253	25,552	25,853	26,152	26,452	26,753	27,052	27,652	28,252	28,853	29,152
02	24,058	24,358	24,657	24,959	25,258	25,557	25,858	26,158	26,458	27,058	27,658	28,257	28,559
03	23,462	23,763	24,063	24,362	24,663	24,963	25,262	25,562	25,862	26,462	27,062	27,663	27,962
04	22,868	23,168	23,468	23,769	24,068	24,367	24,669	24,968	25,268	25,869	26,468	27,068	27,369
05	22,272	22,572	22,872	23,171	23,471	23,772	24,071	24,372	24,672	25,271	25,872	26,472	26,772
06	21,675	21,976	22,275	22,575	22,875	23,175	23,476	23,775	24,074	24,675	25,274	25,875	26,174
07	21,080	21,379	21,679	21,980	22,279	22,580	22,880	23,180	23,480	24,080	24,680	25,280	25,580
08	20,485	20,785	21,084	21,384	21,685	21,984	22,285	22,584	22,884	23,484	24,084	24,684	24,983
09	19,889	20,189	20,489	20,789	21,088	21,390	21,689	21,988	22,289	22,889	23,489	24,089	24,389
10	19,293	19,592	19,892	20,193	20,493	20,792	21,091	21,393	21,692	22,292	22,892	23,493	23,792
11	18,700	18,999	19,299	19,599	19,899	20,200	20,499	20,798	21,100	21,699	22,300	22,899	23,200
12	18,103	18,403	18,703	19,002	19,303	19,603	19,902	20,203	20,502	21,103	21,702	22,303	22,602
13	17,510	17,809	18,110	18,410	18,709	19,010	19,310	19,609	19,910	20,510	21,109	21,710	22,010
14	16,911	17,211	17,511	17,810	18,111	18,411	18,710	19,011	19,311	19,911	20,511	21,111	21,410
15	16,316	16,617	16,917	17,217	17,516	17,817	18,117	18,416	18,717	19,316	19,916	20,516	20,817
16	15,721	16,021	16,321	16,621	16,921	17,221	17,520	17,822	18,121	18,721	19,321	19,922	20,221
17	15,127	15,427	15,727	16,027	16,327	16,627	16,927	17,226	17,528	18,126	18,727	19,326	19,626
18	14,530	14,830	15,131	15,430	15,730	16,031	16,330	16,631	16,930	17,531	18,130	18,730	19,030
19	13,937	14,237	14,537	14,838	15,137	15,437	15,738	16,037	16,337	16,937	17,537	18,137	18,437
20	13,339	13,639	13,938	14,238	14,539	14,839	15,138	15,438	15,739	16,339	16,939	17,538	17,838
21	12,744	13,044	13,344	13,644	13,944	14,243	14,545	14,844	15,143	15,744	16,344	16,944	17,244
22	12,149	12,449	12,748	13,049	13,349	13,649	13,948	14,249	14,549	15,148	15,748	16,348	16,649
23	11,555	11,855	12,154	12,454	12,755	13,054	13,355	13,654	13,954	14,554	15,155	15,754	16,054
24	10,956	11,257	11,557	11,857	12,157	12,456	12,757	13,056	13,357	13,957	14,556	15,157	15,457
25	10,365	10,665	10,964	11,265	11,565	11,864	12,165	12,465	12,764	13,364	13,965	14,565	14,865
26	10,067	10,366	10,666	10,965	11,266	11,566	11,865	12,167	12,466	13,066	13,666	14,265	14,566

- 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.
- 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**

**2018-2019**

Salary Rank	Salary Step 0	Salary Step 1	Salary Step 2	Salary Step 3	Salary Step 4	Salary Step 5	Salary Step 6	Salary Step 8	Salary Step 10	Salary Step 15	Salary Step 20	Salary Step 25	Salary Step 27
01	29,603	29,964	30,326	30,686	31,048	31,411	31,772	32,134	32,495	33,218	33,942	34,664	35,026
02	28,888	29,249	29,610	29,972	30,334	30,696	31,056	31,418	31,779	32,504	33,226	33,949	34,311
03	28,171	28,533	28,894	29,256	29,617	29,979	30,340	30,702	31,064	31,787	32,510	33,234	33,595
04	27,458	27,820	28,180	28,543	28,905	29,266	29,628	29,988	30,351	31,074	31,797	32,520	32,882
05	26,744	27,105	27,468	27,829	28,191	28,551	28,913	29,276	29,637	30,359	31,083	31,806	32,168
06	26,027	26,388	26,750	27,111	27,473	27,834	28,196	28,559	28,919	29,642	30,366	31,089	31,450
07	25,312	25,674	26,036	26,398	26,759	27,120	27,482	27,844	28,205	28,928	29,652	30,375	30,736
08	24,595	24,957	25,319	25,680	26,041	26,403	26,765	27,127	27,487	28,211	28,935	29,657	30,018
09	23,883	24,244	24,605	24,967	25,328	25,691	26,052	26,413	26,775	27,499	28,221	28,944	29,307
10	23,167	23,529	23,890	24,252	24,614	24,975	25,337	25,698	26,060	26,783	27,506	28,229	28,591
11	22,450	22,811	23,173	23,534	23,897	24,258	24,619	24,980	25,342	26,066	26,788	27,511	27,874
12	21,736	22,097	22,459	22,820	23,182	23,543	23,905	24,267	24,628	25,351	26,074	26,799	27,159
13	21,021	21,382	21,743	22,105	22,467	22,829	23,190	23,551	23,913	24,636	25,360	26,083	26,444
14	20,306	20,668	21,030	21,392	21,753	22,114	22,475	22,838	23,200	23,922	24,645	25,369	25,730
15	19,591	19,954	20,314	20,676	21,037	21,399	21,761	22,123	22,484	23,207	23,931	24,653	25,015
16	18,874	19,237	19,598	19,960	20,322	20,682	21,045	21,406	21,768	22,491	23,214	23,937	24,299
17	18,159	18,522	18,884	19,244	19,606	19,967	20,330	20,691	21,052	21,775	22,499	23,221	23,583
18	17,447	17,807	18,169	18,530	18,892	19,254	19,615	19,977	20,338	21,062	21,784	22,508	22,870
19	16,732	17,093	17,455	17,817	18,178	18,540	18,901	19,263	19,624	20,348	21,071	21,794	22,155
20	16,016	16,377	16,738	17,100	17,462	17,824	18,185	18,546	18,907	19,632	20,354	21,078	21,439
21	15,300	15,662	16,023	16,386	16,746	17,108	17,470	17,831	18,194	18,916	19,639	20,363	20,724
22	14,585	14,947	15,307	15,670	16,032	16,393	16,755	17,115	17,478	18,201	18,924	19,647	20,009
23	13,870	14,232	14,595	14,956	15,318	15,678	16,040	16,402	16,764	17,487	18,210	18,933	19,295
24	13,156	13,518	13,880	14,240	14,602	14,963	15,326	15,688	16,048	16,771	17,495	18,218	18,579
25	12,439	12,801	13,163	13,524	13,886	14,248	14,609	14,971	15,332	16,055	16,779	17,502	17,863
26	12,083	12,445	12,806	13,167	13,529	13,890	14,253	14,613	14,975	15,698	16,422	17,144	17,506


- 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**

**2018-2019**

Salary Rank														
	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	
01	34,547	34,969	35,391	35,814	36,236	36,658	37,079	37,501	37,923	38,768	39,611	40,456	40,878	
02	33,711	34,134	34,556	34,977	35,398	35,821	36,243	36,665	37,088	37,931	38,776	39,619	40,041	
03	32,878	33,300	33,720	34,143	34,565	34,987	35,410	35,832	36,253	37,098	37,941	38,785	39,207	
04	32,040	32,463	32,885	33,307	33,730	34,151	34,573	34,996	35,418	36,261	37,105	37,950	38,372	
05	31,207	31,629	32,052	32,474	32,895	33,318	33,740	34,162	34,584	35,427	36,272	37,116	37,539	
06	30,374	30,796	31,217	31,640	32,062	32,484	32,906	33,328	33,749	34,594	35,438	36,282	36,704	
07	29,538	29,961	30,383	30,804	31,227	31,649	32,070	32,493	32,915	33,759	34,603	35,447	35,869	
08	28,704	29,125	29,548	29,970	30,391	30,814	31,236	31,658	32,080	32,924	33,768	34,612	35,035	
09	27,867	28,288	28,710	29,133	29,555	29,977	30,399	30,820	31,242	32,087	32,931	33,775	34,197	
10	27,033	27,456	27,878	28,300	28,723	29,145	29,565	29,987	30,410	31,254	32,098	32,942	33,365	
11	26,199	26,621	27,044	27,466	27,886	28,308	28,731	29,153	29,575	30,419	31,264	32,107	32,529	
12	25,365	25,786	26,207	26,630	27,052	27,474	27,896	28,319	28,740	29,585	30,428	31,272	31,694	
13	24,527	24,950	25,372	25,794	26,216	26,639	27,060	27,482	27,904	28,748	29,592	30,436	30,859	
14	23,695	24,117	24,540	24,962	25,383	25,805	26,228	26,649	27,071	27,915	28,759	29,604	30,026	
15	22,859	23,281	23,702	24,124	24,546	24,968	25,390	25,813	26,234	27,078	27,923	28,766	29,188	
16	22,025	22,448	22,870	23,291	23,713	24,136	24,557	24,979	25,402	26,246	27,091	27,933	28,356	
17	21,189	21,611	22,033	22,456	22,877	23,299	23,722	24,144	24,566	25,409	26,253	27,098	27,520	
18	20,357	20,779	21,201	21,622	22,045	22,467	22,889	23,312	23,733	24,576	25,421	26,266	26,687	
19	19,522	19,943	20,366	20,788	21,210	21,633	22,054	22,475	22,897	23,742	24,587	25,430	25,853	
20	18,686	19,108	19,530	19,952	20,373	20,795	21,218	21,640	22,062	22,907	23,750	24,594	25,016	
21	17,851	18,273	18,694	19,116	19,539	19,961	20,383	20,805	21,228	22,071	22,915	23,760	24,181	
22	17,015	17,437	17,860	18,282	18,704	19,127	19,549	19,970	20,391	21,236	22,081	22,924	23,346	
23	16,182	16,604	17,026	17,449	17,871	18,292	18,713	19,136	19,558	20,403	21,246	22,091	22,513	
24	15,346	15,769	16,191	16,611	17,033	17,456	17,878	18,300	18,723	19,566	20,411	21,254	21,676	
25	14,513	14,934	15,356	15,778	16,200	16,622	17,045	17,466	17,888	18,733	19,576	20,420	20,842	
26	14,098	14,520	14,942	15,365	15,786	16,208	16,631	17,053	17,474	18,318	19,162	20,007	20,429	

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  
2018-2019

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	126,920	128,968	131,016	133,063	135,111	137,159	139,207	141,254	143,302	149,446	155,589	161,733	163,781

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**

**2018-2019**

	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
1		87,567	89,421	91,276	93,132	94,986	96,841	98,695	100,550	102,406	107,969	113,534	119,099	120,954
2		76,806	78,662	80,516	82,371	84,225	86,081	87,936	89,790	91,645	97,210	102,774	108,338	110,194

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 a 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**

**2018-2019**

	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
T-1	76,806	78,661	80,515	82,370	84,224	86,080	87,935	89,788	91,643	97,208	102,771	108,335	110,190
T-2	67,332	69,186	71,042	72,896	74,750	76,604	78,460	80,315	82,169	87,733	93,298	98,861	100,715
T-3	57,860	59,715	61,570	63,424	65,278	67,133	68,989	70,843	72,697	78,262	83,825	89,389	91,244
T-4	48,386	50,240	52,096	53,950	55,805	57,660	59,514	61,369	63,223	68,787	74,351	79,915	81,769

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 a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.

Alabama Technology Network

Schedule S  
Support Personnel  
2018-2019

Schedule	Grade	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27	
S-1	1	48,702	49,652	50,602	51,551	52,502	53,452	54,401	55,351	56,301	58,201	60,100	61,999	62,949	
S-1	2	43,966	44,918	45,869	46,820	47,772	48,722	49,675	50,626	51,576	53,479	55,382	57,285	58,235	
S-2	1	43,966	44,918	45,869	46,820	47,772	48,722	49,675	50,626	51,576	53,479	55,382	57,285	58,235	
S-2	3	39,230	40,180	41,129	42,079	43,030	43,979	44,929	45,879	46,828	48,727	50,628	52,527	53,477	
S-2	4	34,491	35,442	36,394	37,345	38,296	39,248	40,198	41,150	42,102	44,004	45,907	47,809	48,760	
S-2	4	34,491	35,442	36,394	37,345	38,296	39,248	40,198	41,150	42,102	44,004	45,907	47,809	48,760	
S-3	5	25,017	25,968	26,920	27,871	28,823	29,773	30,725	31,677	32,627	34,530	36,433	38,335	39,286	

Notes:

- 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.