


Athens State University
2023-2024 Salary Schedule
2% Increase over 2022-2023

Schedule A - President

Salary Step													
0	1	2	3	4	5	6	8	10	15	20	25	27	
1	130,823	132,933	135,043	134,465	137,153	141,375	143,484	145,596	147,704	154,036	160,368	166,700	168,809

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	91,692	93,612	95,529	97,449	99,366	101,286	103,205	105,124	107,042	112,799	118,556	124,309	126,231

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	83,624	85,621	87,615	89,610	91,605	93,601	95,597	97,593	99,588	105,574	111,561	117,548	119,544
2	73,327	75,322	77,317	79,314	81,309	83,304	85,300	87,297	89,291	95,278	101,264	107,250	109,245

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	57,202	59,432	61,664	63,895	66,127	68,358	70,590	72,822	75,053	81,747	88,442	95,134	97,367
Summer	17,652	18,343	19,034	19,724	20,414	21,105	21,796	22,487	23,177	25,251	27,323	29,394	30,085
12-Month	74,852	77,776	80,697	83,620	86,541	89,464	92,387	95,309	98,231	106,999	115,764	124,532	127,454

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	53,900	56,135	58,364	60,596	62,827	65,060	67,289	69,521	71,753	77,555	83,355	89,158	91,389
	Summer	16,634	17,326	18,016	18,708	19,400	20,088	20,781	21,471	22,163	23,958	25,754	27,549	28,242
	12 Month	70,536	73,458	76,381	79,303	82,224	85,149	88,070	90,992	93,915	101,512	109,110	116,709	119,631
MA+60	9-Month	48,288	50,520	52,750	54,982	57,213	59,446	61,676	63,908	66,139	71,943	77,742	83,544	85,777
	Summer	14,906	15,597	16,286	16,979	17,669	18,360	19,051	19,742	20,433	22,230	24,025	25,821	26,513
	12 Month	63,194	66,115	69,038	71,961	74,883	77,806	80,728	83,650	86,570	94,170	101,767	109,366	112,289
MA+30	9-Month	44,657	46,887	49,119	51,350	53,582	55,813	58,045	60,276	62,508	68,310	74,112	79,912	82,144
	Summer	13,786	14,478	15,167	15,859	16,550	17,240	17,932	18,621	19,314	21,108	22,905	24,700	25,392
	12 Month	58,442	61,364	64,287	67,209	70,131	73,053	75,977	78,898	81,820	89,418	97,016	104,615	107,537
MA	9-Month	42,011	44,241	46,473	48,703	50,937	53,168	55,400	57,630	59,863	65,664	71,465	77,268	79,499
	Summer	12,968	13,659	14,350	15,040	15,732	16,422	17,114	17,803	18,496	20,291	22,087	23,882	24,575
	12 Month	54,978	57,900	60,823	63,745	66,668	69,588	72,511	75,434	78,356	85,955	93,553	101,151	104,073

Notes:

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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	48,765	51,019	53,274	55,526	57,213	59,446	61,676	63,908	66,139	70,601	75,066	79,528	81,760
	Summer	15,054	15,751	16,449	17,147	17,669	18,360	19,051	19,742	20,433	21,815	23,197	24,578	25,269
	12 Month	63,821	66,770	69,721	72,673	74,883	77,806	80,728	83,650	86,570	92,417	98,261	104,106	107,028
MA+60	9-Month	45,441	47,695	49,948	52,202	54,456	56,153	58,385	60,616	62,848	67,311	71,773	76,237	78,468
	Summer	14,025	14,723	15,420	16,119	16,816	17,343	18,032	18,724	19,414	20,796	22,178	23,559	24,248
	12 Month	59,466	62,419	65,370	68,321	71,270	73,496	76,418	79,341	82,263	88,107	93,952	99,796	102,719
MA+30	9-Month	42,762	45,017	47,271	49,522	51,776	54,031	55,733	57,964	60,196	64,659	69,121	73,585	75,815
	Summer	13,200	13,899	14,595	15,294	15,992	16,688	17,216	17,907	18,598	19,979	21,361	22,743	23,435
	12 Month	55,962	58,916	61,867	64,816	67,769	70,720	72,948	75,871	78,793	84,637	90,482	96,328	99,250
MA	9-Month	40,082	42,336	44,589	46,842	49,097	51,350	53,604	55,856	57,541	62,005	66,467	70,931	73,161
	Summer	12,374	13,071	13,769	14,466	15,164	15,861	16,559	17,257	17,779	19,160	20,543	21,923	22,615
	12 Month	52,456	55,406	58,358	61,309	64,261	67,211	70,163	73,115	75,320	81,165	87,008	92,853	95,775

Notes:

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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	53,969	53,980	55,013	55,495	56,515	57,537	58,556	59,579	60,599	62,641	64,683	66,724	67,744
E1	02	48,720	49,771	50,822	51,872	52,924	53,973	53,987	55,018	55,499	57,541	59,583	61,625	62,645
E2	02	48,720	49,771	50,822	51,872	52,924	53,973	53,987	55,018	55,499	57,541	59,583	61,625	62,645
E2	03	43,471	44,522	45,573	46,624	47,676	48,726	49,777	50,828	51,878	53,979	55,024	56,525	57,548
E3	03	43,471	44,522	45,573	46,624	47,676	48,726	49,777	50,828	51,878	53,979	55,024	56,525	57,548
E3	04	38,220	39,270	40,323	41,372	42,424	43,475	44,525	45,578	46,628	48,729	50,831	52,932	53,985
E3	05	32,973	34,023	35,074	36,124	37,176	38,226	39,277	40,328	41,377	43,482	45,584	47,685	48,737
E4	05	32,973	34,023	35,074	36,124	37,176	38,226	39,277	40,328	41,377	43,482	45,584	47,685	48,737
E4	06	27,721	28,773	29,824	30,874	31,926	32,976	34,027	35,078	36,127	38,229	40,331	42,435	43,486
E5	06	27,721	28,773	29,824	30,874	31,926	32,976	34,027	35,078	36,127	38,229	40,331	42,435	43,486
E5	07	26,674	27,727	28,776	29,827	30,878	31,929	32,979	34,031	35,081	37,182	39,284	41,389	42,438

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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Salary Schedule C-3

C3	
Step	2023-2024
0	39,366
1	41,165
2	42,966
3	44,769
4	46,567
5	48,370
6	50,169
7	51,970
8	53,768
9	55,569
10	57,374
11	59,177
12	60,979
13	62,776
14	64,579
15	66,384
20	71,786
25	77,185
27	78,614
MAX	92,176

**Athens State University
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Schedule L-1 - Librarian (Professor)

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	57,201	59,432	61,664	63,896	66,127	68,359	70,590	72,822	75,053	81,747	88,442	95,134	97,367
Summer	17,652	18,343	19,034	19,724	20,415	21,105	21,797	22,487	23,178	25,251	27,322	29,394	30,085
12-Month	74,852	77,776	80,697	83,620	86,541	89,464	92,387	95,309	98,232	106,998	115,764	124,532	127,454

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 L-2 - Librarian (Associate Professor)

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	54,434	56,135	58,364	60,596	62,827	65,060	67,289	69,521	71,753	77,555	83,355	89,158	91,389
	Summer	16,799	17,326	18,016	18,708	19,400	20,088	20,781	21,471	22,163	23,958	25,754	27,549	28,242
	12 Month	71,235	73,458	76,381	79,303	82,224	85,149	88,070	90,992	93,915	101,512	109,110	116,709	119,631
MA+60	9-Month	48,765	51,019	53,274	55,526	57,213	59,446	61,676	63,908	66,139	71,943	77,742	83,544	85,777
	Summer	15,054	15,751	16,449	17,147	17,669	18,360	19,051	19,742	20,433	22,230	24,025	25,821	26,513
	12 Month	63,821	66,770	69,721	72,673	74,883	77,806	80,728	83,650	86,570	94,170	101,767	109,366	112,289
MA+30	9-Month	45,099	47,352	49,607	51,859	54,112	55,813	58,045	60,276	62,508	68,310	74,112	79,912	82,144
	Summer	13,922	14,621	15,317	16,016	16,713	17,240	17,932	18,621	19,314	21,108	22,905	24,700	25,392
	12 Month	59,021	61,971	64,923	67,875	70,826	73,053	75,977	78,898	81,820	89,418	97,016	104,615	107,537
MA	9-Month	42,426	44,680	46,934	49,186	51,442	53,694	55,948	57,630	59,863	65,664	71,465	77,268	79,499
	Summer	13,097	13,793	14,492	15,190	15,888	16,585	17,283	17,803	18,496	20,291	22,087	23,882	24,575
	12 Month	55,522	58,475	61,424	64,375	67,329	70,279	73,230	75,434	78,356	85,955	93,553	101,151	104,073

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 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	38,233	40,464	42,694	44,926	47,158	49,390	51,620	53,853	56,085	60,546	65,010	69,472	71,703
	Summer	11,799	12,491	13,181	13,871	14,563	15,253	15,945	16,634	17,326	18,708	20,088	21,471	22,163
	12 Month	50,031	52,954	55,876	58,798	61,720	64,644	67,566	70,487	73,410	79,253	85,099	90,942	93,866
MA +30	9-Month	36,582	38,814	41,047	43,278	45,508	47,739	49,972	52,203	54,433	58,898	63,359	67,823	70,056
	Summer	11,293	11,985	12,675	13,366	14,057	14,747	15,438	16,128	16,820	18,201	19,582	20,965	21,657
	12 Month	47,876	50,797	53,720	56,644	59,565	62,486	65,409	68,332	71,253	77,099	82,943	88,788	91,709
MA	9-Month	34,930	37,161	39,391	41,624	43,856	46,086	48,318	50,549	52,782	57,244	61,708	66,169	68,400
	Summer	10,784	11,477	12,168	12,859	13,549	14,239	14,931	15,621	16,313	17,694	19,076	20,456	21,149
	12 Month	45,714	48,637	51,559	54,481	57,405	60,327	63,249	66,170	69,094	74,938	80,782	86,626	89,550

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.