




Dr. Freida Hill
Chancellor

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MEMORANDUM #2011-LGL-060

DATE: June 28, 2011
TO: Presidents, Alabama Community College System
FROM: Freida Hill
Chancellor 
RE: June Adopted Board Items

At its meeting on June 23, 2011, the Alabama State Board of Education repealed and adopted the following:

- Repeal of Policy 619.01: Fair Dismissal Act Procedure (Action Item VIII.A.3)
- Revised 2011 Work Session and Meeting Schedule (Action Item VIII.A.4)
- 2011-2012 Salary Schedules (Action Item IX.B.1)

A copy of each Action Item is attached for your information.

FH/LRT/gjw

Attachment

education works.

Governor Robert Bentley
President

Randy McKinney
District 1

Betty Peters
District 2

Stephanie Bell
District 3

Yvette M. Richardson
District 4

Ella B. Bell
District 5

Charles E. Elliott
District 6

Gary Warren
District 7

Mary Scott Hunter
District 8

ALABAMA STATE BOARD OF EDUCATION
ALABAMA COMMUNITY COLLEGE SYSTEM

RECOMMENDATION FOR ACTION

June 23, 2011
Date of Board Meeting Action

Action Item Number VIII.A.3.
Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
Repeal of Policy 619.01: Fair Dismissal Act Procedure

RECOMMENDATION

It is recommended "That the Alabama State Board of Education repeal Board policy 619.01: Fair Dismissal Act Procedure in light of *Students First Act of 2011.*"

FISCAL CONSIDERATION

None

RATIONALE

During the 2011 legislative session, the *Students First Act* was signed into law repealing the Fair Dismissal Act; therefore, the current Policy 619.01 is null and void. A new policy will be developed to conform to the *Students First Act*.

Code/Statute Act 2011-270
Policy _____

Director 1 1
Date
Debra Swann 6/15/11
Legal Counsel Date

Vice Chancellor 1 1
Date
Freda Hill 6/16/11
Chancellor Date

Action by Board:	
_____	Tabled
<u>6-23-11</u>	Approved
_____	Disapproved
_____	Amended (describe)
_____	Additional action required

ALABAMA STATE BOARD OF EDUCATION
ALABAMA COMMUNITY COLLEGE SYSTEM

RECOMMENDATION FOR ACTION

June 23, 2011
Date of Board Meeting Action

Action Item Number VIII.A.4.
Chancellor's Recommendation
Source

ACTION ITEM TITLE

ALABAMA STATE BOARD OF EDUCATION
Revised 2011 Work Session and Meeting Schedule

RECOMMENDATION

It is recommended "That the Alabama State Board of Education adopt the attached revised 2011 State Board of Education Meeting Dates and Locations Schedule."

FISCAL CONSIDERATION

None

RATIONALE

At the Board's request, we are revising the schedule of meetings and work sessions for Postsecondary and K-12. Instead of meeting once a month for each Department for a formal meeting, followed by a work session for the next month's meeting, the Board wishes to revert to the previous schedule of meeting twice a month for each Department. The Board will again meet on the second Thursday of each month for a K-12 formal meeting and a Postsecondary work session. The fourth Thursday of each month there will be a Postsecondary formal meeting and a K-12 work session. There are a few exceptions as noted on the attached schedule. The Board of Education is required by law to publish advance notice of its meetings. Adoption of the revised schedule at this time will give the opportunity to publish the meetings in a timely manner.

Code/Statute COA 13A-14-2
Policy _____

Director Date 6/15/11
[Signature]
Legal Counsel Date

Vice Chancellor Date
[Signature]
Chancellor Date 6/14/11

Action by Board:
<input type="checkbox"/> Tabled
<input checked="" type="checkbox"/> <u>6-23-11</u> Approved
<input type="checkbox"/> Disapproved
<input type="checkbox"/> Amended (describe)
<input type="checkbox"/> Additional action required

**ALABAMA STATE BOARD OF EDUCATION
POSTSECONDARY MEETING DATES AND LOCATIONS
SCHEDULE**

2011

WORK SESSION DATES		MEETING DATES	
		June 23	Center for Postsecondary Education
June 23	Center for Postsecondary Education	July 12	Gordon Persons Building*
August 1	Center for Postsecondary Education	August 25	Center for Postsecondary Education
September 8	Center for Postsecondary Education	September 22	Center for Postsecondary Education
October 13	Center for Postsecondary Education	October 27	Center for Postsecondary Education
October 27	Center for Postsecondary Education	November 10	Gordon Persons Building*
November 10	Center for Postsecondary Education	December 8	Gordon Persons Building*

*Joint meeting for K-12 and Postsecondary

Action by Board:

_____ **Tabled**

6-23-11 **Approved**

_____ **Disapproved**

_____ **Amended (describe)**

_____ **Additional action required**

ALABAMA STATE BOARD OF EDUCATION
ALABAMA COMMUNITY COLLEGE SYSTEM

RECOMMENDATION FOR ACTION

<u>June 23, 2011</u>	<u>Action Item Number IX.B.1.</u>
Date of Board Meeting Action	<u>Chancellor's Recommendation</u>
	Source

ACTION ITEM TITLE

ALABAMA COMMUNITY COLLEGE SYSTEM
2011-2012 Salary Schedules

RECOMMENDATION

It is recommended that "The Alabama State Board of Education adopt the attached 2011-2012 salary schedules for the community and technical colleges, Athens State University, Alabama Industrial Development Training Institute, and the Alabama Technology Network."

FISCAL CONSIDERATION

~~\$361,731,359~~ 365,468,256- Current Unrestricted and Restricted Funds

RATIONALE

The proposed 2011-2012 salary schedules provide for no cost-of-living pay increase. ~~Due to the current budgetary crisis, Alabama Community College System employees will not receive a step increase for the 2011-2012 year.~~

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 2011-2012 salary schedules become effective September 1, 2011, for employees paid from all schedules except faculty schedules, which become effective the first day of the 2011-2012 fall term. According to Board policy, employees with the equivalent of at least nine months of full-time employment during the current salary schedule/academic year (September 1-August 31) are eligible for a salary step increase in accordance with increments on the salary schedules. Step increases are awarded within the sole discretion of the Alabama State Board of Education. 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 State Board of Education.~~

During the 2010-2011 fall term, there were: 27 employees on Salary Schedule A; 119 employees on Salary Schedule B; 837 employees on Salary Schedule C; 2,125 employees on D Salary Schedules; and 2,031 employees on Salary Schedules E and H. A total of 5,071 employees are on other system salary schedules, for a total of 10,210 employees on college and Athens State University salary schedules. ~~The estimated savings without step increases is approximately \$3,736,897. There are approximately 1,561 employees eligible for step increases, and the cost is estimated at \$3,736,897.~~

Code/Statute COA 16-60-111.4
Policy 101.01, 305.01, 606.01

Director Date 1 1
Lynece Swanson 6/15/11
Legal Counsel Date

Action by Board:
_____**Tabled**
6-23-11 **Approved**
_____**Disapproved**
_____**Amended (describe)**
_____**Additional action required**

Vice Chancellor Date 1 1
Freida Hill 6/16/11
Chancellor Date

**SALARY SCHEDULE GUIDELINES
THE ALABAMA COMMUNITY COLLEGE SYSTEM
2011-2012**

1. The attached Salary Schedules are effective September 1, 2011, for employees on Salary Schedules A, B, C, D-3, E, and H, and are effective for Salary Schedule D-1 and D-2 employees on the first faculty duty day of the Fall Semester as indicated on each College's 2011-2012 academic calendar.
2. The attached 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. All community and technical college and Adult Education employees shall be given full credit for prior work experience in the public schools, colleges, and adult education programs of Alabama. Placement on the Salary Schedules shall be in accordance with the employee's length of service in public education. After initial step placement, if an employee moves from one salary schedule to another, the employee retains the same step placement for the new salary schedule.
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 attached 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.
8. Instructors, counselors, and librarians employed on Salary Schedules D-1 or D-2 on full-time contracts shall work the minimum number of days required by Board 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 State Board of Education. 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 State Board of Education.

**Schedule A
Presidents
2011-2012**

Action Item _____

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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
2011-2012**

Action Item _____

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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 for prior experience will be determined by the Chancellor's Office. 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 authorized to 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
2011-2012

Action Item _____

5/26/2011

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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 for prior experience will be determined by the Chancellor's Office. 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 administrative 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
2011-2012

Action Item _____

5/26/2011

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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

Notes:

- For instructors, librarians, and counselors in the State Community and Technical Colleges, initial step placement on the salary schedule for prior full-time professional high-tech experience will be recommended by the president for approval by the Chancellor. Prior full-time experience in teaching, counseling, or librarianship will be included in the qualification for initial step placement for new employees as determined by the president. Advancement in steps after placement will be based on years completed in the respective position.
- 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 Number 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 606.05).
- Schedule D-1 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
2011-2012

Action Item _____

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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

Notes:

- For instructors, librarians, and counselors in the State Community and Technical Colleges, initial step placement on the salary schedule for prior full-time professional high-tech experience will be recommended by the president for approval by the Chancellor. Prior full-time experience in teaching, counseling, or librarianship will be included in the qualification for initial step placement for new employees as determined by the president. Advancement in steps after placement will be based on years completed in the respective position.
- 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 Number 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 606.05).
- Schedule D-2 is to be used to compensate full-time instructors at colleges using a 165/64 calendar.

Schedule D-3

Full-Time Adult Education Teachers
2011-2012

Action Item _____

5/26/2011

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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:

1. Rank II is used for teachers with an earned master's degree or higher.
2. 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.


3. 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.

Schedule E1 to E5
Full-Time Support Personnel 40 Hours Per Week
2011-2012

Action Item _____

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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 step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the President. Advancement within a level is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the respective position.

Schedule H20

Part-Time Support Personnel 20-24 Hours Per Week
2011-2012

Action Item _____

5/26/2011

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Salary Rank	Salary Step 0	1	2	3	4	5	6	8	10	15	20	25	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

Notes:

- Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
- 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
2011-2012

Action Item _____

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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

Notes:

- Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
- 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
2011-2012

Action Item _____

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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

Notes:

- Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
- 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
2011-2012

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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

Notes:

1. Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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 35-hour work week. Compensation for hours worked above 35 hours per week shall be computed by dividing the base by 1820.
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.

**Schedule A
President
2011-2012**

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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 director.
2. If 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 institutional complexity and performance.

Schedule B

Deans

2011-2012

Action Item _____

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Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	82,145	83,885	85,625	87,364	89,104	90,844	92,584	94,324	96,064	101,283	106,502	111,722	113,462

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. 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 director 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 director may place one assistant director, the chief financial officer, one training manager, and one other administrative position on this schedule.
5. The placement of other administrative personnel on this schedule may be made only upon written permission of the Chancellor.

Schedule C
Professional Personnel
2011-2012

Action Item _____
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	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
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
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
3 Maximum Salary	80,323												

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. 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 administrative 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 director for salary determination.


Schedule E

Full-Time Support Personnel 40 Hours Per Week
2011-2012

Action Item _____

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Grade	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	45,687	46,578	47,469	48,361	49,252	50,143	51,035	51,926	52,817	54,600	56,383	58,165	59,057
02	41,244	42,136	43,027	43,918	44,809	45,701	46,592	47,483	48,375	50,157	51,940	53,723	54,614
03	36,801	37,692	38,583	39,474	40,366	41,257	42,148	43,040	43,931	45,714	47,496	49,279	50,170
04	32,356	33,247	34,138	35,030	35,921	36,812	37,704	38,595	39,486	41,269	43,051	44,834	45,725
05	27,912	28,803	29,695	30,586	31,477	32,369	33,260	34,151	35,043	36,825	38,608	40,390	41,282
06	23,468	24,360	25,251	26,142	27,034	27,925	28,816	29,707	30,599	32,381	34,164	35,947	36,838
07	22,581	23,473	24,364	25,255	26,147	27,038	27,929	28,820	29,712	31,494	33,277	35,060	35,951

Notes:

1. Initial step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the Director. Advancement within a level is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the respective position.

ALABAMA TECHNOLOGY NETWORK

Schedule A
President
2011-2012

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Page 1 of 4

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 this 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. 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 institutional complexity and performance.

ALABAMA TECHNOLOGY NETWORK

**Schedule B
Director
2011-2012**

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 for prior experience will be determined by the Chancellor's Office. Advancement in steps after this 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 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. ATN Center Directors hired after January 2005 shall be placed on Salary Schedule B-2.

ALABAMA TECHNOLOGY NETWORK

**Schedule T
Technical & Professional Staff
2011-2012**

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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 step placement on the appropriate schedule for prior experience will be determined by the ATN President. Advancement in steps after this 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
2011-2012**

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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 step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the ATN President. Advancement in steps after the initial placement will be based on years completed in the respective position.

**Schedule A
President
2011-2012**

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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
Vice Presidents
2011-2012**

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Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	83,449	85,196	86,942	88,688	90,434	92,181	93,927	95,673	97,419	102,658	107,897	113,135	114,882

Notes:


1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. 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 Athens State University may place dean-level personnel and chief financial officer on this schedule.

**Schedule C
Professional Personnel
2011-2012**

Action Item _____

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	Salary Step 												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	73,179	74,926	76,672	78,418	80,164	81,911	83,657	85,403	87,149	92,388	97,627	102,866	104,612
2	64,169	65,915	67,661	69,408	71,154	72,900	74,646	76,393	78,139	83,378	88,616	93,855	95,601
3 Maximum Salary		80,663											

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. Advancement in steps after the initial placement will be based on years completed in the position.
2. Selection of a specific schedule will be commensurate with responsibilities, training, experience, and organizational relationship.
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

Professor

2011-2012

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Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	50,057	52,009	53,962	55,915	57,868	59,820	61,773	63,726	65,679	71,537	77,395	83,253	89,206
	Summer	15,447	16,051	16,656	17,260	17,865	18,469	19,074	19,678	20,283	22,097	23,910	25,724	26,328
	12 Month	65,503	68,061	70,618	73,175	75,732	78,290	80,847	83,404	85,962	93,634	101,305	108,977	111,535

Notes:


1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-2
Associate Professor
2011-2012**

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Rank		Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	47,169	49,122	51,074	53,027	54,980	56,933	58,885	60,838	62,791	67,868	72,945	78,022	79,975
	Summer	14,557	15,162	15,766	16,371	16,976	17,580	18,185	18,789	19,394	20,966	22,537	24,109	24,714
	12 Month	61,726	64,283	66,841	69,398	71,955	74,513	77,070	79,627	82,185	88,834	95,483	102,132	104,689
MA +60	9-Month	42,256	44,209	46,162	48,115	50,067	52,020	53,973	55,926	57,878	62,956	68,033	73,110	75,063
	Summer	13,044	13,649	14,253	14,858	15,463	16,067	16,672	17,276	17,881	19,453	21,024	22,596	23,201
	12 Month	55,301	57,858	60,415	62,973	65,530	68,087	70,645	73,202	75,759	82,408	89,057	95,706	98,263
MA +30	9-Month	39,079	41,031	42,984	44,937	46,890	48,842	50,795	52,748	54,701	59,778	64,855	69,932	71,885
	Summer	12,064	12,669	13,273	13,878	14,482	15,087	15,692	16,296	16,901	18,472	20,044	21,616	22,221
	12 Month	51,143	53,700	56,257	58,815	61,372	63,929	66,487	69,044	71,601	78,250	84,899	91,548	94,105
MA	9-Month	36,763	38,716	40,669	42,621	44,574	46,527	48,480	50,432	52,385	57,462	62,539	67,617	69,569
	Summer	11,348	11,953	12,558	13,162	13,767	14,371	14,976	15,580	16,185	17,757	19,328	20,900	21,505
	12 Month	48,111	50,669	53,226	55,783	58,341	60,898	63,455	66,013	68,570	75,219	81,868	88,517	91,074

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-3
Assistant Professor
2011-2012**

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	42,256	44,209	46,162	48,115	50,067	52,020	53,973	55,926	57,878	61,784	65,689	69,595	71,548
	Summer	13,044	13,649	14,253	14,858	15,463	16,067	16,672	17,276	17,881	19,090	20,299	21,508	22,113
	12 Month	55,301	57,858	60,415	62,973	65,530	68,087	70,645	73,202	75,759	80,874	85,988	91,103	93,660
MA +60	9-Month	39,376	41,329	43,282	45,234	47,187	49,140	51,093	53,045	54,998	58,904	62,809	66,715	68,667
	Summer	12,153	12,758	13,362	13,967	14,571	15,176	15,780	16,385	16,989	18,199	19,408	20,617	21,221
	12 Month	51,529	54,086	56,644	59,201	61,758	64,316	66,873	69,430	71,987	77,102	82,217	87,331	89,889
MA +30	9-Month	37,055	39,008	40,961	42,913	44,866	46,819	48,772	50,724	52,677	56,583	60,488	64,394	66,346
	Summer	11,438	12,043	12,647	13,252	13,857	14,461	15,066	15,670	16,275	17,484	18,693	19,902	20,507
	12 Month	48,493	51,051	53,608	56,165	58,723	61,280	63,837	66,395	68,952	74,066	79,181	84,296	86,853
MA	9-Month	34,732	36,685	38,638	40,590	42,543	44,496	46,449	48,401	50,354	54,260	58,165	62,071	64,023
	Summer	10,721	11,326	11,931	12,535	13,140	13,744	14,349	14,953	15,558	16,767	17,976	19,185	19,790
	12 Month	45,454	48,011	50,568	53,126	55,683	58,240	60,797	63,355	65,912	71,027	76,141	81,256	83,813

Notes:


1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-4
Instructor
2011-2012**

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Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
MA +60	9-Month	33,457	35,410	37,362	39,315	41,268	43,221	45,173	47,126	49,079	52,984	56,890	60,795	62,748
	Summer	10,326	10,930	11,535	12,139	12,744	13,348	13,953	14,557	15,162	16,371	17,580	18,789	19,394
	12 Month	43,782	46,340	48,897	51,454	54,011	56,569	59,126	61,683	64,241	69,355	74,470	79,584	82,142
MA +30	9-Month	32,013	33,966	35,919	37,872	39,824	41,777	43,730	45,683	47,635	51,541	55,446	59,352	61,305
	Summer	9,883	10,487	11,092	11,696	12,301	12,905	13,510	14,114	14,719	15,928	17,137	18,346	18,951
	12 Month	41,896	44,453	47,010	49,568	52,125	54,682	57,240	59,797	62,354	67,469	72,583	77,698	80,255
MA	9-Month	30,567	32,519	34,472	36,425	38,378	40,330	42,283	44,236	46,189	50,094	54,000	57,905	59,858
	Summer	9,438	10,043	10,648	11,252	11,857	12,461	13,066	13,670	14,275	15,484	16,693	17,902	18,507
	12 Month	40,005	42,562	45,120	47,677	50,234	52,792	55,349	57,906	60,464	65,578	70,693	75,807	78,365

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

Schedule E
Full-Time Support Personnel 40 Hours Per Week
2011-2012

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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 step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the President. Advancement within a level is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the respective position.

Schedule H20
Part-Time Support Personnel 20-24 Hours Per Week
2011-2012

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Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	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

Notes:

- Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
- 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
2011-2012

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

Notes:

1. Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
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.

Schedule H30
Part-Time Support Personnel 30-34 Hours Per Week
2011-2012

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	25,755	26,094	26,433	26,772	27,111	27,450	27,789	28,128	28,467	29,146	29,824	30,503	30,842
05	25,083	25,422	25,761	26,100	26,439	26,778	27,117	27,456	27,795	28,474	29,152	29,831	30,170
06	24,411	24,750	25,089	25,428	25,767	26,106	26,445	26,784	27,123	27,802	28,480	29,159	29,498
07	23,739	24,078	24,417	24,756	25,095	25,434	25,773	26,112	26,451	27,130	27,808	28,487	28,826
08	23,067	23,406	23,745	24,084	24,423	24,762	25,101	25,440	25,779	26,458	27,136	27,815	28,154
09	22,395	22,734	23,073	23,412	23,751	24,090	24,429	24,768	25,107	25,786	26,464	27,143	27,482
10	21,723	22,062	22,401	22,740	23,079	23,418	23,757	24,096	24,435	25,114	25,792	26,471	26,810
11	21,051	21,390	21,729	22,068	22,407	22,746	23,085	23,424	23,763	24,442	25,120	25,799	26,138
12	20,379	20,718	21,057	21,396	21,735	22,074	22,413	22,752	23,091	23,770	24,448	25,127	25,466
13	19,707	20,046	20,385	20,724	21,063	21,402	21,741	22,080	22,419	23,098	23,776	24,455	24,794
14	19,035	19,374	19,713	20,052	20,391	20,730	21,069	21,408	21,747	22,426	23,104	23,783	24,122
15	18,363	18,702	19,041	19,380	19,719	20,058	20,397	20,736	21,075	21,754	22,432	23,111	23,450
16	17,691	18,030	18,369	18,708	19,047	19,386	19,725	20,064	20,403	21,082	21,760	22,439	22,778
17	17,019	17,358	17,697	18,036	18,375	18,714	19,053	19,392	19,731	20,410	21,088	21,767	22,106
18	16,347	16,686	17,025	17,364	17,703	18,042	18,381	18,720	19,059	19,738	20,416	21,095	21,434
19	15,675	16,014	16,353	16,692	17,031	17,370	17,709	18,048	18,387	19,066	19,744	20,423	20,762
20	15,003	15,342	15,681	16,020	16,359	16,698	17,037	17,376	17,715	18,394	19,072	19,751	20,090
21	14,331	14,670	15,009	15,348	15,687	16,026	16,365	16,704	17,043	17,722	18,400	19,079	19,418
22	13,659	14,000	14,341	14,682	15,023	15,364	15,705	16,046	16,387	17,066	17,744	18,423	18,762
23	12,987	13,328	13,669	14,010	14,351	14,692	15,033	15,374	15,715	16,394	17,072	17,751	18,090
24	12,315	12,656	12,997	13,338	13,679	14,020	14,361	14,702	15,043	15,722	16,400	17,079	17,418
25	11,643	11,984	12,325	12,666	13,007	13,348	13,689	14,030	14,371	15,050	15,728	16,407	16,746
26	10,971	11,312	11,653	11,994	12,335	12,676	13,017	13,358	13,699	14,378	15,056	15,735	16,074

Notes:

1. Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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.
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.

Schedule H35

Part-Time Support Personnel 35-39 Hours Per Week
2011-2012

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

Notes:

- Grade placement of positions on the above salary schedule 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 step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry 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 1020.
- 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.