

**ALLEGANY COLLEGE OF MARYLAND**  
**Full-time FACULTY Pay Structure (FC)**  
**FISCAL YEAR 2026**

**FC10**  
**FC12**

		RANK			
		Instructor (1)	Assistant Professor (2)	Associate Professor (3)	Professor (4)
Step	1	29.34	32.29	35.51	39.06
Step	2	30.08	33.09	36.40	40.04
Step	3	30.83	33.92	37.31	41.04
Step	4	31.60	34.77	38.24	42.07
Step	5	32.39	35.64	39.20	43.12
Step	6	33.20	36.53	40.18	44.20
Step	7	34.03	37.44	41.18	45.30
Step	8	34.88	38.38	42.21	46.43
Step	9	35.75	39.34	43.27	47.59
Step	10	36.65	40.32	44.35	48.78
Step	11	37.56	41.33	45.46	50.00
Step	12	38.31	42.15	46.37	51.00
Step	13	39.08	43.00	47.30	52.02
Step	14	39.86	43.86	48.24	53.06
Step	15	40.66	44.74	49.21	54.13
Step	16	41.47	45.63	50.19	55.21
Step	17	42.30	46.54	51.19	56.31
Step	18	43.15	47.47	52.22	57.44
Step	19	44.01	48.42	53.26	58.59
Step	20	44.89	49.39	54.33	59.76
Step	21	45.79	50.38	55.41	60.95
Step	22	46.71	51.39	56.52	62.17
Step	23	47.64	52.41	57.65	63.42

**10-month Program Director/Division Chair - Additional Compensation**

\*A                      \$4,400.00 Annually

**10-month Assistant Program Director/Assistant Division Chair - Additional Compensation**

\*B                      \$2,200.00 Annually

**FY2026 Contract Period:**

10-month Faculty	08/07/2025 - 05/16/2026
10-month Program Director/Division Chair	08/04/2025 - 05/16/2026
10-month Assistant Prog Dir/Division Chair	08/04/2025 - 05/16/2026
12-Month Faculty	07/01/2025 - 06/30/2026

FC10 Faculty 10M (1600)  
FC12 Faculty 12M (2080)

**ALLEGANY COLLEGE OF MARYLAND**  
**FISCAL YEAR 2026**  
**Faculty Calendar**

**Paid Holidays included in contract: (College Closed)**

**15 or 17 days**

July 4, 2025 (12-month faculty)	Independence Day
September 1, 2025	Labor Day
November 27 - 28, 2025	Thanksgiving Break
December 22, 2025 - January 2, 2026	Winter Holiday
April 2 - 3, 2026	Spring Holiday
May 25, 2026 (12-month faculty)	Memorial Day

*10-Month Faculty*

**14 days**

**Vacation Days included in Contract: (College Open-No Classes)**

October 6 - 7, 2025	Fall Break
December 17 - 19, 2025	Winter Recess
January 5 - 7, 2026	Winter Recess
January 19, 2026	MLK Day
March 9 - March 13, 2026	Spring Break

*10-Month Program Directors, Division Chairs, Assistant Directors, Assistant Chairs*

**Vacation Days included in Contract: (College Open-No Classes)**

**12 days**

October 6 - 7, 2025	Fall Break
December 17 - 19, 2025	Winter Recess
January 5, 2026	Winter Recess
January 19, 2026	MLK Day
March 9 - March 13, 2026	Spring Break

*12-month Faculty*

**Vacation Days**

**20 days**

20 days to be used at faculty discretion, with supervisor approval

**ALLEGANY COLLEGE OF MARYLAND**  
**Part-time Faculty (Credit) Pay Scale**  
FY2026  
**Per Credit Hour**

Level I	Level II	Level III	Professor Emeritus
\$695	\$740	\$785	\$885
+\$100 with Doctorate	+\$100 with Doctorate	+\$100 with Doctorate	
Appropriate Degree	Appropriate Degree	Appropriate Degree	Retired ACM faculty receiving this accolade through approval by the President and the Board of Trustees
All new faculty begin at Level I	Level 1, plus five (5) academic years at ACM and a minimum of 30 credit teaching hours during those five (5) years*	Level II part-time, plus five (5) academic years at ACM and a minimum of 30 credit teaching hours during those five (5) years*	
	Evidence of Professional Development	Evidence of Professional Development	
	Evidence of ACM teaching effectiveness	Evidence of ACM teaching effectiveness	

**\*Fast Track Option:** Five (5) years teaching at ACM and minimum of 30 credit teaching hours during those five (5) years will be **waived** for those part-time faculty who successfully complete TLC. Upon application to Level II or Level III, faculty will be required to present evidence of professional development and evidence of ACM teaching effectiveness.

Notes:

1. All new faculty will begin at Level I.
2. All part-time faculty are eligible to apply for advancement from Level I to Level II, or Level II to Level III, after five (5) academic years at ACM and after teaching a minimum of 30 credit hours during those five (5) years OR by successfully completing TLC (Fast Track Option).
3. If eligible to apply, advancement to the next level will require evidence of professional development and teaching effectiveness. Measures for professional development and teaching effectiveness are outlined on the *Application for Part-time Faculty – Level Advancement*.
4. Advancement procedures are initiated by the faculty member to the Chair/Program Director. Timeline, procedures, and criteria for advancement can be found on the *Application for Part-time Faculty - Level Advancement*, available on the ISA Share Point.

**Overload & Summer Pay Scale**  
**Full-time Faculty**  
**FY2026**  
**Per Credit Hour**

Instructor	Assistant Professor	Associate Professor	Professor
\$695 per credit	\$740 per credit	\$785 per credit	\$830 per credit
	+\$100 with Doctorate	+\$100 with Doctorate	+\$100 with Doctorate
* +\$200 per credit* (summer teaching)	+\$200 per credit* (summer teaching)	+\$200 per credit* (summer teaching)	+\$200 per credit* (summer teaching)

**Notes:**

1. Overload pay rates will change with advancement in rank procedure, effective the beginning of the next academic year following approval of advancement in rank.

2. Overload pay rate for newly hired full-time faculty will be based on rank at time of initial hire.

\* 3. Additional \$200 per credit does not apply to 12-month faculty for summer teaching.

**ALLEGANY COLLEGE OF MARYLAND**  
**NON-CLASSIFIED FACULTY**  
FY2026  
**HOURLY**

**Non-classified Faculty Hourly Rates**

Dentist - Temporary	\$ 55.00
Dentist - Contractual	\$ 73.00
Respiratory Therapy, OTA, PTA:	\$ 25.00
Med Lab Tech, Phlebotomist	\$ 22.00
Registered Nurse (RN)	\$ 35.00
Certified Nurse Practitioner (NP)	\$ 46.50
Massage Therapist	\$ 22.00
Dental Clinic Lab Hygienist	\$ 35.00
<b>Longevity: (add to individual base rate)</b>	
After 5 years at ACM	\$ 0.30
After 10 years at ACM	\$ 0.50
After 15 years ast ACM	\$ 0.70

ALLEGANY COLLEGE OF MARYLAND  
STAFF PAY STRUCTURE (ST)  
FISCAL YEAR 2026  
Classified/Graded Positions - Effective 7/1/2025

ST-  
AD-

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	
	6	16.81	17.23	17.66	18.10	18.55	19.02	19.49	19.98	20.48	20.99	21.52	21.95	22.39	22.84	23.29	23.76	24.23	24.72	25.21
	7	17.65	18.09	18.54	19.00	19.48	19.97	20.46	20.98	21.45	22.04	22.59	23.04	23.50	23.97	24.45	24.94	25.44	25.95	26.47
	8	18.53	19.00	19.47	19.96	20.46	20.97	21.49	22.03	22.58	23.14	23.72	24.20	24.68	25.18	25.68	26.19	26.72	27.25	27.80
	9	19.72	20.21	20.72	21.24	21.77	22.31	22.87	23.44	24.03	24.63	25.25	25.75	26.27	26.79	27.33	27.88	28.43	29.00	29.58
	10	21.14	21.67	22.21	22.77	23.33	23.92	24.52	25.13	25.76	26.40	27.06	27.60	28.16	28.72	29.29	29.88	30.48	31.09	31.71
	11	22.68	23.25	23.83	24.43	25.04	25.66	26.30	26.96	27.64	28.33	29.03	29.62	30.21	30.81	31.43	32.06	32.70	33.36	34.03
	12	24.80	25.42	26.06	26.71	27.38	28.06	28.77	29.48	30.22	30.98	31.75	32.39	33.04	33.70	34.37	35.06	35.76	36.48	37.21
	13	26.05	26.70	27.37	28.05	28.76	29.47	30.21	30.97	31.74	32.53	33.35	34.02	34.70	35.39	36.10	36.82	37.56	38.31	39.08
	14	27.80	28.50	29.21	29.94	30.69	31.46	32.24	33.05	33.87	34.72	35.59	36.30	37.03	37.77	38.53	39.30	40.19	40.89	41.70
	15	29.33	30.07	30.82	31.59	32.38	33.19	34.02	34.87	35.74	36.64	37.55	38.30	39.07	39.85	40.65	41.46	42.29	43.14	44.00
	16	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58	37.49	38.43	39.39	40.18	40.98	41.80	42.64	43.49	44.36	45.25	46.16
	17	32.30	33.11	33.94	34.79	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.18	43.02	43.89	44.76	45.66	46.57	47.51	48.46
	18	33.92	34.77	35.64	36.53	37.44	38.38	39.34	40.32	41.33	42.36	43.42	44.29	45.18	46.08	47.01	47.95	48.91	49.88	50.88
	19	37.08	38.01	38.96	39.93	40.93	41.96	43.00	44.08	45.18	46.31	47.47	48.42	49.39	50.38	51.38	52.41	53.46	54.53	55.62
	20	43.39	44.48	45.59	46.73	47.90	49.10	50.32	51.58	52.87	54.19	55.55	56.66	57.79	58.95	60.13	61.33	62.56	63.81	65.09
	21	60.00	61.50	63.04	64.61	66.23	67.88	69.58	71.32	73.10	74.93	76.81	78.34	79.91	81.51	83.14	84.80	86.49	88.22	89.99

\* Policy 03.04.002 - Hours of Work: Full-time Non-Exempt Staff 35-hour work week

- \*ST12 12-month
- \*ST11 11-month
- \*ST10 10-month
- \*ST09 9-month
- \*AD12 Administrators - Grade 19, 20, 21

ALLEGANY COLLEGE OF MARYLAND

FY2026

NON-CLASSIFIED STAFF (Non-Exempt)  
HOURLY

College	Minimum
Min-Wage	15.00

NC Non-exempt Staff	Entry Rate
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FY2026

EMT	15.00
Fitness Center Staff	15.00
Athletics:	15.00
GameKeeper	
Scoreperson	
Open Gym Assistant	
Athletic Trainer	27.00
Peer Tutor	15.00
Testing Proctor	17.00
Learning Specialist	17.00
Student Worker	15.00
Federal Work Study	15.00
America Reads (FWS)	17.00

## Changes for FY2026

### MAIN SCALES

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- 1 No changes to the following Scales:  
Full-time Faculty (FC10; FC12)  
Staff (ST)

### OTHER SCALES

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- |                              |       |                           |
|------------------------------|-------|---------------------------|
| 2 FACULTY NC Non-Classified  | FC-NC | Increased all FC-NC Rates |
| 3 FACULTY - Part-Time Credit | FC06  | No Changes                |
| 4 FACULTY - Overload/Summer  | FC07  | No Changes                |
| 5 STAFF Non-classified       | ST-NC | No Changes                |