

Athens State University
2019-2020 Salary Schedule
 Includes 1.5% increase over 2017-2018

Schedule A - President

Salary Step													
1	0	1	2	3	4	5	6	8	10	15	20	25	27
	125,743	127,771	129,799	129,243	131,827	135,885	137,913	139,942	141,969	148,055	154,141	160,226	162,254

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.

Multiplied by 1.5%

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Schedule B - Vice Presidents

Salary Step													
1	0	1	2	3	4	5	6	8	10	15	20	25	27
	88,131	89,976	91,820	93,665	95,508	97,353	99,197	101,042	102,885	108,419	113,952	119,482	121,329

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.

Multiplied by 1.5%

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Schedule C - Professional Personnel

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	77,285	79,130	80,974	82,818	84,662	86,507	88,351	90,195	92,039	97,572	103,105	108,638	110,482
2	67,769	69,613	71,457	73,302	75,146	76,990	78,834	80,679	82,523	88,056	93,588	99,121	100,965

C3 Max


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.

Multiplied by 11.5%

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Schedule D-1 - Professor

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	52,866	54,927	56,990	59,052	61,115	63,176	65,239	67,302	69,364	75,551	81,738	87,924	89,987
Summer	16,314	16,952	17,591	18,228	18,867	19,505	20,144	20,782	21,421	23,337	25,252	27,167	27,805
12-Month	69,178	71,880	74,580	77,281	79,981	82,683	85,383	88,084	90,785	98,888	106,989	115,092	117,793

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.

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Schedule D-2 - Associate Professor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	49,815	51,879	53,940	56,003	58,065	60,128	62,189	64,252	66,314	71,676	77,037	82,400	84,462
	Summer	15,374	16,013	16,651	17,290	17,929	18,566	19,206	19,843	20,482	22,142	23,802	25,461	26,101
	12 Month	65,189	67,890	70,591	73,292	75,992	78,694	81,394	84,095	86,797	93,818	100,840	107,863	110,563
MA+60	9-Month	44,627	46,690	48,752	50,815	52,876	54,939	57,001	59,064	61,125	66,489	71,850	77,212	79,275
	Summer	13,776	14,415	15,052	15,692	16,330	16,969	17,607	18,246	18,884	20,545	22,204	23,864	24,503
	12 Month	58,404	61,104	63,805	66,507	69,207	71,908	74,609	77,310	80,009	87,032	94,054	101,076	103,777
MA+30	9-Month	41,272	43,333	45,396	47,458	49,521	51,582	53,645	55,707	57,770	63,132	68,494	73,855	75,918
	Summer	12,741	13,380	14,018	14,657	15,295	15,933	16,573	17,210	17,850	19,508	21,169	22,828	23,468
	12 Month	54,012	56,713	59,414	62,115	64,816	67,516	70,218	72,918	75,619	82,640	89,663	96,685	99,385
MA	9-Month	38,826	40,888	42,951	45,012	47,075	49,137	51,201	53,262	55,325	60,686	66,048	71,411	73,473
	Summer	11,985	12,624	13,263	13,900	14,540	15,177	15,817	16,454	17,094	18,753	20,413	22,072	22,712
	12 Month	50,811	53,512	56,213	58,913	61,615	64,314	67,015	69,717	72,417	79,440	86,462	93,484	96,184

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.

Multiplied all by 1.5%

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Schedule D-3 - Assistant Professor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	45,069	47,152	49,235	51,317	52,876	54,939	57,001	59,064	61,125	65,250	69,375	73,500	75,563
	Summer	13,913	14,557	15,202	15,847	16,330	16,969	17,607	18,246	18,884	20,161	21,438	22,715	23,354
	12 Month	58,983	61,709	64,436	67,165	69,207	71,908	74,609	77,310	80,009	85,412	90,813	96,215	98,915
MA+60	9-Month	41,997	44,080	46,163	48,245	50,328	51,897	53,959	56,021	58,084	62,209	66,333	70,458	72,520
	Summer	12,962	13,607	14,252	14,897	15,541	16,028	16,665	17,305	17,942	19,220	20,497	21,774	22,411
	12 Month	54,959	57,687	60,415	63,142	65,869	67,925	70,625	73,326	76,027	81,428	86,830	92,231	94,933
MA+30	9-Month	39,522	41,605	43,688	45,769	47,852	49,936	51,508	53,570	55,633	59,758	63,882	68,007	70,068
	Summer	12,199	12,845	13,489	14,134	14,779	15,424	15,911	16,550	17,188	18,465	19,742	21,019	21,658
	12 Month	51,721	54,450	57,177	59,903	62,632	65,359	67,419	70,120	72,821	78,222	83,624	89,026	91,727
MA	9-Month	37,044	39,127	41,210	43,292	45,375	47,458	49,541	51,623	53,179	57,305	61,429	65,554	67,615
	Summer	11,435	12,080	12,725	13,370	14,015	14,659	15,304	15,949	16,431	17,708	18,985	20,261	20,901
	12 Month	48,479	51,207	53,934	56,662	59,390	62,117	64,844	67,573	69,611	75,013	80,413	85,815	88,516

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.

Multiplied 9 month salary by 1.5%

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Schedule D-4 - Instructor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
MA+60	9-Month	34,467	36,479	38,490	40,502	42,514	44,526	46,537	48,549	50,561	54,584	58,608	62,631	64,643
	Summer	10,638	11,260	11,883	12,506	13,129	13,751	14,374	14,997	15,620	16,865	18,111	19,356	19,980
	12 Month	45,104	47,739	50,374	53,008	55,642	58,277	60,912	63,546	66,181	71,450	76,719	81,987	84,623
MA+30	9-Month	32,980	34,992	37,004	39,016	41,027	43,039	45,051	47,063	49,074	53,098	57,120	61,144	63,156
	Summer	10,181	10,804	11,427	12,049	12,672	13,295	13,918	14,540	15,164	16,409	17,655	18,900	19,523
	12 Month	43,161	45,795	48,430	51,065	53,699	56,333	58,969	61,603	64,237	69,507	74,775	80,044	82,679
MA	9-Month	31,490	33,501	35,513	37,525	39,537	41,548	43,560	45,572	47,584	51,607	55,631	59,654	61,666
	Summer	9,723	10,346	10,970	11,592	12,215	12,837	13,461	14,083	14,706	15,952	17,197	18,443	19,066
	12 Month	41,213	43,847	46,483	49,117	51,751	54,386	57,021	59,655	62,290	67,558	72,828	78,096	80,732

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.

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Schedule E - Full Time Support Personnel 40 hrs p/wk

Salary	Salary Step														
		Schedule	Grade	0	1	2	3	4	5	6	8	10	15	20	25
E1	01		48,937	49,889	50,843	51,288	52,231	53,175	54,118	55,063	56,006	57,893	59,780	61,667	62,610
E1	02		44,177	45,130	46,083	47,035	47,989	48,941	49,894	50,847	51,292	53,179	55,067	56,954	57,897
E2	02		44,177	45,130	46,083	47,035	47,989	48,941	49,894	50,847	51,292	53,179	55,067	56,954	57,897
E2	03		39,419	40,371	41,324	42,277	43,230	44,183	45,136	46,088	47,041	48,946	50,853	52,241	53,186
E3	03		39,419	40,371	41,324	42,277	43,230	44,183	45,136	46,088	47,041	48,946	50,853	52,241	53,186
E3	04		34,657	35,609	36,563	37,515	38,469	39,422	40,374	41,328	42,280	44,186	46,091	47,997	48,951
E3	05		29,898	30,851	31,804	32,756	33,710	34,662	35,615	36,568	37,520	39,427	41,333	43,239	44,192
E4	05		29,898	30,851	31,804	32,756	33,710	34,662	35,615	36,568	37,520	39,427	41,333	43,239	44,192
E4	06		25,136	26,090	27,043	27,996	28,949	29,901	30,855	31,807	32,759	34,665	36,571	38,478	39,431
E5	06		25,136	26,090	27,043	27,996	28,949	29,901	30,855	31,807	32,759	34,665	36,571	38,478	39,431
E5	07		24,187	25,141	26,093	27,046	27,999	28,952	29,904	30,858	31,810	33,716	35,622	37,529	38,481

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.

Multiplied salaries by 1.5%

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Schedule H20 - Part-Time Support Personnel 20-24 hours per week

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	19,729	19,971	20,215	20,457	20,701	20,945	21,187	21,430	21,672	22,159	22,646	23,132	23,374
2	19,255	19,498	19,741	19,984	20,227	20,471	20,714	20,956	21,199	21,685	22,172	22,658	22,901
3	18,780	19,022	19,266	19,508	19,751	19,993	20,237	20,481	20,723	21,209	21,696	22,183	22,425
4	18,303	18,546	18,789	19,032	19,275	19,518	19,761	20,005	20,247	20,734	21,221	21,706	21,948
5	17,825	18,069	18,312	18,555	18,798	19,041	19,285	19,528	19,771	20,257	20,743	21,229	21,472
6	17,349	17,593	17,837	18,079	18,323	18,565	18,809	19,053	19,294	19,780	20,267	20,754	20,996
7	16,874	17,117	17,361	17,604	17,847	18,090	18,332	18,576	18,818	19,305	19,791	20,278	20,520
8	16,398	16,642	16,885	17,128	17,370	17,613	17,857	18,099	18,343	18,829	19,315	19,802	20,044
9	15,921	16,164	16,407	16,650	16,894	17,136	17,380	17,622	17,866	18,352	18,837	19,324	19,567
10	15,446	15,689	15,932	16,175	16,419	16,662	16,905	17,148	17,391	17,878	18,363	18,850	19,092
11	14,969	15,213	15,455	15,699	15,942	16,185	16,429	16,671	16,914	17,400	17,886	18,373	18,616
12	14,494	14,738	14,981	15,224	15,468	15,710	15,954	16,195	16,439	16,925	17,411	17,899	18,141
13	14,018	14,261	14,504	14,747	14,990	15,233	15,476	15,719	15,962	16,448	16,935	17,421	17,663
14	13,543	13,787	14,029	14,272	14,515	14,758	15,002	15,244	15,488	15,974	16,460	16,945	17,189
15	13,065	13,309	13,552	13,795	14,038	14,281	14,525	14,767	15,011	15,497	15,982	16,468	16,712
16	12,590	12,833	13,076	13,319	13,562	13,806	14,049	14,292	14,535	15,020	15,506	15,993	16,236
17	12,115	12,359	12,601	12,845	13,087	13,331	13,575	13,816	14,060	14,546	15,032	15,518	15,762
18	11,639	11,883	12,126	12,369	12,612	12,854	13,098	13,340	13,584	14,070	14,556	15,043	15,286
19	11,163	11,406	11,648	11,891	12,134	12,378	12,621	12,864	13,107	13,593	14,080	14,565	14,808
20	10,686	10,930	11,172	11,416	11,658	11,902	12,145	12,388	12,632	13,118	13,603	14,089	14,333
21	10,209	10,452	10,695	10,939	11,182	11,425	11,668	11,911	12,155	12,640	13,126	13,612	13,856
22	9,734	9,976	10,220	10,463	10,706	10,950	11,191	11,435	11,678	12,164	12,651	13,137	13,380
23	9,258	9,501	9,744	9,988	10,229	10,473	10,715	10,959	11,203	11,689	12,175	12,661	12,904
24	8,782	9,025	9,267	9,511	9,754	9,997	10,240	10,483	10,727	11,213	11,699	12,184	12,428
25	8,306	8,548	8,792	9,035	9,278	9,522	9,764	10,008	10,250	10,737	11,223	11,709	11,952
26	8,069	8,313	8,556	8,799	9,043	9,285	9,528	9,770	10,014	10,500	10,986	11,473	11,716

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 initial placement will be based on "years completed" in respective positions.
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.
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.

Multiplied all salaries by 1.5%

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Schedule H25 - Part-Time Support Personnel 25-29 hours per week

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	24,666	24,965	25,265	25,566	25,866	26,166	26,466	26,767	27,066	27,667	28,267	28,868	29,167
2	24,071	24,371	24,671	24,971	25,271	25,571	25,871	26,172	26,472	27,073	27,672	28,273	28,573
3	23,475	23,774	24,076	24,375	24,676	24,976	25,276	25,576	25,876	26,476	27,077	27,677	27,977
4	22,880	23,181	23,480	23,781	24,081	24,380	24,681	24,981	25,282	25,883	26,481	27,082	27,383
5	22,283	22,584	22,884	23,184	23,484	23,784	24,084	24,385	24,684	25,285	25,886	26,486	26,786
6	21,686	21,987	22,287	22,587	22,887	23,187	23,488	23,788	24,088	24,688	25,289	25,889	26,188
7	21,092	21,391	21,691	21,992	22,291	22,592	22,891	23,193	23,492	24,093	24,693	25,293	25,593
8	20,495	20,796	21,096	21,395	21,696	21,996	22,297	22,596	22,896	23,496	24,097	24,697	24,997
9	19,900	20,200	20,499	20,800	21,100	21,400	21,701	22,000	22,301	22,901	23,501	24,101	24,402
10	19,302	19,603	19,903	20,203	20,504	20,803	21,103	21,404	21,704	22,304	22,904	23,505	23,805
11	18,709	19,009	19,309	19,610	19,909	20,211	20,510	20,810	21,111	21,711	22,312	22,911	23,212
12	18,113	18,412	18,713	19,013	19,313	19,613	19,913	20,214	20,513	21,114	21,714	22,315	22,614
13	17,520	17,819	18,119	18,419	18,720	19,020	19,320	19,620	19,920	20,520	21,120	21,721	22,020
14	16,920	17,219	17,521	17,820	18,120	18,420	18,721	19,021	19,321	19,921	20,521	21,122	21,422
15	16,325	16,626	16,925	17,227	17,525	17,825	18,126	18,426	18,727	19,327	19,926	20,527	20,828
16	15,729	16,030	16,330	16,630	16,929	17,231	17,530	17,831	18,131	18,731	19,332	19,932	20,232
17	15,135	15,436	15,736	16,036	16,335	16,635	16,936	17,236	17,536	18,136	18,736	19,337	19,636
18	14,539	14,838	15,139	15,438	15,739	16,039	16,338	16,640	16,939	17,539	18,140	18,740	19,040
19	13,944	14,246	14,545	14,845	15,145	15,445	15,746	16,045	16,347	16,945	17,546	18,146	18,447
20	13,346	13,646	13,945	14,247	14,546	14,846	15,146	15,446	15,747	16,348	16,947	17,547	17,848
21	12,750	13,052	13,351	13,651	13,952	14,252	14,552	14,851	15,152	15,752	16,353	16,954	17,253
22	12,156	12,455	12,756	13,056	13,355	13,656	13,956	14,256	14,556	15,157	15,757	16,357	16,657
23	11,561	11,861	12,161	12,461	12,762	13,061	13,361	13,662	13,961	14,562	15,162	15,763	16,062
24	10,962	11,262	11,563	11,863	12,163	12,463	12,764	13,063	13,365	13,964	14,564	15,164	15,466
25	10,370	10,671	10,971	11,271	11,571	11,870	12,172	12,471	12,771	13,372	13,972	14,572	14,872
26	10,072	10,371	10,672	10,972	11,272	11,572	11,871	12,173	12,472	13,073	13,673	14,273	14,573

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 initial placement will be based on "years completed" in respective positions.
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.

Multiplied all salaries by 1.5%

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Schedule H30 - Part-Time Support Personnel 30-34 hours per week

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	29,619	29,980	30,341	30,703	31,065	31,427	31,789	32,150	32,512	33,236	33,960	34,683	35,045
2	28,903	29,264	29,626	29,987	30,351	30,712	31,073	31,435	31,797	32,521	33,244	33,967	34,329
3	28,187	28,548	28,909	29,271	29,634	29,995	30,357	30,718	31,079	31,804	32,527	33,251	33,613
4	27,473	27,834	28,196	28,558	28,920	29,282	29,643	30,004	30,367	31,090	31,813	32,538	32,899
5	26,758	27,120	27,482	27,843	28,206	28,567	28,929	29,291	29,652	30,376	31,100	31,823	32,185
6	26,040	26,402	26,765	27,126	27,487	27,850	28,211	28,573	28,935	29,658	30,382	31,106	31,467
7	25,325	25,689	26,050	26,411	26,773	27,135	27,497	27,859	28,220	28,944	29,667	30,391	30,752
8	24,608	24,970	25,332	25,694	26,055	26,416	26,780	27,141	27,502	28,225	28,950	29,673	30,035
9	23,895	24,256	24,619	24,980	25,342	25,704	26,066	26,428	26,789	27,514	28,236	28,959	29,322
10	23,180	23,541	23,903	24,265	24,627	24,988	25,351	25,712	26,073	26,797	27,521	28,243	28,607
11	22,462	22,823	23,185	23,547	23,909	24,271	24,632	24,994	25,356	26,079	26,803	27,526	27,888
12	21,747	22,109	22,470	22,832	23,195	23,556	23,917	24,280	24,641	25,365	26,089	26,812	27,174
13	21,032	21,393	21,754	22,118	22,479	22,841	23,202	23,563	23,927	24,649	25,373	26,097	26,458
14	20,317	20,679	21,041	21,402	21,765	22,125	22,487	22,850	23,212	23,935	24,658	25,382	25,743
15	19,602	19,964	20,325	20,687	21,049	21,410	21,772	22,134	22,496	23,219	23,943	24,667	25,028
16	18,885	19,247	19,609	19,970	20,331	20,694	21,056	21,418	21,779	22,503	23,226	23,950	24,311
17	18,169	18,532	18,893	19,255	19,616	19,978	20,341	20,702	21,063	21,787	22,511	23,234	23,596
18	17,455	17,817	18,179	18,540	18,901	19,265	19,626	19,987	20,349	21,073	21,796	22,520	22,882
19	16,740	17,103	17,464	17,825	18,188	18,550	18,911	19,273	19,634	20,359	21,082	21,805	22,168
20	16,024	16,386	16,748	17,109	17,471	17,833	18,195	18,556	18,918	19,641	20,365	21,090	21,451
21	15,308	15,670	16,032	16,394	16,756	17,117	17,479	17,841	18,203	18,927	19,649	20,373	20,734
22	14,593	14,954	15,316	15,679	16,040	16,401	16,763	17,125	17,487	18,210	18,934	19,658	20,020
23	13,878	14,239	14,603	14,964	15,325	15,687	16,048	16,412	16,773	17,496	18,220	18,943	19,305
24	13,163	13,525	13,886	14,249	14,610	14,971	15,334	15,696	16,057	16,780	17,505	18,227	18,589
25	12,446	12,808	13,170	13,532	13,893	14,255	14,617	14,978	15,341	16,063	16,787	17,511	17,872
26	12,090	12,451	12,812	13,175	13,536	13,897	14,260	14,621	14,983	15,706	16,431	17,154	17,515

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 initial placement will be based on "years completed" in respective positions.
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.

Multiplied all salaries by 1.5%

Athens State University
2019-2020 Salary Schedule
Includes 1.5% increase over 2017-2018

Schedule H35 - Part-Time Support Personnel

35-39 hours per week

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	34,565	34,988	35,410	35,833	36,255	36,677	37,099	37,520	37,943	38,788	39,633	40,477	40,899
2	33,729	34,152	34,574	34,996	35,417	35,840	36,262	36,684	37,107	37,952	38,796	39,640	40,062
3	32,895	33,317	33,739	34,161	34,583	35,005	35,429	35,851	36,273	37,118	37,961	38,805	39,229
4	32,058	32,480	32,902	33,324	33,747	34,170	34,592	35,014	35,437	36,280	37,125	37,970	38,392
5	31,223	31,646	32,069	32,491	32,913	33,336	33,758	34,180	34,601	35,446	36,291	37,136	37,558
6	30,390	30,812	31,235	31,657	32,079	32,501	32,923	33,345	33,767	34,613	35,457	36,301	36,724
7	29,555	29,977	30,399	30,820	31,243	31,665	32,087	32,510	32,933	33,777	34,622	35,465	35,887
8	28,719	29,141	29,563	29,985	30,407	30,831	31,253	31,675	32,097	32,942	33,785	34,631	35,053
9	27,881	28,303	28,726	29,148	29,571	29,993	30,415	30,837	31,259	32,103	32,948	33,793	34,216
10	27,048	27,471	27,893	28,315	28,738	29,160	29,581	30,003	30,426	31,271	32,116	32,960	33,382
11	26,213	26,636	27,058	27,480	27,901	28,324	28,746	29,168	29,590	30,436	31,280	32,124	32,546
12	25,378	25,799	26,222	26,644	27,066	27,488	27,910	28,334	28,756	29,600	30,444	31,288	31,712
13	24,541	24,963	25,385	25,807	26,230	26,653	27,075	27,497	27,919	28,763	29,608	30,453	30,875
19	23,707	24,130	24,553	24,975	25,397	25,820	26,242	26,663	27,085	27,930	28,775	29,620	30,042
15	22,870	23,293	23,715	24,138	24,559	24,981	25,403	25,826	26,248	27,093	27,938	28,781	29,204
16	22,038	22,460	22,882	23,303	23,726	24,148	24,570	24,992	25,416	31,593	27,105	27,948	28,370
17	21,200	21,623	22,045	22,467	22,889	23,312	23,735	24,157	24,579	25,423	26,267	27,112	27,535
18	20,367	20,789	21,211	21,635	22,057	22,479	22,901	23,324	23,745	24,589	25,435	26,279	26,702
19	19,532	19,954	20,377	20,799	21,222	21,644	22,065	22,487	22,910	23,755	24,600	25,444	25,866
20	18,696	19,119	19,541	19,962	20,384	20,806	21,229	21,651	22,073	22,919	23,763	24,607	25,029
21	17,860	18,282	18,704	19,127	19,549	19,971	20,393	20,817	21,239	22,083	22,927	23,771	24,194
22	17,025	17,447	17,869	18,291	18,714	19,137	19,559	19,981	20,403	21,247	22,091	22,937	23,359
23	16,190	16,613	17,035	17,458	17,880	18,302	18,724	19,146	19,568	20,413	21,258	22,103	22,525
24	15,354	15,776	16,199	16,621	17,043	17,465	17,887	18,310	18,732	19,577	20,422	21,265	21,688
25	14,521	14,943	15,364	15,786	16,209	16,631	17,053	17,475	17,899	18,743	19,586	20,431	20,853
26	14,105	14,528	14,950	15,372	15,794	16,217	16,640	17,062	17,483	18,328	19,172	20,017	20,440

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 initial placement will be based on "years completed" in respective positions.
- 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.
- 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.

Multiplied all salaries by 1.5%

Athens State University
2019-2020 Salary Schedule
Includes 1.5% increase over 2017-2018

Salary Schedule C-3

C3

Step	2018-2019
0	36,382
1	38,045
2	39,710
3	41,375
4	43,037
5	44,704
6	46,366
7	48,030
8	49,693
9	51,357
10	53,025
11	54,692
12	56,357
13	58,018
14	59,684
15	61,352
20	66,344
25	71,335
27	72,656
MAX	85,189

Multiplied all by 1.5%

Athens State University
2019-2020 Salary Schedule
Includes 1.5% increase over 2017-2018

Schedule L-1 - Librarian (Professor)

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	52,865	54,927	56,990	59,053	61,115	63,177	65,239	67,302	69,364	75,551	81,738	87,924	89,987
Summer	16,314	16,952	17,591	18,228	18,868	19,505	20,145	20,782	21,422	23,337	25,251	27,167	27,805
12-Month	69,178	71,880	74,580	77,281	79,981	82,683	85,383	88,084	90,786	98,887	106,989	115,092	117,793

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.

Multiplied all by 1.5%

Athens State University
2019-2020 Salary Schedule
Includes 1.5% increase over 2017-2018

Schedule L-2 - Librarian (Associate Professor)

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	50,308	51,879	53,940	56,003	58,065	60,128	62,189	64,252	66,314	71,676	77,037	82,400	84,462
	Summer	15,526	16,013	16,651	17,290	17,929	18,566	19,206	19,843	20,482	22,142	23,802	25,461	26,101
	12 Month	65,835	67,890	70,591	73,292	75,992	78,694	81,394	84,095	86,797	93,818	100,840	107,863	110,563
MA+60	9-Month	45,069	47,152	49,235	51,317	52,876	54,939	57,001	59,064	61,125	66,489	71,850	77,212	79,275
	Summer	13,913	14,557	15,202	15,847	16,330	16,969	17,607	18,246	18,884	20,545	22,204	23,864	24,503
	12 Month	58,983	61,709	64,436	67,165	69,207	71,908	74,609	77,310	80,009	87,032	94,054	101,076	103,777
MA+30	9-Month	41,680	43,763	45,846	47,928	50,011	51,582	53,645	55,707	57,770	63,132	68,494	73,855	75,918
	Summer	12,867	13,513	14,156	14,802	15,446	15,933	16,573	17,210	17,850	19,508	21,169	22,828	23,468
	12 Month	54,547	57,274	60,002	62,730	65,457	67,516	70,218	72,918	75,619	82,640	89,663	96,685	99,385
MA	9-Month	39,210	41,293	43,376	45,458	47,542	49,624	51,707	53,262	55,325	60,686	66,048	71,411	73,473
	Summer	12,104	12,748	13,394	14,038	14,683	15,328	15,973	16,454	17,094	18,753	20,413	22,072	22,712
	12 Month	51,313	54,042	56,769	59,496	62,225	64,952	67,679	69,717	72,417	79,440	86,462	93,484	96,184

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.

Multiplied salaries over by 1.5%

Athens State University
2019-2020 Salary Schedule
Includes 1.5% increase over 2017-2018

Schedule L-3 - Librarian (Assistant Professor)

Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
MA +60	9-Month	35,334	37,397	39,458	41,521	43,583	45,647	47,708	49,771	51,833	55,957	60,082	64,206	66,268
	Summer	10,905	11,544	12,182	12,820	13,459	14,097	14,736	15,374	16,013	17,290	18,566	19,843	20,482
	12 Month	46,238	48,940	51,640	54,341	57,042	59,743	62,444	65,144	67,846	73,246	78,648	84,049	86,751
MA +30	9-Month	33,810	35,872	37,935	39,997	42,059	44,121	46,184	48,246	50,307	54,433	58,557	62,682	64,745
	Summer	10,437	11,076	11,714	12,353	12,991	13,629	14,268	14,906	15,545	16,822	18,098	19,375	20,015
	12 Month	44,247	46,947	49,648	52,350	55,050	57,750	60,451	63,152	65,852	71,255	76,656	82,058	84,758
MA	9-Month	32,282	34,344	36,406	38,469	40,531	42,592	44,656	46,718	48,781	52,905	57,030	61,154	63,216
	Summer	9,967	10,607	11,245	11,884	12,522	13,160	13,799	14,437	15,076	16,353	17,630	18,906	19,546
	12 Month	42,249	44,950	47,651	50,352	53,053	55,754	58,455	61,155	63,857	69,258	74,659	80,060	82,762

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.

All salaries were multiplied by 1.5%