

ALLEGANY COLLEGE OF MARYLAND

FY24

FACULTY TEACHING

BASE 10 MONTH

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
1 <u>Instructor</u>	45,200	56,500	67,800
2 <u>Assistant Professor</u>	47,850	59,813	71,775
3 <u>Associate Professor</u>	51,000	63,750	76,500
4 <u>Professor</u>	55,000	68,750	82,500
* A <u>Program Director/Division Chair</u>		4,400	
* B <u>Assistant Chair/Assistant Director</u>		2,200	

Contract Period:

Faculty	08/10/2023 - 05/18/2024	Days	203
* PD/DC/AD/AC	08/07/2023 - 05/18/2024	Days	206

To Include:

- Responsibilities under Faculty Job Description
- * Responsibilities under Administrative Faculty Job Description, if assigned role as Program Director, Division Chair, Assistant Director or Assistant Chair, and will cover summer division/program responsibilities.

Paid Holidays included in contract: (College Closed)		16 days
September 4, 2023	Labor Day	1
November 23 - November 24, 2023	Thanksgiving	2
December 18, 2023 - January 1, 2024	Winter Recess	11
March 28 - March 29, 2024	Easter Break	2

Vacation Days included in Contract: (College Open-No Classes)		14 days
Faculty		
October 9 - October 10, 2023	Fall Break	2
January 2 - January 9, 2024	Winter Recess	6
January 15, 2024	MLK Day	1
March 11 - March 15, 2024	Spring Break	5

Vacation Days included in Contract: (College Open-No Classes)		12 days
* PD/DC/AD/AC		
October 9 - October 10, 2023	Fall Break	2
January 2 - January 5, 2024	Winter Recess	4
January 15, 2024	MLK Day	1
March 11 - March 15, 2024	Spring Break	5

ALLEGANY COLLEGE OF MARYLAND

FY 2024

FACULTY TEACHING

BASE 12 MONTH

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
1 <u>Instructor</u>	54,240	67,800	81,360
2 <u>Assistant Professor</u>	57,420	71,775	86,130
3 <u>Associate Professor</u>	61,200	76,500	91,800
4 <u>Professor</u>	66,000	82,500	99,000

Contract Period: July 1, 2023 - June 30, 2024

260

To Include:

Responsibilities under Faculty Job Description

Responsibilities under Administrative Faculty Job Description

Paid Holidays included in contract:

18

July 4, 2023	Independence Day
September 4, 2023	Labor Day
November 23 - 24, 2023	Thanksgiving
December 18- January 1, 2024	Winter Recess
March 28 - March 29, 2024	Easter Break
May 27, 2024	Memorial Day

Vacation Days included in Contract:

20

160 Hours, to be used at Faculty member's discretion, with Supervisor Approval

(Spring, Fall and Winter break are not paid days off, but can be requested as vacation days)

ALLEGANY COLLEGE OF MARYLAND

FY 2024

FACULTY TEACHING

BASE 10 MONTH

1	<u>Instructor</u>	Minimum 27.83	Mid-Point 34.79	Maximum 41.75
2	<u>Assistant Professor</u>	Minimum 29.46	Mid-Point 36.83	Maximum 44.19
3	<u>Associate Professor</u>	Minimum 31.40	Mid-Point 39.25	Maximum 47.10
4	<u>Professor</u>	Minimum 33.87	Mid-Point 42.34	Maximum 50.81

To Include:

Responsibilities as Outlined in Faculty Job Description

ALLEGANY COLLEGE OF MARYLAND
Part-time Faculty (Credit) Pay Scale
 FY2024
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>*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.</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
FY2024
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
FY2024
HOURLY**

Non-classified Faculty Hourly Rates

Dentists:	\$ 52.52
Respiratory Therapy, OTA, PTA:	\$ 23.11
Med Lab Tech, Phlebotomist	\$ 18.91
Registered Nurse (RN)	\$ 31.51
Certified Nurse Practitioner (NP)	\$ 42.02
Massage Therapist	\$ 17.86
Masage Therapist, Hospital Supervisor	\$ 22.06
Dental Clinic Lab Hygienist	\$ 26.26
Longevity: (add to individual base rate)	
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

FY 2024

STAFF SCALE

12 MONTH

GRADE		Minimum	Mid-Point	Maximum
GRADE 5	Level I	27,755	36,776	45,796
	Level II	29,143	38,615	48,086
	Level III	30,600	40,545	50,490
GRADE 6	Level I	27,755	36,776	45,796
	Level II	29,143	38,615	48,086
	Level III	30,600	40,545	50,490
GRADE 7	Level I	28,455	37,703	46,951
	Level II	29,878	39,589	49,299
	Level III	31,372	41,568	51,764
GRADE 8	Level I	28,455	37,703	46,951
	Level II	29,878	39,589	49,299
	Level III	31,372	41,568	51,764
GRADE 9	Level I	30,284	40,127	49,969
	Level II	31,798	42,133	52,467
	Level III	33,388	44,239	55,090
GRADE 10	Level I	32,469	43,022	53,574
	Level II	34,092	45,173	56,253
	Level III	35,797	47,432	59,066
GRADE 11	Level I	34,836	46,158	57,479
	Level II	36,578	48,466	60,353
	Level III	38,407	50,889	63,371
GRADE 12	Level I	38,093	50,473	62,853
	Level II	39,998	52,997	65,996
	Level III	41,998	55,647	69,296
GRADE 13	Level I	39,998	52,998	65,997
	Level II	41,998	55,648	69,297
	Level III	44,098	58,430	72,762
GRADE 14	Level I	42,697	56,574	70,450
	Level II	44,832	59,403	73,973
	Level III	47,074	62,373	77,672
GRADE 15	Level I	45,044	59,684	74,323
	Level II	47,296	62,668	78,039
	Level III	49,661	65,801	81,941
GRADE 16	Level I	47,250	62,607	77,963
	Level II	49,613	65,737	81,861
	Level III	52,094	69,024	85,954
GRADE 17	Level I	49,613	65,737	81,861
	Level II	52,094	69,024	85,954
	Level III	54,699	72,476	90,252
GRADE 18	Level I	52,095	69,026	85,957
	Level II	54,700	72,478	90,255
	Level III	57,435	76,102	94,768

ALLEGANY COLLEGE OF MARYLAND

FY 2024

STAFF SCALE

11 MONTH

GRADE		Minimum	Mid-Point	Maximum
	5			
	Level I	25,442	33,711	41,979
	Level II	26,714	35,396	44,078
	Level III	28,050	37,166	46,282
	6			
	Level I	25,442	33,711	41,979
	Level II	26,714	35,396	44,078
	Level III	28,050	37,166	46,282
	7			
	Level I	26,084	34,562	43,039
	Level II	27,388	36,290	45,191
	Level III	28,757	38,104	47,451
	8			
	Level I	26,084	34,562	43,039
	Level II	27,388	36,290	45,191
	Level III	28,757	38,104	47,451
	9			
	Level I	27,760	36,782	45,804
	Level II	29,148	38,621	48,094
	Level III	30,605	40,552	50,499
	10			
	Level I	29,763	39,436	49,109
	Level II	31,251	41,408	51,564
	Level III	32,814	43,478	54,142
	11			
	Level I	31,933	42,311	52,689
	Level II	33,530	44,427	55,323
	Level III	35,207	46,648	58,089
	12			
	Level I	34,919	46,268	57,616
	Level II	36,665	48,581	60,497
	Level III	38,498	51,010	63,522
	13			
	Level I	36,665	48,581	60,497
	Level II	38,498	51,010	63,522
	Level III	40,423	53,561	66,698
	14			
	Level I	39,139	51,859	64,579
	Level II	41,096	54,452	67,808
	Level III	43,151	57,175	71,198
	15			
	Level I	41,290	54,710	68,129
	Level II	43,355	57,445	71,535
	Level III	45,523	60,318	75,112
	16			
	Level I	43,313	57,390	71,466
	Level II	45,479	60,259	75,039
	Level III	47,753	63,272	78,791
	17			
	Level I	45,479	60,260	75,040
	Level II	47,753	63,273	78,792
	Level III	50,141	66,437	82,732
	18			
	Level I	47,754	63,274	78,794
	Level II	50,142	66,438	82,734
	Level III	52,649	69,760	86,871

ALLEGANY COLLEGE OF MARYLAND
FY 2024

STAFF SCALE

10 MONTH

GRADE	5	Minimum	Mid-Point	Maximum
	Level I	23,129	30,646	38,163
	Level II	24,285	32,178	40,071
	Level III	25,499	33,787	42,075
GRADE	6	Minimum	Mid-Point	Maximum
	Level I	23,129	30,646	38,163
	Level II	24,285	32,178	40,071
	Level III	25,499	33,787	42,075
GRADE	7	Minimum	Mid-Point	Maximum
	Level I	23,713	31,420	39,126
	Level II	24,899	32,991	41,082
	Level III	26,144	34,640	43,136
GRADE	8	Minimum	Mid-Point	Maximum
	Level I	23,713	31,420	39,126
	Level II	24,899	32,991	41,082
	Level III	26,144	34,640	43,136
GRADE	9	Minimum	Mid-Point	Maximum
	Level I	25,237	33,439	41,641
	Level II	26,499	35,111	43,723
	Level III	27,824	36,867	45,909
GRADE	10	Minimum	Mid-Point	Maximum
	Level I	27,058	35,852	44,646
	Level II	28,411	37,645	46,878
	Level III	29,832	39,527	49,222
GRADE	11	Minimum	Mid-Point	Maximum
	Level I	29,030	38,465	47,900
	Level II	30,482	40,389	50,295
	Level III	32,006	42,408	52,810
GRADE	12	Minimum	Mid-Point	Maximum
	Level I	31,744	42,061	52,378
	Level II	33,331	44,164	54,997
	Level III	34,998	46,373	57,747
GRADE	13	Minimum	Mid-Point	Maximum
	Level I	33,332	44,165	54,998
	Level II	34,999	46,374	57,748
	Level III	36,749	48,692	60,635
GRADE	14	Minimum	Mid-Point	Maximum
	Level I	35,581	47,145	58,709
	Level II	37,360	49,502	61,644
	Level III	39,228	51,977	64,726
GRADE	15	Minimum	Mid-Point	Maximum
	Level I	37,537	49,737	61,936
	Level II	39,414	52,224	65,033
	Level III	41,385	54,835	68,285
GRADE	16	Minimum	Mid-Point	Maximum
	Level I	39,375	52,172	64,969
	Level II	41,344	54,781	68,217
	Level III	43,411	57,520	71,628
GRADE	17	Minimum	Mid-Point	Maximum
	Level I	41,344	54,781	68,218
	Level II	43,411	57,520	71,629
	Level III	45,582	60,396	75,210
GRADE	18	Minimum	Mid-Point	Maximum
	Level I	43,413	57,522	71,631
	Level II	45,584	60,399	75,213
	Level III	47,863	63,419	78,974

ALLEGANY COLLEGE OF MARYLAND

FY 2024

STAFF SCALE

9 MONTH

GRADE		Minimum	Mid-Point	Maximum
GRADE 5	Level I	20,816	27,581	34,346
	Level II	21,857	28,960	36,063
	Level III	22,950	30,408	37,866
GRADE 6	Level I	20,816	27,581	34,346
	Level II	21,857	28,960	36,063
	Level III	22,950	30,408	37,866
GRADE 7	Level I	21,341	28,277	35,213
	Level II	22,408	29,691	36,974
	Level III	23,528	31,176	38,823
GRADE 8	Level I	21,341	28,277	35,213
	Level II	22,408	29,691	36,974
	Level III	23,528	31,176	38,823
GRADE 9	Level I	22,713	30,095	37,476
	Level II	23,849	31,600	39,350
	Level III	25,041	33,180	41,318
GRADE 10	Level I	24,352	32,267	40,181
	Level II	25,570	33,880	42,190
	Level III	26,849	35,575	44,300
GRADE 11	Level I	26,127	34,619	43,110
	Level II	27,433	36,350	45,266
	Level III	28,805	38,167	47,529
GRADE 12	Level I	28,570	37,856	47,141
	Level II	29,999	39,749	49,498
	Level III	31,499	41,736	51,973
GRADE 13	Level I	29,999	39,749	49,498
	Level II	31,499	41,736	51,973
	Level III	33,074	43,823	54,572
GRADE 14	Level I	32,023	42,431	52,838
	Level II	33,624	44,552	55,480
	Level III	35,305	46,780	58,254
GRADE 15	Level I	33,783	44,763	55,742
	Level II	35,472	47,001	58,529
	Level III	37,246	49,351	61,455
GRADE 16	Level I	35,438	46,956	58,473
	Level II	37,210	49,304	61,397
	Level III	39,071	51,769	64,467
GRADE 17	Level I	37,210	49,304	61,397
	Level II	39,071	51,769	64,467
	Level III	41,025	54,358	67,690
GRADE 18	Level I	39,071	51,769	64,467
	Level II	41,025	54,358	67,690
	Level III	43,076	57,076	71,075

ALLEGANY COLLEGE OF MARYLAND

FY 2024

Administration

12 MONTH

19	Minimum	Mid-Point	Maximum
Level I	56,952	75,462	93,971
Level II	59,800	79,235	98,670
Level III	62,790	83,197	103,604
20	Minimum	Mid-Point	Maximum
Level I	66,634	88,290	109,946
Level II	69,966	92,705	115,443
Level III	73,464	97,340	121,215
21	Minimum	Mid-Point	Maximum
VP	81,384	104,579	127,773

ALLEGANY COLLEGE OF MARYLAND

FY 2024

STAFF SCALE

12 MONTH

Non-exempt

Grade	5	Minimum	Mid-Point	Maximum
	Level I	15.25	20.21	25.16
	Level II	16.01	21.22	26.42
	Level III	16.81	22.28	27.74
	6	Minimum	Mid-Point	Maximum
	Level I	15.25	20.21	25.16
	Level II	16.01	21.22	26.42
	Level III	16.81	22.28	27.74
	7	Minimum	Mid-Point	Maximum
	Level I	15.64	20.73	25.81
	Level II	16.42	21.76	27.10
	Level III	17.24	22.85	28.46
	8	Minimum	Mid-Point	Maximum
	Level I	15.64	20.73	25.81
	Level II	16.42	21.76	27.10
	Level III	17.24	22.85	28.46
	9	Minimum	Mid-Point	Maximum
	Level I	16.64	22.05	27.46
	Level II	17.47	23.15	28.83
	Level III	18.34	24.31	30.27
	10	Minimum	Mid-Point	Maximum
	Level I	17.85	23.65	29.45
	Level II	18.74	24.83	30.92
	Level III	19.68	26.08	32.47
	11	Minimum	Mid-Point	Maximum
	Level I	19.15	25.38	31.60
	Level II	20.11	26.65	33.18
	Level III	21.12	27.98	34.84
	12	Minimum	Mid-Point	Maximum
	Level I	20.94	27.75	34.55
	Level II	21.99	29.14	36.28
	Level III	23.09	30.59	38.09
	13	Minimum	Mid-Point	Maximum
	Level I	21.98	29.13	36.27
	Level II	23.08	30.58	38.08
	Level III	24.23	32.11	39.98
	14	Minimum	Mid-Point	Maximum
	Level I	23.46	31.09	38.71
	Level II	24.63	32.64	40.65
	Level III	25.86	34.27	42.68
	15	Minimum	Mid-Point	Maximum
	Level I	24.75	32.80	40.84
	Level II	25.99	34.44	42.88
	Level III	27.29	36.16	45.02
	16	Minimum	Mid-Point	Maximum
	Level I	25.97	34.41	42.85
	Level II	27.27	36.13	44.99
	Level III	28.63	37.94	47.24
	17	Minimum	Mid-Point	Maximum
	Level I	27.26	36.12	44.98
	Level II	28.62	37.93	47.23
	Level III	30.05	39.82	49.59
	18	Minimum	Mid-Point	Maximum
	Level I	28.63	37.94	47.24
	Level II	30.06	39.83	49.60
	Level III	31.56	41.82	52.08

ALLEGANY COLLEGE OF MARYLAND

FY2024

NON-CLASSIFIED STAFF (Non-Exempt)
HOURLY

College	Minimum
Min-Wage	15.00

NC Non-exempt Staff	Entry Rate
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FY24

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	16.50
Learning Specialist	16.50
Student Worker	15.00
Federal Work Study	15.00
America Reads (FWS)	16.50

NOTE: 1. College Min-Wage set at the Std Fin Aid Rate and only changes when the Std Fin Aid Rate changes.
 2. Std Fin Aid Rate associated with Fed Minimum Wage and changes when the Fed Min Wage Rate Changes
 3. State and/or Federal Minimum Wage increase to \$11.00 per hour effective 1/1/2020
 State and/or Federal Minimum Wage increase to \$11.75 per hour effective 1/1/2021
 State and/or Federal Minimum Wage increase to \$12.50 per hour effective 1/1/2022
 State and/or Federal Minimum Wage increase to \$13.25 per hour effective 1/1/2023
 State and/or Federal Minimum Wage increase to \$15.00 per hour effective 1/1/2024