## Alabama Technology Network

**Schedule A**  
**Executive Director**  
**2023-2024**

<table>
<thead>
<tr>
<th>Salary Step</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>8</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
<th>27</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>142,822</td>
<td>145,128</td>
<td>147,432</td>
<td>149,736</td>
<td>152,039</td>
<td>154,344</td>
<td>156,650</td>
<td>158,953</td>
<td>161,258</td>
<td>168,170</td>
<td>175,084</td>
<td>181,998</td>
<td>184,302</td>
<td>188,911</td>
</tr>
</tbody>
</table>

**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**

**2023-2024**

<table>
<thead>
<tr>
<th>Salary Step</th>
<th>0</th>
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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>8</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
<th>27</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>98,539</td>
<td>100,625</td>
<td>102,713</td>
<td>104,801</td>
<td>106,887</td>
<td>108,975</td>
<td>111,061</td>
<td>113,149</td>
<td>115,237</td>
<td>121,497</td>
<td>127,759</td>
<td>134,022</td>
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<td>140,285</td>
</tr>
<tr>
<td>2</td>
<td>86,430</td>
<td>88,518</td>
<td>90,605</td>
<td>92,691</td>
<td>94,778</td>
<td>96,866</td>
<td>98,953</td>
<td>101,041</td>
<td>103,128</td>
<td>109,390</td>
<td>115,652</td>
<td>121,912</td>
<td>124,001</td>
<td>128,173</td>
</tr>
</tbody>
</table>

**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

#### 2023-2024

<table>
<thead>
<tr>
<th>Salary Step</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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</tr>
</thead>
<tbody>
<tr>
<td>T-1</td>
<td>86,430</td>
<td>88,517</td>
<td>90,603</td>
<td>92,690</td>
<td>94,777</td>
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<td>98,952</td>
<td>101,039</td>
<td>103,126</td>
<td>109,388</td>
<td>115,649</td>
<td>121,908</td>
<td>123,997</td>
<td>128,168</td>
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<tr>
<td>T-2</td>
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<td>77,855</td>
<td>79,944</td>
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<td>84,116</td>
<td>86,201</td>
<td>88,290</td>
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<td>111,247</td>
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<td>117,506</td>
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<tr>
<td>T-3</td>
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<td>75,544</td>
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<td>79,720</td>
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<td>T-4</td>
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<td>56,536</td>
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<td>83,668</td>
<td>89,928</td>
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</table>

**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.
<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>0</th>
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<th>25</th>
<th>30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rank</td>
<td>5</td>
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<td>3</td>
<td>2</td>
<td>1</td>
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<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

### Schedule S

Support Personnel

2023-2024

Alabama Technology Network

Completed in the position.

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.
SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2023-2024

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 12, 2023, are effective September 1, 2023, 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 2023-2024 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.