

**SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2026-2027**

1. The Alabama Community College System Salary Schedules adopted by the Alabama Community College System Board of Trustees at its meeting on July 8, 2026, are effective September 1, 2026, 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 2026-2027 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 Technology Network

Schedule A

Executive Director

2026-2027

Salary Step															
	0	1	2	3	4	5	6	8	10	15	20	25	27	30	
	151,505	153,952	156,396	158,840	161,283	163,728	166,174	168,617	171,062	178,394	185,729	193,064	195,508	200,397	

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

2026-2027

Salary Step														
	0	1	2	3	4	5	6	8	10	15	20	25	27	30
1	104,530	106,744	108,958	111,173	115,608	115,601	117,813	120,028	122,244	128,884	135,527	142,170	144,289	150,060
2	91,685	93,900	96,114	98,327	102,512	102,755	104,969	107,184	107,184	116,041	122,684	129,324	131,540	135,965

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 S

Support Personnel

2026-2027

		Salary Step 													
Schedule	Grade	0	1	2	3	4	5	6	8	10	15	20	25	27	30
S-1	1	58,137	59,271	60,404	61,536	62,672	63,805	64,938	66,073	67,207	69,476	72,782	74,008	75,143	76,276
S-1	2	52,484	53,619	54,754	55,891	57,026	58,160	59,298	60,432	61,567	63,838	66,109	68,381	69,516	70,653
S-2	1	52,484	53,619	54,754	55,891	57,026	58,160	59,298	60,432	61,567	63,838	66,109	68,831	69,516	70,653
S-2	3	46,830	47,963	49,095	50,229	51,365	52,497	53,631	54,766	55,899	58,166	60,434	62,703	63,836	64,971
S-2	4	41,173	42,308	43,444	44,581	45,715	46,850	47,986	49,120	50,257	50,257	54,800	57,070	58,205	59,340
S-2	4	41,173	42,308	43,444	44,581	45,715	46,850	47,986	49,120	50,257	50,257	54,800	57,070	58,205	59,340
S-3	5	29,864	30,998	32,134	33,270	34,406	35,540	36,678	37,812	38,946	38,946	43,490	45,761	46,896	48,032

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 guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the position.

Alabama Technology Network

Schedule T

Technical & Professional Staff

2026-2027

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27	30
T-1	91,685	94,460	96,112	98,326	100,540	102,754	104,968	107,182	109,397	116,039	122,680	129,320	131,536	135,960
T-2	80,375	82,588	84,805	87,017	89,230	91,442	93,658	95,874	98,087	104,728	111,373	118,011	120,226	124,650
T-3	69,067	71,284	73,499	75,709	77,923	80,137	82,353	84,567	86,780	93,422	100,065	106,705	108,920	113,346
T-4	57,758	59,974	62,190	64,400	66,615	68,829	71,042	73,257	75,471	82,112	88,755	95,396	97,608	102,038

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.