

ALLEGANY COLLEGE OF MARYLAND
Full-time FACULTY Pay Structure (FC)
FISCAL YEAR 2025

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

FY2025 Contract Period:

10-month Faculty	08/08/2024 - 05/17/2025
10-month Program Director/Division Chair	08/05/2024 - 05/17/2025
10-month Assistant Prog Dir/Division Chair	08/05/2024 - 05/17/2025
12-Month Faculty	07/01/2024 - 06/30/2025

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

ALLEGANY COLLEGE OF MARYLAND
FISCAL YEAR 2025

Paid Holidays included in contract: (College Closed)		15 or 17 days
July 4, 2024 (12-month faculty)	Independence Day	
September 2, 2024	Labor Day	
November 28 - 29, 2024	Thanksgiving Break	
December 19, 2024 - January 1, 2025	Winter Break	
April 17 - 18, 2025	Easter Break	
May 26, 2025 (12-month faculty)	Memorial Day	
<i>10-Month Faculty</i>		13 days
Vacation Days included in Contract: (College Open-No Classes)		
October 7 - 8, 2024	Fall Break	
January 2 - January 8, 2025	Winter Recess	
January 20, 2025	MLK Day	
March 10 - March 14, 2025	Spring Break	
<i>10-Month Program Directors, Division Chairs, Assistant Directors, Assistant Chairs</i>		
Vacation Days included in Contract: (College Open-No Classes)		12 days
October 7 - 8, 2024	Fall Break	
January 2 - January 7, 2025	Winter Recess	
January 20, 2025	MLK Day	
March 10 - March 14, 2025	Spring Break	
<i>12-month Faculty</i>		
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
 FY2025
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	
<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
FY2025
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
FY2025
HOURLY**

Non-classified Faculty Hourly Rates

Dentist - Temporary	\$ 52.52
Dentist - Contractual	\$ 66.30
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
STAFF PAY STRUCTURE (ST)
FISCAL YEAR 2025
Classified/Graded Positions - Effective 7/1/2025

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

FY2025

**NON-CLASSIFIED STAFF (Non-Exempt)
HOURLY**

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

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

FY2025

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

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

Changes for FY2025

MAIN SCALES

- 1 Bolton Completed compensation study beginning August 2023 - January 2024. Based on their recommendations and approved by the Board of Trustees in April 2024, ACM's compensation structure will move to a step system. There are two step systems: Faculty and Staff. Boltobn's complete recommendation and implementation of the step structure can be found in a separate document. A summary is a follows:

Staff Step Structure: All past salary scales converted to hourly rates, based on ACM's 35-hour work week.
Eliminate Grade 5.
There are 19 steps in staff structure.
Place individuals in step structure based on FY2024 salary, rounding up to next highest.
Employees with 10 or more years of career experience (ACM or outside), will receive an additional step.

Faculty Step Structure: All past salary scales converted to hourly rates, based on 40-hour work week.
There are 23 steps in faculty structure.
Place individuals in step structure based on FY2024 base salary, rounding up to next highest.
Employees with 10 or more years of career experience (ACM or outside, or combined) will receive one additional step.

Employees who earned advancement in rank or In-class advancement promotion:

Staff: They will receive 2 additional steps; and one step for the additional year, if every employee receives a step.

Faculty: They will remain at same step, but move up to the next rank. They will receive one additional step if every employee receives a step that year.

Employees at top Grade or higher:

Employees at top or higher of Grade 19 (staff) or Grade 23 (faculty) will not receive increases until the entire structures are increased for COLA/Market. They will receive the COLA/Market adjustment the years of the market adjustment.

OTHER SCALES

- | | | |
|---|-------|---|
| 2 Faculty - Part-time Faculty/Credit | FC06 | No changes to FY2025 scales, per Bolton recommendation. |
| 3 Faculty - Full Time Overload and Summer Pay | FC07 | No changes to FY2025 scales, per Bolton recommendation. |
| 4 FACULTY NC Non-Classified | FC-NC | No change to hourly rates.
Added: Dentist - Contractual.
Changed Title of PT Dentist to: Dentist - Temporary |
| 5 Staff Non-Classified | ST-NC | All rates remained constant except for these changes:
Learning Specialist to \$17.00 per hour
Testing Proctor to \$17.00 per hour
AmeriReads to \$17.00 per hour |