

**Salary Step**

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>98,957</b>	<b>101,051</b>	<b>103,145</b>	<b>105,241</b>

**Notes:**

- 1 Schedule B is for Deans or Vice Presidents emp
- 2 Any proposed Schedule B employee must be ap
- 3 Initial placement on the schedule which gives cl  
experience ratio.
- 4 Advancement in steps after the initial placeme  
year by the Chancellor.
- 5 If a Schedule B employee holds an earned doct-
- 6 Colleges that employ a Vice President may pay

Alabama Community College

Schedule C

Professional Personnel

2023-2024

Rank	Salary Step							
	0	1	2	3	4	5	6	8
1	86,795	88,891	90,985	93,079	95,175	97,269	99,364	101,458
2	76,089	78,184	80,279	82,373	84,469	86,562	88,657	90,751
3	101,034	Maximum Salary						

Notes:

- 1 Initial placement on the schedule which gives credit for prior experience on the College's standard experience ratio.
- 2 Advancement in steps after the initial placement will be based on years completed. Guidelines issued each year by the Chancellor.
- 3 If a Schedule C employee holds an earned doctorate from an accredited institution, they will be placed on the appropriate C Schedule based on level of responsibility.
- 4 Positions will be placed on the appropriate C Schedule based on level of responsibility.

Rank	Salary Step	Salary Step		
		0	1	2
IV	9-Month	60,501	62,104	63,707
	Summer	18,680	19,177	19,674
	12 Month	79,181	81,281	83,381
III	9-Month	54,465	56,066	57,667
	Summer	16,813	17,309	17,805
	12 Month	71,278	73,375	75,472
II	9-Month	50,071	51,671	53,271
	Summer	15,455	15,954	16,453
	12 Month	65,526	67,625	69,724
IA	9-Month	45,676	47,276	48,876
	Summer	14,102	14,598	15,094
	12 Month	59,778	61,874	63,970
IB	9-Month	41,282	42,883	44,483
	Summer	12,746	13,244	13,742
	12 Month	54,028	56,127	58,226
IC	9-Month	41,282	42,883	44,483
	Summer	12,746	13,244	13,742
	12 Month	54,028	56,127	58,226

**Notes:**

- 1 Schedule D1 is to be used to compensate
- 2 Initial placement on the schedule which
- 3 Advancement in steps after the initial placement by the Chancellor.
- 4 Effective 2023-2024 Academic Year, advancement in steps is at the discretion of the President, who has discretion whether to advance a faculty member.
- 5 A department or division chairperson shall be placed in the highest step of the schedule for members, with the Chairperson being considered for advancement.

Rank

IV

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II

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Notes

Rank	Salary Step	Salary Step			
		0	1	2	3
II Masters	9-Month	35,700	36,375	37,050	37,725
	3-Month	11,900	12,125	12,350	12,575
	12 Month	47,600	48,500	49,400	50,300
I Bachelors	9-Month	30,675	31,125	31,800	32,250
	3-Month	10,225	10,375	10,600	10,750
	12 Month	40,900	41,500	42,400	43,300

**Notes:**

- 1 At initial placement, D-3 instructors who hold a master's degree shall be placed in the 3rd step of the 9-month schedule.
- 2 There are some D-3 instructors who are grandfathered into the 2nd step of the 9-month schedule.
- 3 Work hours and duty days shall comply with ACCS Policy 10.01.
- 4 Initial step placement which gives credit for prior experience shall be at the discretion of the instructor.
- 5 Advancement from Rank I to Rank II on this Schedule shall be at the discretion whether to allow advancement or professional development.



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Note

Rank	Salary Step	
	0	1
01	27,741	28
02	27,072	27
03	26,402	26
04	25,734	26
05	25,062	25
06	24,390	24
07	23,720	24
08	23,051	23
09	22,382	22
10	21,711	22
11	21,043	21
12	20,370	20
13	19,703	20
14	19,029	19
15	18,360	18
16	17,691	18
17	17,022	17
18	16,351	16
19	15,683	16
20	15,010	15
21	14,341	14
22	13,672	14
23	13,002	13
24	12,329	12
25	11,665	12
26	11,328	11

**Notes:**

- 1 Rank placement of the geographic area
- 2 Initial placement in the position.
- 3 Salaries shown on the base by 1300.
- 4 For purposes of the Fair Labor Standard



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Rank	Salary Step		
	0	1	2
01	38,876	39,351	39,826
02	37,934	38,410	38,884
03	36,997	37,473	37,947
04	36,055	36,530	37,004
05	35,117	35,592	36,066
06	34,180	34,656	35,129
07	33,239	33,714	34,187
08	32,300	32,775	33,250
09	31,358	31,832	32,307
10	30,419	30,896	31,371
11	29,481	29,957	30,432
12	28,543	29,016	29,493
13	27,600	28,077	28,554
14	26,664	27,139	27,615
15	25,722	26,198	26,676
16	24,785	25,261	25,737
17	23,844	24,319	24,798
18	22,907	23,382	23,859
19	21,968	22,442	22,919
20	21,027	21,502	21,979
21	20,087	20,562	21,039
22	19,146	19,622	20,099
23	18,210	18,684	19,159
24	17,269	17,745	18,219
25	16,332	16,806	17,279
26	15,864	16,339	16,811

Notes:

- 1 Rank placement of positions shall be determined by the geographic area.
- 2 Initial placement on the appropriate step shall be determined by the position.
- 3 Salaries shown on this schedule shall be multiplied by the base by 1820, and then multiplied by the applicable percentage.
- 4 For purposes of the Fair Labor Standards Act, the minimum wage may be applied to the base salary.

**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

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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

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Initial placement on all salary schedules shall give all community and technical colleges and

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

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