

**Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021**

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	36,041	38,145	40,247	42,351	44,455	46,560	48,662	50,766	52,870	57,076	61,284	65,490	67,593
	Summer	11,123	11,775	12,426	13,076	13,728	14,379	15,031	15,681	16,333	17,636	18,937	20,240	20,892
	12 Month	47,163	49,919	52,673	55,428	58,183	60,938	63,693	66,447	69,203	74,711	80,221	85,730	88,486
MA +30	9-Month	34,486	36,589	38,694	40,797	42,900	45,003	47,108	49,211	51,313	55,522	59,728	63,936	66,040
	Summer	10,646	11,298	11,948	12,600	13,251	13,902	14,553	15,204	15,856	17,158	18,460	19,763	20,415
	12 Month	45,132	47,886	50,641	53,397	56,151	58,905	61,660	64,415	67,169	72,680	78,189	83,699	86,453
MA	9-Month	32,928	35,031	37,134	39,238	41,342	43,444	45,549	47,652	49,757	53,963	58,171	62,377	64,480
	Summer	10,166	10,819	11,470	12,122	12,772	13,423	14,075	14,726	15,378	16,680	17,983	19,284	19,937
	12 Month	43,094	45,849	48,604	51,359	54,114	56,869	59,624	62,378	65,134	70,643	76,152	81,661	84,417

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 A - President


Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
1	128,258	130,326	132,395	131,828	134,464	138,603	140,671	142,741	144,808	151,016	157,224	163,431	165,499

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.

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Schedule B - Vice Presidents

Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	89,894	91,776	93,656	95,538	97,418	99,300	101,181	103,063	104,943	110,587	116,231	121,872	123,756

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.

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Schedule C - Professional Personnel

Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	78,831	80,713	82,593	84,474	86,355	88,237	90,118	91,999	93,880	99,523	105,167	110,811	112,692
2	69,124	71,005	72,886	74,768	76,649	78,530	80,411	82,293	84,173	89,817	95,460	101,103	102,984


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.

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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	53,923	56,026	58,130	60,233	62,337	64,440	66,544	68,648	70,751	77,062	83,373	89,682	91,787
Summer	16,640	17,291	17,943	18,593	19,244	19,895	20,547	21,198	21,849	23,804	25,757	27,710	28,361
12-Month	70,562	73,318	76,072	78,827	81,581	84,337	87,091	89,846	92,601	100,866	109,129	117,394	120,149

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	50,811	52,917	55,019	57,123	59,226	61,331	63,433	65,537	67,640	73,110	78,578	84,048	86,151
	Summer	15,681	16,333	16,984	17,636	18,288	18,937	19,590	20,240	20,892	22,585	24,278	25,970	26,623
	12 Month	66,493	69,248	72,003	74,758	77,512	80,268	83,022	85,777	88,533	95,694	102,857	110,020	112,774
MA+60	9-Month	45,520	47,624	49,727	51,831	53,934	56,038	58,141	60,245	62,348	67,819	73,287	78,756	80,861
	Summer	14,052	14,703	15,353	16,006	16,657	17,308	17,959	18,611	19,262	20,956	22,648	24,341	24,993
	12 Month	59,572	62,326	65,081	67,837	70,591	73,346	76,101	78,856	81,609	88,773	95,935	103,098	105,853
MA+30	9-Month	42,097	44,200	46,304	48,407	50,511	52,614	54,718	56,821	58,925	64,395	69,864	75,332	77,436
	Summer	12,996	13,648	14,298	14,950	15,601	16,252	16,904	17,554	18,207	19,898	21,592	23,285	23,937
	12 Month	55,092	57,847	60,602	63,357	66,112	68,866	71,622	74,376	77,131	84,293	91,456	98,619	101,373
MA	9-Month	39,603	41,706	43,810	45,912	48,017	50,120	52,225	54,327	56,432	61,900	67,369	72,839	74,942
	Summer	12,225	12,876	13,528	14,178	14,831	15,481	16,133	16,783	17,436	19,128	20,821	22,513	23,166
	12 Month	51,827	54,582	57,337	60,091	62,847	65,600	68,355	71,111	73,865	81,029	88,191	95,354	98,108

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-3 - Assistant Professor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	45,970	48,095	50,220	52,343	53,934	56,038	58,141	60,245	62,348	66,555	70,763	74,970	77,074
	Summer	14,191	14,848	15,506	16,164	16,657	17,308	17,959	18,611	19,262	20,564	21,867	23,169	23,821
	12 Month	60,163	62,943	65,725	68,508	70,591	73,346	76,101	78,856	81,609	87,120	92,629	98,139	100,893
MA+60	9-Month	42,837	44,962	47,086	49,210	51,335	52,935	55,038	57,141	59,246	63,453	67,660	71,867	73,970
	Summer	13,221	13,879	14,537	15,195	15,852	16,349	16,998	17,651	18,301	19,604	20,907	22,209	22,859
	12 Month	56,058	58,841	61,623	64,405	67,186	69,284	72,038	74,793	77,548	83,057	88,567	94,076	96,832
MA+30	9-Month	40,312	42,437	44,562	46,684	48,809	50,935	52,538	54,641	56,746	60,953	65,160	69,367	71,469
	Summer	12,443	13,102	13,759	14,417	15,075	15,732	16,229	16,881	17,532	18,834	20,137	21,439	22,091
	12 Month	52,755	55,539	58,321	61,101	63,885	66,666	68,767	71,522	74,277	79,786	85,296	90,807	93,562
MA	9-Month	37,785	39,910	42,034	44,158	46,283	48,407	50,532	52,655	54,779	58,986	63,193	67,400	69,524
	Summer	11,664	12,322	12,980	13,637	14,295	14,952	15,610	16,268	16,926	18,062	19,365	20,666	21,319
	12 Month	49,449	52,231	55,013	57,795	60,578	63,359	66,141	68,924	71,706	76,513	81,320	86,127	89,286

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
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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	27
E1	01	49,916	50,887	51,860	52,314	53,276	54,239	55,200	56,164	57,126	59,051	60,976	62,900	63,862
E1	02	45,061	46,033	47,005	47,976	48,949	49,920	50,892	51,864	52,318	54,243	56,168	58,093	59,055
E2	02	45,061	46,033	47,005	47,976	48,949	49,920	50,892	51,864	52,318	54,243	56,168	58,093	59,055
E2	03	40,207	41,178	42,150	43,123	44,095	45,067	46,039	47,010	47,982	49,925	51,870	53,286	54,250
E3	03	40,207	41,178	42,150	43,123	44,095	45,067	46,039	47,010	47,982	49,925	51,870	53,286	54,250
E3	04	35,350	36,321	37,294	38,265	39,238	40,210	41,181	42,155	43,126	45,070	47,013	48,957	49,930
E3	05	30,496	31,468	32,440	33,411	34,384	35,355	36,327	37,299	38,270	40,216	42,160	44,104	45,076
E4	05	30,496	31,468	32,440	33,411	34,384	35,355	36,327	37,299	38,270	40,216	42,160	44,104	45,076
E4	06	25,639	26,612	27,584	28,556	29,528	30,499	31,472	32,443	33,414	35,358	37,302	39,248	40,220
E5	06	25,639	26,612	27,584	28,556	29,528	30,499	31,472	32,443	33,414	35,358	37,302	39,248	40,220
E5	07	24,671	25,644	26,615	27,587	28,559	29,531	30,502	31,475	32,446	34,390	36,334	38,280	39,251

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.

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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	20,124	20,370	20,619	20,866	21,115	21,364	21,611	21,859	22,105	22,602	23,099	23,595	23,841	
2	19,640	19,888	20,136	20,384	20,632	20,880	21,128	21,375	21,623	22,119	22,615	23,111	23,359	
3	19,156	19,402	19,651	19,898	20,146	20,393	20,642	20,891	21,137	21,633	22,130	22,627	22,874	
4	18,669	18,917	19,165	19,413	19,661	19,908	20,156	20,405	20,652	21,149	21,645	22,140	22,387	
5	18,182	18,430	18,678	18,926	19,174	19,422	19,671	19,919	20,166	20,662	21,158	21,654	21,901	
6	17,696	17,945	18,194	18,441	18,689	18,936	19,185	19,434	19,680	20,176	20,672	21,169	21,416	
7	17,211	17,459	17,708	17,956	18,204	18,452	18,699	18,948	19,194	19,691	20,187	20,684	20,930	
8	16,726	16,975	17,223	17,471	17,717	17,965	18,214	18,461	18,710	19,206	19,701	20,198	20,445	
9	16,239	16,487	16,735	16,983	17,232	17,479	17,728	17,974	18,223	18,719	19,214	19,710	19,958	
10	15,755	16,003	16,251	16,499	16,747	16,995	17,243	17,491	17,739	18,236	18,730	19,227	19,474	
11	15,268	15,517	15,764	16,013	16,261	16,509	16,758	17,004	17,252	17,748	18,244	18,740	18,988	
12	14,784	15,033	15,281	15,528	15,777	16,024	16,273	16,519	16,768	17,264	17,759	18,257	18,504	
13	14,298	14,546	14,794	15,042	15,290	15,538	15,786	16,033	16,281	16,777	17,274	17,769	18,016	
14	13,814	14,063	14,310	14,557	14,805	15,053	15,302	15,549	15,798	16,293	16,789	17,284	17,533	
15	13,326	13,575	13,823	14,071	14,319	14,567	14,816	15,062	15,311	15,807	16,302	16,797	17,046	
16	12,842	13,090	13,338	13,585	13,833	14,082	14,330	14,578	14,826	15,320	15,816	16,313	16,561	
17	12,357	12,606	12,853	13,102	13,349	13,598	13,847	14,092	14,341	14,837	15,333	15,828	16,077	
18	11,872	12,121	12,369	12,616	12,864	13,111	13,360	13,607	13,856	14,351	14,847	15,344	15,592	
19	11,386	11,634	11,881	12,129	12,377	12,626	12,873	13,121	13,369	13,865	14,362	14,856	15,104	
20	10,900	11,149	11,395	11,644	11,891	12,140	12,388	12,636	12,885	13,380	13,875	14,371	14,620	
21	10,413	10,661	10,909	11,158	11,406	11,654	11,901	12,149	12,398	12,893	13,389	13,884	14,133	
22	9,929	10,176	10,424	10,672	10,920	11,169	11,415	11,664	11,912	12,407	12,904	13,400	13,648	
23	9,443	9,691	9,939	10,188	10,434	10,682	10,929	11,178	11,427	11,923	12,419	12,914	13,162	
24	8,958	9,206	9,452	9,701	9,949	10,197	10,445	10,693	10,942	11,437	11,933	12,428	12,677	
25	8,472	8,719	8,968	9,216	9,464	9,712	9,959	10,208	10,455	10,952	11,447	11,943	12,191	
26	8,230	8,479	8,727	8,975	9,224	9,471	9,719	9,965	10,214	10,710	11,206	11,702	11,950	

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.

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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.

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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	25,159	25,464	25,770	26,077	26,383	26,689	26,995	27,302	27,607	28,220	28,832	29,445	29,750
2	24,552	24,858	25,164	25,470	25,776	26,082	26,388	26,695	27,001	27,614	28,225	28,838	29,144
3	23,945	24,249	24,558	24,863	25,170	25,476	25,782	26,088	26,394	27,006	27,619	28,231	28,537
4	23,338	23,645	23,950	24,257	24,563	24,868	25,175	25,481	25,788	26,401	27,011	27,624	27,931
5	22,729	23,036	23,342	23,648	23,954	24,260	24,566	24,873	25,178	25,791	26,404	27,016	27,322
6	22,120	22,427	22,733	23,039	23,345	23,651	23,958	24,264	24,570	25,182	25,795	26,407	26,712
7	21,514	21,819	22,125	22,432	22,737	23,044	23,349	23,657	23,962	24,575	25,187	25,799	26,105
8	20,905	21,212	21,518	21,823	22,130	22,436	22,743	23,048	23,354	23,966	24,579	25,191	25,497
9	20,298	20,604	20,909	21,216	21,522	21,828	22,135	22,440	22,747	23,359	23,971	24,583	24,890
10	19,688	19,995	20,301	20,607	20,914	21,219	21,525	21,832	22,138	22,750	23,362	23,975	24,281
11	19,083	19,389	19,695	20,002	20,307	20,615	20,920	21,226	21,533	22,145	22,758	23,369	23,676
12	18,475	18,780	19,087	19,393	19,699	20,005	20,311	20,618	20,923	21,536	22,148	22,761	23,066
13	17,870	18,175	18,481	18,787	19,094	19,400	19,706	20,012	20,318	20,930	21,542	22,155	22,460
14	17,258	17,563	17,871	18,176	18,482	18,788	19,095	19,401	19,707	20,319	20,931	21,544	21,850
15	16,652	16,959	17,264	17,572	17,876	18,182	18,489	18,795	19,102	19,714	20,325	20,938	21,245
16	16,044	16,351	16,657	16,963	17,268	17,576	17,881	18,188	18,494	19,106	19,719	20,331	20,637
17	15,438	15,745	16,051	16,357	16,662	16,968	17,275	17,581	17,887	18,499	19,111	19,724	20,029
18	14,830	15,135	15,442	15,747	16,054	16,360	16,665	16,973	17,278	17,890	18,503	19,115	19,421
19	14,223	14,531	14,836	15,142	15,448	15,754	16,061	16,366	16,674	17,284	17,897	18,509	18,816
20	13,613	13,919	14,224	14,532	14,837	15,143	15,449	15,755	16,062	16,675	17,286	17,898	18,205
21	13,005	13,313	13,618	13,924	14,231	14,537	14,843	15,148	15,455	16,067	16,680	17,293	17,598
22	12,399	12,704	13,011	13,317	13,622	13,929	14,235	14,541	14,847	15,460	16,072	16,684	16,990
23	11,792	12,098	12,404	12,710	13,017	13,322	13,628	13,935	14,240	14,853	15,465	16,078	16,383
24	11,181	11,487	11,794	12,100	12,406	12,712	13,019	13,324	13,632	14,243	14,855	15,467	15,775
25	10,577	10,884	11,190	11,496	11,802	12,107	12,415	12,720	13,026	13,639	14,251	14,863	15,169
26	10,273	10,578	10,885	11,191	11,497	11,803	12,108	12,416	12,721	13,334	13,946	14,558	14,864

2% Inc

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.

Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021

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	30,211	30,580	30,948	31,317	31,686	32,056	32,425	32,793	33,162	33,901	34,639	35,377	35,746
2	29,481	29,849	30,219	30,587	30,958	31,326	31,694	32,064	32,433	33,171	33,909	34,646	35,016
3	28,751	29,119	29,487	29,856	30,227	30,595	30,964	31,332	31,701	32,440	33,178	33,916	34,285
4	28,022	28,391	28,760	29,129	29,498	29,868	30,236	30,604	30,974	31,712	32,449	33,189	33,557
5	27,293	27,662	28,032	28,400	28,770	29,138	29,508	29,877	30,245	30,984	31,722	32,459	32,829
6	26,561	26,930	27,300	27,669	28,037	28,407	28,775	29,144	29,514	30,251	30,990	31,728	32,096
7	25,832	26,203	26,571	26,939	27,308	27,678	28,047	28,416	28,784	29,523	30,260	30,999	31,367
8	25,100	25,469	25,839	26,208	26,576	26,944	27,316	27,684	28,052	28,790	29,529	30,266	30,636
9	24,373	24,741	25,111	25,480	25,849	26,218	26,587	26,957	27,325	28,064	28,801	29,538	29,908
10	23,644	24,012	24,381	24,750	25,120	25,488	25,858	26,226	26,594	27,333	28,071	28,808	29,179
11	22,911	23,279	23,649	24,018	24,387	24,756	25,125	25,494	25,863	26,601	27,339	28,077	28,446
12	22,182	22,551	22,919	23,289	23,659	24,027	24,395	24,766	25,134	25,872	26,611	27,348	27,717
13	21,453	21,821	22,189	22,560	22,929	23,298	23,666	24,034	24,406	25,142	25,880	26,619	26,987
14	20,723	21,093	21,462	21,830	22,200	22,568	22,937	23,307	23,676	24,414	25,151	25,890	26,258
15	19,994	20,363	20,732	21,101	21,470	21,838	22,207	22,577	22,946	23,683	24,422	25,160	25,529
16	19,263	19,632	20,001	20,369	20,738	21,108	21,477	21,846	22,215	22,953	23,691	24,429	24,797
17	18,532	18,903	19,271	19,640	20,008	20,378	20,748	21,116	21,484	22,223	22,961	23,699	24,068
18	17,804	18,173	18,543	18,911	19,279	19,650	20,019	20,387	20,756	21,494	22,232	22,970	23,340
19	17,075	17,445	17,813	18,182	18,552	18,921	19,289	19,658	20,027	20,766	21,504	22,241	22,611
20	16,344	16,714	17,083	17,451	17,820	18,190	18,559	18,927	19,296	20,034	20,772	21,512	21,880
21	15,614	15,983	16,353	16,722	17,091	17,459	17,829	18,198	18,567	19,306	20,042	20,780	21,149
22	14,885	15,253	15,622	15,993	16,361	16,729	17,098	17,468	17,837	18,574	19,313	20,051	20,420
23	14,156	14,524	14,895	15,263	15,632	16,001	16,369	16,740	17,108	17,846	18,584	19,322	19,691
24	13,426	13,796	14,164	14,534	14,902	15,270	15,641	16,010	16,378	17,116	17,855	18,592	18,961
25	12,695	13,064	13,433	13,803	14,171	14,540	14,909	15,278	15,648	16,384	17,123	17,861	18,229
26	12,332	12,700	13,068	13,439	13,807	14,175	14,545	14,913	15,283	16,020	16,760	17,497	17,865

2% Inc

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.

Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021

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.

Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021

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	35,256	35,688	36,118	36,550	36,980	37,411	37,841	38,270	38,702	39,564	40,426	41,287	41,717
2	34,404	34,835	35,265	35,696	36,125	36,557	36,987	37,418	37,849	38,711	39,572	40,433	40,863
3	33,553	33,983	34,414	34,844	35,275	35,705	36,138	36,568	36,998	37,860	38,720	39,581	40,014
4	32,699	33,130	33,560	33,990	34,422	34,853	35,284	35,714	36,146	37,006	37,868	38,729	39,160
5	31,847	32,279	32,710	33,141	33,571	34,003	34,433	34,864	35,293	36,155	37,017	37,879	38,309
6	30,998	31,428	31,860	32,290	32,721	33,151	33,581	34,012	34,442	35,305	36,166	37,027	37,458
7	30,146	30,577	31,007	31,436	31,868	32,298	32,729	33,160	33,592	34,453	35,314	36,174	36,605
8	29,293	29,724	30,154	30,585	31,015	31,448	31,878	32,309	32,739	33,601	34,461	35,324	35,754
9	28,439	28,869	29,301	29,731	30,162	30,593	31,023	31,454	31,884	32,745	33,607	34,469	34,900
10	27,589	28,020	28,451	28,881	29,313	29,743	30,173	30,603	31,035	31,896	32,758	33,619	34,050
11	26,737	27,169	27,599	28,030	28,459	28,890	29,321	29,751	30,182	31,045	31,906	32,766	33,197
12	25,886	26,315	26,746	27,177	27,607	28,038	28,468	28,901	29,331	30,192	31,053	31,914	32,346
13	25,032	25,462	25,893	26,323	26,755	27,186	27,617	28,047	28,477	29,338	30,200	31,062	31,493
19	24,181	24,613	25,044	25,475	25,905	26,336	26,767	27,196	27,627	28,489	29,351	30,212	30,643
15	23,327	23,759	24,189	24,621	25,050	25,481	25,911	26,343	26,773	27,635	28,497	29,357	29,788
16	22,479	22,909	23,340	23,769	24,201	24,631	25,061	25,492	25,924	32,225	27,647	28,507	28,937
17	21,624	22,055	22,486	22,916	23,347	23,778	24,210	24,640	25,071	25,931	26,792	27,654	28,086
18	20,774	21,205	21,635	22,068	22,498	22,929	23,359	23,790	24,220	25,081	25,944	26,805	27,236
19	19,923	20,353	20,785	21,215	21,646	22,077	22,506	22,937	23,368	24,230	25,092	25,953	26,383
20	19,070	19,501	19,932	20,361	20,792	21,222	21,654	22,084	22,514	23,377	24,238	25,099	25,530
21	18,217	18,648	19,078	19,510	19,940	20,370	20,801	21,233	21,664	22,525	23,386	24,246	24,678
22	17,366	17,796	18,226	18,657	19,088	19,520	19,950	20,381	20,811	21,672	22,533	23,396	23,826
23	16,514	16,945	17,376	17,807	18,238	18,668	19,098	19,529	19,959	20,821	21,683	22,545	22,976
24	15,661	16,092	16,523	16,953	17,384	17,814	18,245	18,676	19,107	19,969	20,830	21,690	22,122
25	14,811	15,242	15,671	16,102	16,533	16,964	17,394	17,825	18,257	19,118	19,978	20,840	21,270
26	14,387	14,819	15,249	15,679	16,110	16,541	16,973	17,403	17,833	18,695	19,555	20,417	20,849

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 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.

Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021

Salary Schedule C-3

C3

Step	2018-2019
0	37,110
1	38,806
2	40,504
3	42,203
4	43,898
5	45,598
6	47,293
7	48,991
8	50,687
9	52,384
10	54,086
11	55,786
12	57,484
13	59,178
14	60,878
15	62,579
20	67,671
25	72,762
27	74,109
MAX	86,893

Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021

Schedule L-1 - Librarian (Professor)

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	53,922	56,026	58,130	60,234	62,337	64,441	66,544	68,648	70,751	77,062	83,373	89,682	91,787
Summer	16,640	17,291	17,943	18,593	19,245	19,895	20,548	21,198	21,850	23,804	25,756	27,710	28,361
12-Month	70,562	73,318	76,072	78,827	81,581	84,337	87,091	89,846	92,602	100,865	109,129	117,394	120,149

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.

**Athens State University
2021-2022 Salary Schedule
2% Increase over 2020-2021**

Schedule L-2 - Librarian (Associate Professor)

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	51,314	52,917	55,019	57,123	59,226	61,331	63,433	65,537	67,640	73,110	78,578	84,048	86,151
	Summer	15,837	16,333	16,984	17,636	18,288	18,937	19,590	20,240	20,892	22,585	24,278	25,970	26,623
	12 Month	67,152	69,248	72,003	74,758	77,512	80,268	83,022	85,777	88,533	95,694	102,857	110,020	112,774
MA+60	9-Month	45,970	48,095	50,220	52,343	53,934	56,038	58,141	60,245	62,348	67,819	73,287	78,756	80,861
	Summer	14,191	14,848	15,506	16,164	16,657	17,308	17,959	18,611	19,262	20,956	22,648	24,341	24,993
	12 Month	60,163	62,943	65,725	68,508	70,591	73,346	76,101	78,856	81,609	88,773	95,935	103,098	105,853
MA+30	9-Month	42,514	44,638	46,763	48,887	51,011	52,614	54,718	56,821	58,925	64,395	69,864	75,332	77,436
	Summer	13,124	13,783	14,439	15,098	15,755	16,252	16,904	17,554	18,207	19,898	21,592	23,285	23,937
	12 Month	55,638	58,419	61,202	63,985	66,766	68,866	71,622	74,376	77,131	84,293	91,456	98,619	101,373
MA	9-Month	39,994	42,119	44,244	46,367	48,493	50,616	52,741	54,327	56,432	61,900	67,369	72,839	74,942
	Summer	12,346	13,003	13,662	14,319	14,977	15,635	16,292	16,783	17,436	19,128	20,821	22,513	23,166
	12 Month	52,339	55,123	57,904	60,686	63,470	66,251	69,033	71,111	73,865	81,029	88,191	95,354	98,108

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.