

**ALABAMA COMMUNITY COLLEGE SYSTEM
RECOMMENDATION FOR ACTION**

July 22, 2015

Date of Board Meeting Action

Action Item Number VIII.A.3.

Chancellor's Recommendation

Source

ACTION ITEM TITLE

**ALABAMA COMMUNITY COLLEGE SYSTEM
2015-2016 Salary Schedules**

RECOMMENDATION

It is recommended "That the Alabama Community College System Board of Trustees adopt the attached 2015-2016 salary schedules for the community and technical colleges and the Alabama Technology Network."

FISCAL CONSIDERATION

\$456 million – Current Unrestricted and Restricted Funds (approximate)

RATIONALE

The proposed 2015-2016 salary schedules provide for no cost-of-living pay increase. 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 2015-2016 salary schedules become effective September 1, 2015 for employees paid from all schedules except faculty schedules, which become effective the first day of the 2015-2016 fall term.

During the 2014-2015 fall term, there were: 25 employees on Salary Schedule A; 107 employees on Salary Schedule B; 786 employees on Salary Schedule C; 2,039 employees on Salary Schedule D; 1,867 employees on Salary Schedules E and H; and 4,846 employees on other System or local salary schedules, for a total of 9,670 employees on college salary schedules. There are approximately 1,400 employees eligible for step increases and the cost is estimated at \$2.6 million.

Code/Statute Act No. 2015-125
Policy _____

Deise Jacey 7/16/2015
Director Date

Legal Counsel Date

Vice Chancellor Date

Mark Hill 7/19/2015
Chancellor Date

Action by Board:
<input type="checkbox"/> Tabled
<input checked="" type="checkbox"/> <u>7-22-15</u> Approved
<input type="checkbox"/> Disapproved
<input type="checkbox"/> Amended (describe)
<input type="checkbox"/> Additional action required

**SALARY SCHEDULE GUIDELINES
ALABAMA COMMUNITY COLLEGE SYSTEM
2015-2016**

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 22, 2015, are effective September 1, 2015, for employees on Salary Schedules A, B, C, D-3, E, and H, and are effective for Salary Schedules D-1 and D-2 employees on the first faculty duty day of the Fall Semester as indicated on each College's 2015-2016 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 to this policy.
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 Salary Schedules B, C, and D which gives credit for prior experience outside of public education in Alabama must be approved by the Chancellor. Initial placement on Salary Schedules E and H, 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.

Please refer to the Chancellor's Memorandum #2103-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, such as the Uniform 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.
8. Instructors, counselors, and librarians employed on Salary Schedules D-1, D-2, or D-3 on full-time contracts shall work the minimum number of days required by Alabama Community College System Board of Trustees policies. Duty days and work hours for counselors and librarians shall be determined by the President of each institution, based upon the needs of the institution.
9. 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.

Schedule A
Presidents
2015-2016

Salary Step													
0	1	2	3	4	5	6	8	10	15	20	25	27	
119,062	120,983	122,903	124,824	126,745	128,665	130,586	132,507	134,427	140,189	145,951	151,713	153,634	

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.

Schedule B

Deans

2015-2016

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Salary Step													
0	1	2	3	4	5	6	8	10	15	20	25	27	
82,494	84,240	85,986	87,733	89,479	91,225	92,971	94,717	96,464	101,702	106,941	112,180	113,926	

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.

Schedule C
Professional Personnel
2015-2016

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Salary Step															
		0	1	2	3	4	5	6	8	10	15	20	25	27	
1		72,356	74,102	75,848	77,594	79,341	81,087	82,833	84,579	86,325	91,564	96,803	102,042	103,788	
2		63,431	65,177	66,923	68,669	70,416	72,162	73,908	75,654	77,401	82,639	87,878	93,117	94,863	
3	Maximum Salary		80,663												

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.

Schedule D-1

Full-time Instructors, Counselors and Librarians
2015-2016

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Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	50,437	51,771	53,105	54,439	55,774	57,108	58,442	59,777	61,111	65,114	69,117	73,120	74,454
	Summer	15,573	15,987	16,401	16,815	17,229	17,643	18,057	18,471	18,886	20,128	21,370	22,612	23,026
	12 Month	66,009	67,758	69,506	71,255	73,003	74,751	76,500	78,248	79,996	85,242	90,487	95,732	97,480
III	9-Month	45,404	46,739	48,073	49,407	50,742	52,076	53,410	54,744	56,079	59,548	63,017	66,487	67,821
	Summer	14,016	14,430	14,844	15,258	15,672	16,086	16,500	16,915	17,329	18,405	19,481	20,559	20,973
	12 Month	59,420	61,169	62,917	64,665	66,414	68,162	69,911	71,659	73,407	77,953	82,498	87,046	88,794
II	9-Month	41,741	43,075	44,409	45,744	47,078	48,412	49,746	51,081	52,415	55,084	57,752	60,421	61,755
	Summer	12,885	13,299	13,713	14,127	14,541	14,955	15,369	15,784	16,198	17,026	17,854	18,682	19,096
	12 Month	54,626	56,374	58,122	59,871	61,619	63,368	65,116	66,864	68,613	72,109	75,606	79,103	80,851
IA	9-Month	38,077	39,411	40,746	42,080	43,414	44,748	46,083	47,417	48,751	51,420	54,089	56,757	58,091
	Summer	11,756	12,170	12,584	12,998	13,412	13,827	14,241	14,655	15,069	15,897	16,725	17,553	17,967
	12 Month	49,833	51,581	53,330	55,078	56,827	58,575	60,323	62,072	63,820	67,317	70,814	74,310	76,059
IB	9-Month	34,414	35,749	37,083	38,417	39,752	41,086	42,420	43,754	45,089	47,757	50,426	53,094	54,429
	Summer	10,626	11,040	11,454	11,868	12,283	12,697	13,111	13,525	13,939	14,767	15,595	16,423	16,838
	12 Month	45,041	46,789	48,537	50,286	52,034	53,782	55,531	57,279	59,028	62,524	66,021	69,518	71,266
IC	9-Month	34,414	35,749	37,083	38,417	39,752	41,086	42,420	43,754	45,089	47,757	50,426	53,094	54,429
	Summer	10,626	11,040	11,454	11,868	12,283	12,697	13,111	13,525	13,939	14,767	15,595	16,423	16,838
	12 Month	45,041	46,789	48,537	50,286	52,034	53,782	55,531	57,279	59,028	62,524	66,021	69,518	71,266


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).
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 3. 606.05).
3. 606.05).
4. Schedule D1 is to be used to compensate full-time instructors at colleges using a 175-54 calendar.

Schedule D-2
Full-time Instructors, Counselors and Librarians
2015-2016

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Rank	Salary Step	Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
IV	9-Month	47,554	48,811	50,069	51,326	52,583	53,840	55,098	56,355	57,612	61,384	65,156	68,927	70,185
	Summer	18,452	18,942	19,432	19,922	20,412	20,902	21,393	21,883	22,373	23,843	25,313	26,783	27,273
	12 Month	66,006	67,753	69,501	71,248	72,995	74,743	76,490	78,237	79,985	85,227	90,469	95,710	97,458
III	9-Month	42,809	44,066	45,323	46,580	47,838	49,095	50,352	51,609	52,867	56,135	59,404	62,673	63,930
	Summer	16,611	17,101	17,591	18,081	18,571	19,061	19,551	20,041	20,531	21,806	23,080	24,353	24,843
	12 Month	59,419	61,167	62,914	64,661	66,408	68,156	69,903	71,650	73,398	77,941	82,484	87,026	88,774
II	9-Month	39,357	40,614	41,871	43,128	44,386	45,643	46,900	48,157	49,415	51,929	54,444	56,958	58,215
	Summer	15,270	15,760	16,250	16,740	17,230	17,720	18,210	18,700	19,190	20,171	21,151	22,131	22,621
	12 Month	54,627	56,374	58,121	59,869	61,616	63,363	65,111	66,858	68,605	72,100	75,594	79,089	80,836
IA	9-Month	35,903	37,160	38,417	39,675	40,932	42,189	43,446	44,704	45,961	48,475	50,990	53,504	54,762
	Summer	13,931	14,421	14,912	15,402	15,892	16,382	16,872	17,362	17,852	18,832	19,812	20,792	21,282
	12 Month	49,834	51,581	53,329	55,076	56,823	58,571	60,318	62,065	63,813	67,307	70,802	74,297	76,044
IB	9-Month	32,448	33,705	34,962	36,220	37,477	38,734	39,991	41,249	42,506	45,020	47,535	50,049	51,307
	Summer	12,592	13,082	13,572	14,062	14,552	15,042	15,532	16,022	16,512	17,492	18,472	19,453	19,943
	12 Month	45,040	46,787	48,534	50,281	52,029	53,776	55,523	57,271	59,018	62,513	66,007	69,502	71,249
IC	9-Month	32,448	33,705	34,962	36,220	37,477	38,734	39,991	41,249	42,506	45,020	47,535	50,049	51,307
	Summer	12,592	13,082	13,572	14,062	14,552	15,042	15,532	16,022	16,512	17,492	18,472	19,453	19,943
	12 Month	45,040	46,787	48,534	50,281	52,029	53,776	55,523	57,271	59,018	62,513	66,007	69,502	71,249

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).
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 3. 606.05).
3. 606.05).
4. Schedule D1 is to be used to compensate full-time instructors at colleges using a 165-64 calendar.

Schedule D-3

Full-Time Adult Education Teachers

2015-2016

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Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
II	9-Month	24,750	25,500	26,250	27,000	27,750	28,500	29,250	30,000	30,750	32,250	33,750	35,250	36,000
	3-Month	8,250	8,500	8,750	9,000	9,250	9,500	9,750	10,000	10,250	10,750	11,250	11,750	12,000
	12 Month	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	43,000	45,000	47,000	48,000
I	9-Month	18,000	18,750	19,500	20,250	21,000	21,750	22,500	23,250	24,000	25,500	27,000	28,500	29,250
	3-Month	6,000	6,250	6,500	6,750	7,000	7,250	7,500	7,750	8,000	8,500	9,000	9,500	9,750
	12 Month	24,000	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	34,000	36,000	38,000	39,000

Notes:

- Rank II is used for teachers with an earned master's degree or higher.
- Rank I is used for teachers with an earned bachelor's degree.

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 for the first time or those who were previously employed in adult education, but rehired following a break in employment shall meet the requirements of Ranks I and II.

- 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.
- 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.

Schedule E1 to E5
Full-Time Support Personnel 40 Hours Per Week
2015-2016

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Salary Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	45,883	46,776	47,670	48,563	49,456	50,350	51,243	52,137	53,030	54,817	56,604	58,391	59,284
E1	02	41,420	42,313	43,207	44,100	44,994	45,887	46,780	47,674	48,567	50,354	52,141	53,928	54,821
E2	02	41,420	42,313	43,207	44,100	44,994	45,887	46,780	47,674	48,567	50,354	52,141	53,928	54,821
E2	03	36,958	37,851	38,745	39,638	40,532	41,425	42,319	43,212	44,105	45,892	47,679	49,466	50,360
E3	03	36,958	37,851	38,745	39,638	40,532	41,425	42,319	43,212	44,105	45,892	47,679	49,466	50,360
E3	04	32,494	33,387	34,281	35,174	36,068	36,961	37,854	38,748	39,641	41,428	43,215	45,002	45,896
E3	05	28,032	28,925	29,819	30,712	31,606	32,499	33,393	34,286	35,179	36,966	38,753	40,540	41,434
E4	05	28,032	28,925	29,819	30,712	31,606	32,499	33,393	34,286	35,179	36,966	38,753	40,540	41,434
E4	06	23,568	24,461	25,355	26,248	27,142	28,035	28,929	29,822	30,715	32,502	34,289	36,076	36,970
E5	06	23,568	24,461	25,355	26,248	27,142	28,035	28,929	29,822	30,715	32,502	34,289	36,076	36,970
E5	07	22,678	23,571	24,464	25,358	26,251	27,145	28,038	28,932	29,825	31,612	33,399	35,186	36,079

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.

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week
2015-2016

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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	18,497	18,725	18,953	19,181	19,409	19,637	19,865	20,092	20,320	20,776	21,232	21,688	21,916
02	18,053	18,281	18,509	18,737	18,965	19,193	19,421	19,648	19,876	20,332	20,788	21,244	21,472
03	17,607	17,835	18,063	18,291	18,518	18,746	18,974	19,202	19,430	19,886	20,342	20,798	21,026
04	17,161	17,389	17,616	17,844	18,072	18,300	18,528	18,756	18,984	19,440	19,896	20,351	20,579
05	16,713	16,941	17,169	17,397	17,625	17,853	18,081	18,309	18,537	18,993	19,448	19,904	20,132
06	16,267	16,495	16,723	16,951	17,179	17,407	17,635	17,863	18,090	18,546	19,002	19,458	19,686
07	15,821	16,049	16,277	16,505	16,733	16,961	17,188	17,416	17,644	18,100	18,556	19,012	19,240
08	15,375	15,603	15,831	16,059	16,286	16,514	16,742	16,970	17,198	17,654	18,110	18,566	18,793
09	14,928	15,155	15,383	15,611	15,839	16,067	16,295	16,523	16,751	17,207	17,662	18,118	18,346
10	14,482	14,710	14,938	15,166	15,394	15,622	15,850	16,078	16,306	16,762	17,217	17,673	17,901
11	14,035	14,263	14,491	14,719	14,947	15,175	15,403	15,631	15,858	16,314	16,770	17,226	17,454
12	13,590	13,818	14,046	14,274	14,502	14,730	14,958	15,185	15,413	15,869	16,325	16,781	17,009
13	13,143	13,371	13,599	13,827	14,054	14,282	14,510	14,738	14,966	15,422	15,878	16,334	16,561
14	12,698	12,926	13,154	13,381	13,609	13,837	14,065	14,293	14,521	14,977	15,433	15,888	16,116
15	12,250	12,478	12,706	12,934	13,162	13,390	13,618	13,846	14,074	14,530	14,985	15,441	15,669
16	11,804	12,032	12,260	12,488	12,716	12,944	13,172	13,400	13,628	14,083	14,539	14,995	15,223
17	11,359	11,587	11,815	12,043	12,271	12,499	12,727	12,954	13,182	13,638	14,094	14,550	14,778
18	10,913	11,141	11,369	11,597	11,825	12,052	12,280	12,508	12,736	13,192	13,648	14,104	14,332
19	10,466	10,694	10,921	11,149	11,377	11,605	11,833	12,061	12,289	12,745	13,201	13,656	13,884
20	10,019	10,247	10,475	10,703	10,931	11,159	11,387	11,615	11,843	12,299	12,754	13,210	13,438
21	9,572	9,800	10,028	10,256	10,484	10,712	10,940	11,168	11,396	11,851	12,307	12,763	12,991
22	9,126	9,354	9,582	9,810	10,038	10,266	10,493	10,721	10,949	11,405	11,861	12,317	12,545
23	8,680	8,908	9,136	9,364	9,591	9,819	10,047	10,275	10,503	10,959	11,415	11,871	12,098
24	8,234	8,462	8,689	8,917	9,145	9,373	9,601	9,829	10,057	10,513	10,969	11,424	11,652
25	7,787	8,015	8,243	8,471	8,699	8,927	9,155	9,383	9,611	10,067	10,522	10,978	11,206
26	7,566	7,794	8,022	8,250	8,478	8,706	8,933	9,161	9,389	9,845	10,301	10,757	10,985

- 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.

Schedule H25

Part-Time Support Personnel 25-29 Hours Per Week

2015-2016

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Salary Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27
01	23,126	23,407	23,689	23,970	24,252	24,533	24,814	25,096	25,377	25,940	26,503	27,066	27,347
02	22,568	22,850	23,131	23,413	23,694	23,975	24,257	24,538	24,820	25,383	25,945	26,508	26,790
03	22,010	22,291	22,573	22,854	23,136	23,417	23,698	23,980	24,261	24,824	25,387	25,950	26,231
04	21,452	21,734	22,015	22,297	22,578	22,859	23,141	23,422	23,704	24,267	24,829	25,392	25,674
05	20,893	21,174	21,456	21,737	22,018	22,300	22,581	22,863	23,144	23,707	24,270	24,833	25,114
06	20,333	20,615	20,896	21,177	21,459	21,740	22,022	22,303	22,584	23,147	23,710	24,273	24,554
07	19,775	20,056	20,337	20,619	20,900	21,182	21,463	21,745	22,026	22,589	23,152	23,714	23,996
08	19,216	19,498	19,779	20,060	20,342	20,623	20,905	21,186	21,467	22,030	22,593	23,156	23,437
09	18,658	18,939	19,220	19,502	19,783	20,065	20,346	20,627	20,909	21,472	22,035	22,597	22,879
10	18,098	18,379	18,661	18,942	19,224	19,505	19,786	20,068	20,349	20,912	21,475	22,038	22,319
11	17,542	17,823	18,104	18,386	18,667	18,949	19,230	19,511	19,793	20,356	20,919	21,481	21,763
12	16,982	17,263	17,545	17,826	18,108	18,389	18,670	18,952	19,233	19,796	20,359	20,922	21,203
13	16,426	16,707	16,988	17,270	17,551	17,833	18,114	18,395	18,677	19,240	19,802	20,365	20,647
14	15,864	16,145	16,427	16,708	16,989	17,271	17,552	17,834	18,115	18,678	19,241	19,804	20,085
15	15,306	15,588	15,869	16,151	16,432	16,713	16,995	17,276	17,558	18,120	18,683	19,246	19,528
16	14,748	15,029	15,311	15,592	15,873	16,155	16,436	16,718	16,999	17,562	18,125	18,688	18,969
17	14,190	14,472	14,753	15,035	15,316	15,597	15,879	16,160	16,442	17,004	17,567	18,130	18,411
18	13,631	13,912	14,194	14,475	14,756	15,038	15,319	15,601	15,882	16,445	17,008	17,570	17,852
19	13,074	13,356	13,637	13,919	14,200	14,481	14,763	15,044	15,326	15,888	16,451	17,014	17,295
20	12,513	12,794	13,075	13,357	13,638	13,920	14,201	14,482	14,764	15,327	15,890	16,452	16,734
21	11,955	12,237	12,518	12,799	13,081	13,362	13,644	13,925	14,206	14,769	15,332	15,895	16,176
22	11,397	11,678	11,959	12,241	12,522	12,804	13,085	13,366	13,648	14,211	14,773	15,336	15,618
23	10,839	11,121	11,402	11,683	11,965	12,246	12,528	12,809	13,090	13,653	14,216	14,779	15,060
24	10,278	10,560	10,841	11,123	11,404	11,685	11,967	12,248	12,530	13,093	13,655	14,218	14,500
25	9,723	10,005	10,286	10,567	10,849	11,130	11,412	11,693	11,974	12,537	13,100	13,663	13,944
26	9,443	9,724	10,006	10,287	10,568	10,850	11,131	11,413	11,694	12,257	12,820	13,382	13,664

- 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 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.

Schedule H30

Part-Time Support Personnel 30-34 Hours Per Week
2015-2016

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Salary Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27
01	27,770	28,109	28,448	28,787	29,126	29,466	29,805	30,144	30,483	31,162	31,840	32,518	32,858
02	27,099	27,438	27,777	28,116	28,456	28,795	29,134	29,473	29,812	30,491	31,169	31,847	32,187
03	26,427	26,766	27,105	27,444	27,784	28,123	28,462	28,801	29,140	29,819	30,497	31,176	31,515
04	25,758	26,097	26,436	26,776	27,115	27,454	27,793	28,132	28,472	29,150	29,828	30,507	30,846
05	25,088	25,427	25,767	26,106	26,445	26,784	27,123	27,463	27,802	28,480	29,159	29,837	30,176
06	24,415	24,754	25,094	25,433	25,772	26,111	26,450	26,790	27,129	27,807	28,486	29,164	29,503
07	23,745	24,085	24,424	24,763	25,102	25,441	25,781	26,120	26,459	27,137	27,816	28,494	28,833
08	23,072	23,412	23,751	24,090	24,429	24,768	25,108	25,447	25,786	26,464	27,143	27,821	28,160
09	22,404	22,743	23,082	23,421	23,760	24,100	24,439	24,778	25,117	25,796	26,474	27,152	27,492
10	21,733	22,072	22,411	22,750	23,090	23,429	23,768	24,107	24,446	25,125	25,803	26,481	26,821
11	21,060	21,399	21,738	22,077	22,417	22,756	23,095	23,434	23,773	24,452	25,130	25,808	26,148
12	20,390	20,729	21,068	21,407	21,747	22,086	22,425	22,764	23,103	23,782	24,460	25,139	25,478
13	19,719	20,058	20,397	20,737	21,076	21,415	21,754	22,093	22,433	23,111	23,789	24,468	24,807
14	19,049	19,388	19,728	20,067	20,406	20,745	21,084	21,424	21,763	22,441	23,119	23,798	24,137
15	18,378	18,718	19,057	19,396	19,735	20,074	20,413	20,753	21,092	21,770	22,449	23,127	23,466
16	17,706	18,046	18,385	18,724	19,063	19,402	19,742	20,081	20,420	21,098	21,777	22,455	22,794
17	17,035	17,375	17,714	18,053	18,392	18,731	19,071	19,410	19,749	20,427	21,106	21,784	22,123
18	16,366	16,705	17,044	17,383	17,722	18,062	18,401	18,740	19,079	19,758	20,436	21,114	21,454
19	15,696	16,035	16,374	16,713	17,053	17,392	17,731	18,070	18,409	19,088	19,766	20,444	20,784
20	15,024	15,363	15,702	16,041	16,381	16,720	17,059	17,398	17,737	18,416	19,094	19,773	20,112
21	14,353	14,692	15,031	15,371	15,710	16,049	16,388	16,727	17,067	17,745	18,423	19,102	19,441
22	13,682	14,021	14,360	14,700	15,039	15,378	15,717	16,056	16,396	17,074	17,752	18,431	18,770
23	13,012	13,351	13,691	14,030	14,369	14,708	15,047	15,387	15,726	16,404	17,083	17,761	18,100
24	12,341	12,681	13,020	13,359	13,698	14,037	14,377	14,716	15,055	15,733	16,412	17,090	17,429
25	11,669	12,009	12,348	12,687	13,026	13,365	13,705	14,044	14,383	15,061	15,740	16,418	16,757
26	11,335	11,674	12,013	12,352	12,691	13,030	13,370	13,709	14,048	14,726	15,405	16,083	16,422

- 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.

Schedule H35

Part-Time Support Personnel 35-39 Hours Per Week
2015-2016

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Salary Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27
01	32,408	32,804	33,200	33,596	33,992	34,388	34,784	35,179	35,575	36,367	37,159	37,951	38,347
02	31,624	32,020	32,416	32,812	33,207	33,603	33,999	34,395	34,791	35,583	36,375	37,166	37,562
03	30,842	31,238	31,633	32,029	32,425	32,821	33,217	33,613	34,009	34,801	35,592	36,384	36,780
04	30,057	30,453	30,849	31,245	31,641	32,037	32,433	32,829	33,225	34,016	34,808	35,600	35,996
05	29,275	29,671	30,067	30,463	30,859	31,255	31,651	32,047	32,442	33,234	34,026	34,818	35,214
06	28,493	28,889	29,285	29,681	30,077	30,473	30,868	31,264	31,660	32,452	33,244	34,036	34,432
07	27,710	28,106	28,502	28,897	29,293	29,689	30,085	30,481	30,877	31,669	32,461	33,252	33,648
08	26,927	27,322	27,718	28,114	28,510	28,906	29,302	29,698	30,094	30,886	31,677	32,469	32,865
09	26,141	26,537	26,933	27,329	27,725	28,121	28,517	28,912	29,308	30,100	30,892	31,684	32,080
10	25,360	25,756	26,152	26,548	26,944	27,340	27,735	28,131	28,527	29,319	30,111	30,903	31,299
11	24,577	24,973	25,369	25,765	26,160	26,556	26,952	27,348	27,744	28,536	29,328	30,119	30,515
12	23,794	24,189	24,585	24,981	25,377	25,773	26,169	26,565	26,961	27,753	28,544	29,336	29,732
13	23,009	23,405	23,801	24,197	24,593	24,989	25,385	25,781	26,176	26,968	27,760	28,552	28,948
14	22,228	22,624	23,020	23,416	23,812	24,208	24,604	24,999	25,395	26,187	26,979	27,771	28,167
15	21,443	21,839	22,235	22,631	23,026	23,422	23,818	24,214	24,610	25,402	26,194	26,985	27,381
16	20,662	21,058	21,454	21,849	22,245	22,641	23,037	23,433	23,829	24,621	25,413	26,204	26,600
17	19,877	20,273	20,669	21,065	21,461	21,857	22,253	22,649	23,045	23,836	24,628	25,420	25,816
18	19,096	19,492	19,888	20,284	20,680	21,076	21,472	21,868	22,263	23,055	23,847	24,639	25,035
19	18,313	18,709	19,105	19,501	19,897	20,293	20,688	21,084	21,480	22,272	23,064	23,856	24,252
20	17,529	17,925	18,321	18,716	19,112	19,508	19,904	20,300	20,696	21,488	22,280	23,071	23,467
21	16,746	17,141	17,537	17,933	18,329	18,725	19,121	19,517	19,913	20,705	21,496	22,288	22,684
22	15,962	16,358	16,754	17,150	17,546	17,942	18,338	18,734	19,129	19,921	20,713	21,505	21,901
23	15,180	15,576	15,972	16,368	16,764	17,160	17,555	17,951	18,347	19,139	19,931	20,723	21,119
24	14,396	14,792	15,188	15,583	15,979	16,375	16,771	17,167	17,563	18,355	19,147	19,938	20,334
25	13,614	14,010	14,405	14,801	15,197	15,593	15,989	16,385	16,781	17,573	18,364	19,156	19,552
26	13,225	13,621	14,017	14,413	14,809	15,205	15,601	15,997	16,392	17,184	17,976	18,768	19,164

- 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 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.
- 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
2015-2016**

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Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	119,062	120,983	122,904	124,825	126,746	128,667	130,588	132,509	134,430	140,193	145,956	151,719	153,640

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
2015-2016**

Action Item _____

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	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	82,145	83,885	85,625	87,365	89,105	90,845	92,585	94,325	96,065	101,285	106,505	111,725	113,465
2	72,051	73,791	75,531	77,271	79,011	80,751	82,491	84,231	85,971	91,191	96,411	101,631	103,371

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
2015-2016**

Action Item _____

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Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
T-1	72,051	73,790	75,530	77,270	79,010	80,750	82,490	84,229	85,969	91,189	96,408	101,628	103,367
T-2	63,163	64,903	66,643	68,383	70,122	71,862	73,602	75,342	77,082	82,301	87,521	92,740	94,480
T-3	54,278	56,018	57,758	59,497	61,237	62,977	64,717	66,457	68,196	73,416	78,635	83,855	85,595
T-4	45,390	47,130	48,870	50,610	52,350	54,090	55,829	57,569	59,309	64,528	69,748	74,967	76,707

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
2015-2016**

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		Salary Step 												
Schedule	Grade	0	1	2	3	4	5	6	8	10	15	20	25	27
S-1	1	45,687	46,578	47,469	48,360	49,251	50,142	51,033	51,924	52,815	54,597	56,379	58,161	59,052
S-1	2	41,244	42,137	43,029	43,921	44,814	45,706	46,599	47,491	48,383	50,168	51,953	53,738	54,630
S-2	1	41,244	42,137	43,029	43,921	44,814	45,706	46,599	47,491	48,383	50,168	51,953	53,738	54,630
S-2	3	36,801	37,692	38,583	39,474	40,365	41,256	42,147	43,038	43,929	45,711	47,493	49,275	50,166
S-2	4	32,356	33,248	34,140	35,033	35,925	36,818	37,710	38,602	39,495	41,280	43,064	44,849	45,741
S-2	4	32,356	33,248	34,140	35,033	35,925	36,818	37,710	38,602	39,495	41,280	43,064	44,849	45,741
S-3	5	23,468	24,361	25,253	26,145	27,038	27,930	28,823	29,715	30,607	32,392	34,177	35,962	36,854

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.