

**ALLEGANY COLLEGE OF MARYLAND**  
**Full-time FACULTY Pay Structure (FC)**  
**FISCAL YEAR 2027**

**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

**FY2027 Contract Period:**

10-month Faculty	08/06/2026 - 05/15/2027
10-month Program Director/Division Chair	08/03/2026 - 05/15/2027
10-month Assistant Prog Dir/Division Chair	08/03/2026 - 05/15/2027
12-Month Faculty	07/01/2026 - 06/30/2027

# ALLEGANY COLLEGE OF MARYLAND

Fiscal Year 2027

Faculty Calendar

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

**15 or 17 days**

July 3, 2026 (12-month faculty)	Independence Day
September 7, 2026	Labor Day
November 26 - 27, 2026	Thanksgiving Break
December 21, 2026 - January 1, 2027	Winter Holiday
March 25 - 26, 2027	Spring Holiday
May 31, 2027 (12-month faculty)	Memorial Day

*10-Month Faculty*

**14 days**

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

October 5 - 6, 2026	Fall Break
December 16 - 18, 2026	Winter Recess
January 4 - 6, 2027	Winter Recess
January 18, 2027	MLK Day
March 8 -12, 2027	Spring Break

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

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

**12 days**

October 5 - 6, 2026	Fall Break
December 16 - 18, 2026	Winter Recess
January 4, 2027	Winter Recess
January 18, 2027	MLK Day
March 8 -12, 2027	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**  
 FY2027  
**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	
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*	Retired ACM faculty receiving this accolade through approval by the President and the Board of Trustees
	Evidence of Professional Development	Evidence of Professional Development	
	Evidence of ACM teaching effectiveness	Evidence of ACM teaching effectiveness	
<p><b>*Fast Track Option:</b> Five (5) years teaching at ACM and minimum of 30 credit teaching hours during those five (5) years will be <b>waived</b> 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.</p>			

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  
FY2027  
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  
 FY2027  
 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 at ACM	\$ 0.70

**ALLEGANY COLLEGE OF MARYLAND**  
**STAFF PAY STRUCTURE (ST)**  
**FISCAL YEAR 2027**  
**Classified/Graded Positions - Effective 7/1/2026**

ST-  
AD-\*

GRADE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	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

FY2027

NON-CLASSIFIED STAFF (Non-Exempt)  
HOURLY

<u>College</u>	<u>Minimum</u>
Min-Wage	15.00

NC Non-exempt Staff	Entry Rate
---------------------	------------

FY2027

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

## Changes for FY2027

### MAIN SCALES

---

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

### OTHER SCALES

---

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

#### Pay Changes for FY2027:

All Faculty and Staff, not at the top step, received a one-step increase

Staff - ICA advancements: Received one-step increase, plus 2 additional steps for their ICA promotion

Faculty - Advancement in Rank: Received advancement to next rank for promotion, plus an additional one-step increase.

Clinical/Lab ratios remain at .9:1.