

Alabama Technology Network

Schedule A

Executive Director

2023-2024

Salary Step

0	1	2	3	4	5	6	8	10	15	20	25	27	30
142,822	145,128	147,432	149,736	152,039	154,344	156,650	158,953	161,258	168,170	175,084	181,998	184,302	188,911

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

	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	98,539	100,625	102,713	104,801	106,887	108,975	111,061	113,149	115,237	121,497	127,759	134,022	136,109	140,285
2	86,430	88,518	90,605	92,691	94,778	96,866	98,953	101,041	103,128	109,390	115,652	121,912	124,001	128,173

- 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

	Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
T-1	86,430	88,517	90,603	92,690	94,777	96,865	98,952	101,039	103,126	109,388	115,649	121,908	123,997	128,168
T-2	75,769	77,855	79,944	82,029	84,116	86,201	88,290	90,379	92,465	98,726	104,989	111,247	113,335	117,506
T-3	65,109	67,198	69,286	71,370	73,457	75,544	77,633	79,720	81,806	88,068	94,329	100,589	102,677	106,850
T-4	54,448	56,536	58,625	60,709	62,797	64,884	66,971	69,058	71,145	77,406	83,668	89,928	92,014	96,189

- Notes:**
- 1 Initial placement on the schedule at a step higher than Step O 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
2023-2024

Rank	Grade	Salary Step																													
		0	1	2	3	4	5	6	8	10	15	20	25	27	30																
S-1	1	54,805	55,874	56,942	58,009	59,080	60,148	61,216	62,286	63,355	65,494	67,630	69,767	70,836	71,904																
S-1	2	49,475	50,546	51,616	52,687	53,758	54,826	55,899	56,969	58,038	60,179	62,320	64,462	65,531	66,604																
S-2	1	49,475	50,546	51,616	52,687	53,758	54,826	55,899	56,969	58,038	60,179	62,320	64,462	65,531	66,604																
S-2	3	44,146	45,214	46,281	47,350	48,421	49,488	50,557	51,627	52,695	54,832	56,971	59,109	60,177	61,247																
S-2	4	38,813	39,883	40,954	42,025	43,095	44,165	45,235	46,305	47,376	49,517	51,659	53,799	54,869	55,939																
S-2	4	38,813	39,883	40,954	42,025	43,095	44,165	45,235	46,305	47,376	49,517	51,659	53,799	54,869	55,939																
S-3	5	28,152	29,222	30,292	31,363	32,434	33,503	34,575	35,645	36,714	38,856	40,997	43,138	44,208	45,279																

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
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.