SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2025-2026

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 9, 2025, are effective September 1, 2025, 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 2025-2026 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.

Alabama Community College System

Schedule B

Deans (Plus)

2025-2026

Salary Step →	0	1	2	3	4	5	6	8	10	15	20	25	27	30
	100,936	103,072	105,208	107,346	109,482	111,620	113,754	115,892	118,029	124,438	130,848	137,258	139,395	143,669

Notes:

1. Schedule B is for Deans or Vice Presidents employed at a College.
2. Any proposed Schedule B employee must be approved in writing by the Chancellor prior to offering the position to the candidate.
3. Initial placement on the scheule whch gives credit for prior expereince outside of public education in Alabama must be based on the College's standard experience ratio.
4. Advancement in steps after the initial placement will be based on years completed in the positoin and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
5. If a Schedule B employee holds an earned doctorate from an accredited instituition, add $2,000 per annum to base, prorated monthly.
6. 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

2025-2026

	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	88,531	90,669	92,805	94,941	97,079	99,214	101,351	103,486	105,623	112,035	118,444	124,855	126,992	131,266
2	77,611	79,748	81,885	84,020	86,158	88,293	90,430	92,566	94,704	101,115	107,524	113,935	116,070	120,346
3	103,055													

Notes:

1. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the College's standard experience ratio.
2. Advancement in steps after initial placement will be based on years completed in the position and as determmined by the Salary Schedule Guidelines issued each year by the Chancellor.
3. If a Schedule C employee holds an earned doctorate from an acredited institution, add $2,000 per annum to salary prorated monthly.
4. Positions will be placed on the appropriate C Schedule based on level of responsibility at the institution.

Alabama Community College System

Schedule D-1

Full-time Instructors, Counselors and Librarians

2025-2026

Rank		Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9-Month	61,711	63,346	64,976	66,608	68,243	69,874	71,509	73,140	74,772	79,671	84,569	89,466	91,099	94,363
	Summer	19,054	19,561	20,067	20,575	21,080	21,587	22,093	22,601	23,107	24,626	26,149	27,666	28,175	29,184
	12 Month	80,765	82,907	85,043	87,183	89,323	91,461	93,602	95,741	97,879	104,297	110,718	117,132	119,274	123,547
III	9-Month	55,554	57,187	58,820	60,453	62,086	63,719	65,349	66,982	68,615	72,860	77,104	81,350	82,983	85,596
	Summer	17,149	17,655	18,162	18,669	19,175	19,682	20,189	20,697	21,204	22,521	23,836	25,156	25,661	26,476
	12 Month	72,703	74,842	76,982	79,122	81,261	83,401	85,538	87,679	89,819	95,381	100,940	106,506	108,644	112,072
II	9-Month	51,072	52,704	54,338	55,970	57,601	59,234	60,866	62,501	64,134	67,399	70,664	73,929	75,561	77,194
	Summer	15,764	16,273	16,780	17,284	17,792	18,299	18,806	19,312	19,820	20,832	21,845	22,858	23,365	23,871
	12 Month	66,836	68,977	71,118	73,254	75,393	77,533	79,672	81,813	83,954	88,231	92,509	96,787	98,926	101,065
IA	9-Month	46,590	48,222	49,854	51,487	53,121	54,752	56,385	58,018	59,651	62,916	66,181	69,445	71,078	72,709
	Summer	14,384	14,890	15,397	15,904	16,410	16,919	17,425	17,932	18,439	19,450	20,464	21,476	21,984	22,488
	12 Month	60,974	63,112	65,251	67,391	69,531	71,671	73,810	75,950	78,090	82,366	86,645	90,921	93,062	95,197
IB	9-Month	42,108	43,741	45,372	47,007	48,639	50,270	51,905	53,536	55,171	58,433	61,699	64,964	66,597	68,229
	Summer	13,001	13,509	14,014	14,522	15,029	15,536	16,042	16,550	17,054	18,068	19,081	20,094	20,603	21,107
	12 Month	55,109	57,250	59,386	61,529	63,668	65,806	67,947	70,086	72,225	76,501	80,780	85,058	87,200	89,336
IC	9-Month	42,108	43,741	45,372	47,007	48,639	50,270	51,905	53,536	55,171	58,433	61,699	64,964	66,597	68,229
	Summer	13,001	13,509	14,014	14,522	15,029	15,536	16,042	16,550	17,054	18,068	19,081	20,094	20,603	21,107
	12 Month	55,109	57,250	59,386	61,529	63,668	65,806	67,947	70,086	72,225	76,501	80,780	85,058	87,200	89,336

Notes:

1. Schedule D1 is to be used to compensate full-time instructors at colleges using the number of instructional and non-instructional days as indicated by the college.
2. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the college's standard experience ratio.
3. Advancement in steps after initial placement will be based on years completed in the positon and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
4. Effective 2023-2024 Academic Year, advancement in Rank on this Schedule can only be accomplished through a professional educational growth plan in writing signed by the President, who has discretion whether to sign based on the individual needs of the college.
5. 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)
6. 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 606.05).

Alabama Community College System

Schedule D-2

Full-time Instructors, Counselors and Librarians

2025-2026

Rank		Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9-Month	58,185	59,722	61,263	62,800	64,337	65,876	67,415	68,953	70,491	75,107	79,721	84,336	85,876	88,950
	Summer	22,578	23,178	23,776	24,376	24,975	25,573	26,175	26,775	27,375	29,175	30,971	32,770	33,371	34,568
	12 Month	80,763	82,900	85,039	87,176	89,312	91,449	93,590	95,728	97,866	104,282	110,692	117,106	119,247	123,518
III	9-Month	52,378	53,917	55,455	56,994	58,534	60,071	61,608	63,146	64,685	68,685	72,684	76,685	78,223	80,685
	Summer	20,324	20,924	21,524	22,306	22,724	23,322	23,922	24,522	25,121	26,681	28,240	29,797	30,397	31,355
	12 Month	72,702	74,841	76,979	79,300	81,258	83,393	85,530	87,668	89,806	95,366	100,924	106,482	108,620	112,040
II	9-Month	48,154	49,694	51,232	52,769	54,309	55,848	57,384	58,922	60,463	63,537	66,617	69,692	71,230	72,766
	Summer	18,683	19,283	19,883	20,483	21,081	21,683	22,280	22,881	23,480	24,679	25,880	27,079	27,679	28,278
	12 Month	66,837	68,977	71,115	73,252	75,390	77,531	79,664	81,803	83,943	88,216	92,497	96,771	98,909	101,044
IA	9-Month	43,928	45,467	47,007	48,546	50,082	51,620	53,159	54,696	56,236	59,312	62,389	65,464	67,004	68,538
	Summer	17,044	17,645	18,247	18,846	19,445	20,044	20,644	21,242	21,842	23,043	24,240	25,442	26,040	26,643
	12 Month	60,972	63,112	65,254	67,392	69,527	71,664	73,803	75,938	78,078	82,355	86,629	90,906	93,044	95,181
IB	9-Month	39,702	41,240	42,777	44,317	45,854	47,393	48,932	50,471	52,008	55,085	58,161	61,238	62,778	64,314
	Summer	15,407	16,007	16,607	17,206	17,804	18,405	19,004	19,604	20,202	21,403	22,603	23,802	24,401	25,000
	12 Month	55,109	57,247	59,384	61,523	63,658	65,798	67,936	70,075	72,210	76,488	80,764	85,040	87,179	89,314
IC	9-Month	39,702	41,240	42,777	44,317	45,854	47,393	48,932	50,471	52,008	55,085	58,161	61,238	62,778	64,314
	Summer	15,407	16,007	16,607	17,206	17,804	18,405	19,004	19,604	20,202	21,403	22,603	23,802	24,401	25,000
	12 Month	55,109	57,247	59,384	61,523	63,658	65,798	67,936	70,075	72,210	76,488	80,764	85,040	87,179	89,314

Notes:

1. Schedule D2 is to be used to compensate full-time instructors at colleges using the numbers of instructional and non-instructional days as indicated by the college.
2. Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the College's standard experience ratio.
3. Advancement in steps after initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Ch
4. Effective 2023-2024 Academic Year, advancement in Rank on this Schedule can only be accomplished through a professional educational growth plan in writing signed by the President, who has discretion whether to sign based on the individual needs of the college.
5. 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).
6. 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 606.05).

Alabama Community College System

Schedule D-3

Full-Time Adult Education Teachers

2025-2026

		Salary Step →													
Rank		0	1	2	3	4	5	6	8	10	15	20	25	27	30
II	9-Month	36,414	37,103	37,791	38,480	39,092	40,163	40,928	42,075	43,223	45,063	47,316	49,681	50,674	52,194
	3-Month	12,138	12,368	12,597	12,827	13,031	13,388	13,643	14,025	14,408	15,021	15,771	16,560	16,891	17,397
Masters	12 Month	48,552	49,471	50,388	51,307	52,123	53,551	54,571	56,100	57,631	60,084	63,087	66,241	67,565	69,591
I	9-Month	31,289	31,748	32,436	33,125	33,737	34,808	35,573	36,720	37,868	39,708	41,693	43,777	44,653	45,992
	3-Month	10,430	10,583	10,812	11,042	11,246	11,603	11,858	12,240	12,623	13,236	13,898	14,592	14,884	15,331
Bachelors	12 Month	41,719	42,331	43,248	44,167	44,983	46,411	47,431	48,960	50,491	52,944	55,591	58,369	59,537	61,323

Notes:

1. At initial placement, D-3 instructors who hold a master's degree will be placed on Rank II and those who hold a bachelor's degree will be placed at Rank I.
2. There are some D-3 instructors who are grandfathered from the minimum degree qualification if they were employed from June 30, 2008, or before.
3. Work hours and duty days shall comply with ACCS Policy & Procedure 608.02.
4. Initial step placement which gives credit for prior experience outside of public education in Alabama shall be based on the College's local experience ratio.
5. Advancement from Rank I to Rank II on this Schedule can be accomplished only through a professional educational growth plan in writing signed by the President, who has discretion whether to allow advancement or professional plans based on the individual needs of the College.

Alabama Community College System

Schedule E1 to E5

Full-Time Support Personnel 40 Hours Per Week

2025-2026

Salary Schedul	Grade	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
E1	01	56,139	57,233	58,327	59,421	60,513	61,605	62,698	63,792	64,885	67,070	69,258	71,445	72,536	73,632
E1	02	50,680	51,772	52,865	53,959	55,053	56,145	57,237	58,332	59,425	61,610	63,797	65,983	67,077	68,169
E2	02	50,680	51,772	52,865	53,959	55,053	56,145	57,237	58,332	59,425	61,610	63,797	65,983	67,077	68,169
E2	03	45,220	46,312	47,407	48,500	49,592	50,686	51,778	52,873	53,965	56,152	58,338	60,524	61,618	62,710
E3	03	45,220	46,312	47,407	48,500	49,592	50,686	51,778	52,873	53,965	56,152	58,338	60,524	61,618	62,710
E3	04	39,759	40,850	41,944	43,038	44,131	45,224	46,315	47,410	48,503	50,689	52,877	55,064	56,157	57,251
E4	04	39,759	40,850	41,944	43,038	44,131	45,224	46,315	47,410	48,503	50,689	52,877	55,064	56,157	57,251
E4	05	34,298	35,390	36,484	37,578	38,672	39,765	40,857	41,950	43,043	45,230	47,417	49,605	50,697	51,793
E5	05	34,298	35,390	36,484	37,578	38,672	39,765	40,857	41,950	43,043	45,230	47,417	49,605	50,697	51,793
E5	06	28,836	29,928	31,022	32,115	33,210	34,302	35,396	36,488	37,582	39,768	41,956	44,142	45,235	46,327

Notes:

1. Initial placement on the appropriate schedule will be determined by the President based upon Salary Schedule Guidelines issued by the Chancellor.
2. Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
3. Advancement, if any, within a level is based on local policy and practice as determined by the President.
4. Beginning at the 2023-2024 Academic Year, current E3-05,E4-06, and E5-07 employees shall be placed on this Schedule as follows:

   E3-05 employees shall be placed at the same Grade 5, specifically E4-05 on this Schedule (with President discretion to place at E4-04 or E3-04, when consistent with position in accordance with local policy or practice):
   E4-06 employees shall be placed at the same Grade 6, specifically E5-06 on this Schedule (with President discretion to place E5-05 when consistent with positon in accordance with local policy or practice);
   E5-07 employees cannot be placed at the same grade because Grade 7 was eliminated, so they shall be placed at E5-06 on this Schedule.

Alabama Community College System

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week

2025-2026

Salary Rank	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	22,633	22,910	23,190	23,469	23,749	24,026	24,307	24,585	24,863	25,421	25,977	26,537	26,817	27,097
02	22,089	22,367	22,645	22,925	23,206	23,483	23,763	24,041	24,321	24,878	25,436	25,994	26,272	26,552
03	21,542	21,821	22,102	22,381	22,659	22,931	23,215	23,496	23,773	24,331	24,889	25,448	25,727	26,007
04	20,998	21,277	21,555	21,834	22,113	22,391	22,671	22,949	23,228	23,785	24,343	24,901	25,179	25,459
05	20,451	20,727	21,008	21,286	21,566	21,844	22,123	22,402	22,680	23,240	23,796	24,354	24,632	24,911
06	19,905	20,183	20,461	20,742	21,020	21,298	21,578	21,857	22,133	22,692	23,249	23,808	24,085	24,367
07	19,359	19,636	19,916	20,195	20,473	20,752	21,030	21,311	21,588	22,147	22,702	23,262	23,542	23,822
08	18,812	19,091	19,370	19,649	19,926	20,205	20,485	20,764	21,043	21,601	22,158	22,718	22,995	22,278
09	18,265	18,542	18,822	19,101	19,380	19,659	19,938	20,217	20,496	21,054	21,610	22,170	22,448	22,730
10	17,720	17,997	18,277	18,557	18,834	19,114	19,393	19,673	19,952	20,509	21,067	21,625	21,902	22,183
11	17,172	17,451	17,731	18,010	18,289	18,567	18,847	19,125	19,402	19,962	20,519	21,077	21,356	21,635
12	16,628	16,907	17,185	17,466	17,744	18,022	18,303	18,579	18,860	19,418	19,974	20,533	20,810	21,092
13	16,080	16,361	16,640	16,919	17,196	17,475	17,753	18,034	18,312	18,871	19,427	19,985	20,263	20,818
14	15,536	15,816	16,095	16,373	16,652	16,930	17,210	17,489	17,768	18,324	18,882	19,440	19,719	19,998
15	14,988	15,266	15,547	15,824	16,104	16,384	16,663	16,941	17,221	17,779	18,335	18,891	19,172	19,448
16	14,442	14,722	15,001	15,282	15,559	15,839	16,117	16,394	16,674	17,230	17,790	18,347	18,627	18,904
17	13,896	14,177	14,456	14,736	15,014	15,293	15,572	15,850	16,128	16,688	17,246	17,802	18,082	18,358
18	13,354	13,632	13,911	14,191	14,468	14,745	15,025	15,303	15,583	16,143	16,699	17,257	17,536	17,815
19	12,805	13,086	13,363	13,640	13,921	14,199	14,478	14,757	15,038	15,594	16,153	16,709	16,988	17,265
20	12,259	12,537	12,816	13,095	13,373	13,653	13,932	14,212	14,492	15,048	15,606	16,162	16,442	16,718
21	11,712	11,991	12,271	12,548	12,828	13,108	13,385	13,665	13,943	14,500	15,058	15,616	15,897	16,174
22	11,166	11,444	11,723	12,003	12,283	12,561	12,840	13,118	13,398	13,955	14,512	15,071	15,349	15,629
23	10,620	10,901	11,179	11,458	11,736	12,015	12,292	12,573	12,851	13,409	13,968	14,525	14,803	15,082
24	10,075	10,354	10,632	10,911	11,190	11,469	11,747	12,027	12,305	12,863	13,421	13,978	14,257	14,535
25	9,526	9,808	10,086	10,364	10,644	10,923	11,201	11,480	11,760	12,318	12,875	13,431	13,711	13,987
26	9,529	9,537	9,816	10,095	10,371	10,652	10,929	11,208	11,488	12,046	12,603	13,163	13,441	13,723

Notes:

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

2025-2026

Rank	Salary Step → 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	28,296	28,641	28,985	29,328	29,674	30,018	30,361	30,706	31,051	31,738	32,428	33,117	33,460	33,807
02	27,613	27,958	28,301	28,648	28,990	29,334	29,680	30,024	30,368	31,057	31,745	32,433	32,780	33,120
03	26,930	27,275	27,621	27,963	28,309	28,653	28,995	29,340	29,684	30,373	31,061	31,752	32,094	32,442
04	26,249	26,592	26,937	27,282	27,626	27,969	28,315	28,658	29,004	29,693	30,381	31,069	31,414	31,758
05	25,563	25,909	26,254	26,595	26,940	27,286	27,629	27,975	28,318	29,007	29,696	30,385	30,730	31,073
06	24,878	25,224	25,566	25,912	26,257	26,600	26,945	27,290	27,633	28,321	29,010	29,699	30,043	30,389
07	24,194	24,539	24,883	25,229	25,571	25,917	26,262	26,606	26,949	27,639	28,327	29,017	29,360	29,706
08	23,512	23,857	24,201	24,544	24,889	25,233	25,580	25,921	26,266	26,954	27,643	28,332	28,675	29,020
09	22,830	23,173	23,517	23,862	24,206	24,552	24,895	25,238	25,585	26,272	26,962	27,650	27,994	28,339
10	22,145	22,488	22,833	23,178	23,522	23,847	24,209	24,555	24,898	25,588	26,275	26,966	27,309	27,656
11	21,464	21,807	22,151	22,496	22,840	23,186	23,528	23,873	24,219	24,906	25,596	26,283	26,629	26,971
12	20,777	21,123	21,468	21,810	22,156	22,501	22,843	23,189	23,531	24,222	24,909	25,599	25,943	26,288
13	20,097	20,441	20,787	21,130	21,474	21,819	22,164	22,507	22,852	23,542	24,229	24,919	25,263	25,608
14	19,410	19,754	20,098	20,442	20,788	21,131	21,475	21,820	22,165	22,853	23,543	24,231	24,573	24,920
15	18,727	19,074	19,418	19,763	20,104	20,451	20,796	21,137	21,483	22,172	22,859	23,550	23,894	24,240
16	18,045	18,390	18,733	19,078	19,422	19,767	20,109	20,456	20,800	21,487	22,177	22,866	23,210	23,556
17	17,362	17,707	18,051	18,396	18,740	19,085	19,428	19,772	20,120	20,805	21,495	22,182	22,527	22,868
18	16,678	17,021	17,368	17,710	18,054	18,400	18,744	19,089	19,432	20,123	20,809	21,499	21,842	22,188
19	15,997	16,340	16,685	17,032	17,374	17,718	18,064	18,407	18,751	19,440	20,129	20,817	21,161	21,506
20	15,310	15,656	15,999	16,342	16,688	17,033	17,376	17,720	18,065	18,755	19,443	20,131	20,475	20,818
21	14,628	14,972	15,316	15,661	16,006	16,348	16,695	17,039	17,382	18,070	18,761	19,448	19,794	20,136
22	13,945	14,289	14,632	14,978	15,322	15,666	16,010	16,355	16,699	17,387	18,075	18,765	19,109	19,454
23	13,262	13,608	13,951	14,294	14,639	14,984	15,330	15,671	16,016	16,706	17,394	18,083	18,426	18,771
24	12,576	12,920	13,264	13,610	13,954	14,297	14,641	14,986	15,332	16,019	16,708	17,396	17,742	18,085
25	11,898	12,242	12,585	12,931	13,275	13,618	13,963	14,308	14,652	15,340	16,029	16,718	17,063	17,406
26	11,555	11,899	12,243	12,586	12,932	13,276	13,619	13,965	14,309	14,997	15,687	16,374	16,719	17,062

Notes:

1. Rank placement or positions shall be based on level or required training, level and extent or 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 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.
4. For purposes of the Fair Labor Standards Act, the 'normal" work week is forty (40) hours per week. Any employee, regardless or 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

2025-2026

Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	33,977	34,392	34,809	35,221	35,637	36,053	36,468	36,882	37,298	38,129	38,959	39,788	40,203	40,617
02	33,158	33,571	33,985	34,402	34,817	35,252	35,646	36,062	36,475	37,308	38,137	38,967	39,382	39,797
03	32,335	32,750	33,165	33,580	33,996	34,410	34,824	35,240	35,655	36,484	37,314	38,145	38,561	38,976
04	31,516	31,932	32,345	32,762	33,177	33,593	34,007	34,421	34,837	35,667	36,497	37,327	37,742	38,157
05	30,697	31,111	31,528	31,942	32,357	32,771	33,187	33,603	34,017	34,845	35,678	36,508	36,923	37,338
06	29,873	30,289	30,703	31,117	31,533	31,947	32,363	32,780	33,194	34,024	34,855	35,685	36,098	36,514
07	29,052	29,468	29,884	30,299	30,713	31,128	31,544	31,959	32,374	33,203	34,034	34,865	35,278	35,695
08	28,232	28,646	29,062	29,476	29,891	30,305	30,722	31,137	31,549	32,380	33,211	34,039	34,455	34,868
09	27,413	27,828	28,242	28,657	29,072	29,488	29,902	30,317	30,733	31,564	32,392	33,222	33,640	34,053
10	26,591	27,006	27,422	27,836	28,252	28,666	29,081	29,496	29,912	30,741	31,571	32,401	32,817	33,232
11	25,768	26,181	26,598	27,013	27,429	27,843	28,258	28,672	29,087	29,919	30,748	31,576	31,994	32,404
12	24,948	25,364	25,778	26,194	26,609	27,023	27,437	27,854	28,267	29,098	29,927	30,759	31,172	31,591
13	24,128	24,542	24,957	25,373	25,788	26,204	26,618	27,032	27,448	28,276	29,108	29,939	30,352	30,770
14	23,307	23,723	24,137	24,554	24,968	25,383	25,797	26,214	26,629	27,458	28,289	29,119	29,533	29,949
15	22,486	22,903	23,317	23,731	24,146	24,562	24,977	25,393	25,807	26,637	27,468	28,297	28,712	29,126
16	21,664	22,079	22,495	22,909	23,325	23,738	24,156	24,569	24,986	25,815	26,645	27,475	27,890	28,304
17	20,842	21,260	21,675	22,089	22,504	22,918	23,336	23,750	24,164	24,993	25,824	26,653	27,069	27,481
18	20,025	20,439	20,855	21,268	21,685	22,099	22,514	22,931	23,345	24,175	25,003	25,835	26,251	26,666
19	19,205	19,620	20,035	20,451	20,864	21,281	21,694	22,111	22,525	23,355	24,185	25,016	25,430	25,846
20	18,383	18,798	19,212	19,628	20,042	20,458	20,872	21,287	21,701	22,533	23,362	24,192	24,609	25,023
21	17,561	17,978	18,392	18,808	19,222	19,636	20,051	20,466	20,882	21,712	22,542	23,373	23,786	24,205
22	16,740	17,156	17,568	17,987	18,401	18,817	19,232	19,645	20,062	20,892	21,722	22,552	22,965	23,282
23	15,920	16,335	16,752	17,167	17,583	17,995	18,412	18,826	19,242	20,072	20,902	21,731	22,147	22,560
24	15,099	15,516	15,931	16,344	16,761	17,175	17,591	18,007	18,420	19,250	20,081	20,911	21,324	21,741
25	14,277	14,692	15,109	15,522	15,938	16,354	16,768	17,183	17,598	18,427	19,259	20,089	20,504	20,919
26	13,869	14,285	14,698	15,114	15,528	15,943	16,359	16,773	17,187	18,018	18,850	19,678	20,093	20,506

Notes:

1. Rank placement of positions shall be based on level of required training, level and extent or 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 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.
4. For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless or 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

2025-2026

Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	27	30
01	39,654	40,138	40,623	41,108	41,593	42,075	42,558	43,043	43,529	44,498	45,465	46,436	46,920	47,406
02	38,693	39,178	39,663	40,147	40,630	41,115	41,601	42,085	42,570	43,537	44,508	45,475	45,960	46,442
03	37,737	38,222	38,704	39,189	39,675	40,158	40,644	41,127	41,611	42,582	43,549	44,518	45,002	45,487
04	36,776	37,261	37,745	38,230	38,715	39,199	39,683	40,169	40,654	41,620	42,589	43,558	44,044	44,527
05	35,819	36,304	36,789	37,274	37,757	38,243	38,727	39,212	39,694	40,663	41,632	42,602	43,088	43,572
06	34,864	35,349	35,832	36,317	36,800	37,285	37,769	38,253	38,738	39,708	40,677	41,646	42,128	42,615
07	33,904	34,388	34,873	35,357	35,843	36,326	36,811	37,296	37,781	38,748	39,718	40,686	41,170	41,654
08	32,946	33,431	33,916	34,400	34,884	35,370	35,852	36,336	36,821	37,790	38,759	39,728	40,214	40,697
09	31,985	32,469	32,952	33,439	33,923	34,408	34,892	35,376	35,860	36,828	37,798	38,767	39,252	39,736
10	31,027	31,514	31,998	32,483	32,968	33,453	33,935	34,419	34,904	35,873	36,842	37,811	38,297	38,780
11	30,071	30,556	31,043	31,525	32,007	32,492	32,978	33,461	33,947	34,916	35,886	36,852	37,337	37,818
12	29,114	29,596	30,080	30,566	31,051	31,534	32,020	32,505	32,989	33,957	34,925	35,894	36,378	36,863
13	28,152	28,639	29,123	29,608	30,090	30,577	31,059	31,544	32,028	32,895	33,967	34,934	35,420	35,901
14	27,197	27,682	28,166	28,651	29,134	29,619	30,105	30,588	31,072	32,042	33,009	33,877	34,465	34,949
15	26,236	26,722	27,205	27,690	28,175	28,658	29,142	29,629	30,111	31,079	32,050	33,018	33,503	33,986
16	25,281	25,766	26,251	26,733	27,218	27,703	28,187	28,671	29,156	30,126	31,097	32,061	32,547	33,025
17	24,321	24,805	25,289	25,774	26,259	26,743	27,228	27,712	28,197	29,165	30,133	31,104	31,587	32,075
18	23,365	23,850	24,335	24,818	25,303	25,788	26,272	26,757	27,241	28,208	29,179	30,149	30,631	31,119
19	22,407	22,891	23,376	23,861	24,344	24,830	25,314	25,797	26,281	27,251	28,219	29,188	29,674	30,157
20	21,509	21,932	22,417	22,901	23,385	23,869	24,354	24,838	25,323	26,292	27,261	28,231	28,713	29,201
21	20,489	20,973	21,457	21,942	22,427	22,910	23,396	23,880	24,366	25,334	26,303	27,271	27,755	28,239
22	19,529	20,014	20,499	20,983	21,469	21,954	22,439	22,921	23,405	24,314	25,344	26,313	26,797	27,282
23	18,574	19,058	19,542	20,028	20,512	20,996	21,479	21,964	22,449	23,418	24,387	25,356	25,841	26,325
24	17,614	18,100	18,584	19,067	19,550	20,036	20,520	21,006	21,489	22,458	23,427	24,395	24,880	25,363
25	16,659	17,142	17,626	18,109	18,594	19,079	19,565	20,047	20,533	21,502	22,470	23,439	23,923	24,408
26	16,181	16,666	17,151	17,637	18,118	18,604	19,089	19,574	20,056	21,025	21,994	22,963	23,449	23,932

Notes:

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 or 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 or 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.