

ALLEGANY COLLEGE OF MARYLAND

FY 2019

FACULTY TEACHING

BASE 10 MONTH

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
1 <u>Instructor</u>	39,530	52,378	65,225
2 <u>Assistant Professor</u>	41,507	54,997	68,486
3 <u>Associate Professor</u>	43,582	57,746	71,910
4 <u>Professor</u>	45,761	60,634	75,506
A <u>Program Director/Assistant Director/Division Chair *</u>	4,400		
B <u>Assistant Chair*</u>	2,200		

Contract Period: August 9, 2018 - May 18, 2019 Days 203

To Include:

Responsibilities under Faculty Job Description

*Responsibilities under Administrative Faculty Job Description, if assigned role as

Program Director, Division Chair, or Assistant-Chair, and will cover summer responsibilities

Paid Holidays included in contract: 15 days
 September 3, 2018 Labor Day
 November 22 - 23, 2018 Thanksgiving
 December 19, 2018 - Jan. 1, 2019 Winter Recess
 April 18-19, 2019 Easter Break

Vacation Days included in Contract: 14 days
 October 15 - 16, 2018 Fall Break
 November 21, 2018 Flex Vacation Day
 Dec. 17-18, 2018 Winter Recess
 Jan 2 - 4, 2019 Winter Recess
 January 21, 2019 MLK Day
 March 11 - 15, 2019 Spring Break

ALLEGANY COLLEGE OF MARYLAND

FY 2019

FACULTY TEACHING

BASE 12 MONTH

	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
1 <u>Instructor</u>	50,630	67,085	83,540
2 <u>Assistant Professor</u>	53,162	70,440	87,717
3 <u>Associate Professor</u>	55,819	73,960	92,101
4 <u>Professor</u>	58,610	77,659	96,707

Contract Period: July 1, 2018 - June 30, 2019

260

To Include:

Responsibilities under Faculty Job Description

Responsibilities under Administrative Faculty Job Description

Paid Holidays included in contract:

17

July 4, 2018	Independence Day
September 3, 2018	Labor Day
November 22 - 23, 2018	Thanksgiving
December 19, 2018 - Jan. 1, 2019	Winter Recess
April 18-19, 2019	Easter Break
May 27, 2019	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 2019

FACULTY TEACHING

BASE 10 MONTH

1	<u>Instructor</u>	Minimum 24.34	Mid-Point 30.43	Maximum 36.51
2	<u>Assistant Professor</u>	Minimum 25.56	Mid-Point 31.95	Maximum 38.34
3	<u>Associate Professor</u>	Minimum 26.84	Mid-Point 33.54	Maximum 40.25
4	<u>Professor</u>	Minimum 28.18	Mid-Point 35.22	Maximum 42.27

To Include:

Responsibilities as Outlined in Faculty Job Description

ALLEGANY COLLEGE OF MARYLAND
PART-TIME/OVERLOAD TEACHING SALARY SCHEDULE
FY2019
Per Credit Hour

<u>Experience</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
Undergraduate Faculty Assistant *	325		
I. 0-2 years teaching or career experience	485	570	720
II. 3-5 years teaching or career experience	510	615	770
III. 6-8 years teaching or career experience	540	650	820
IV. 9-11 years teaching or career experience	575	680	875
V. 12 years or more teaching or career experience	620	755	940

* FY2015 Changes

Undergraduate Faculty Assistants with 30 credit hours of completion in Program of Instruction and minimum Grade of B

SUMMER SALARY SCHEDULE
 (Full-Time Allegany College Faculty)
 FY 2019
Per Credit Hour

<u>Experience</u>	<u>Instructor</u>	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>
I. 0-3 years teaching or career experience	620	635	745	900
II. 4-7 years teaching or career experience	630	745	890	1,060
III. 8-11 years teaching or career experience	735	885	1,025	1,095
IV. 12 years or more teaching or career experience	840	1,005	1,120	1,135

ALLEGANY COLLEGE OF MARYLAND
NON-CLASSIFIED FACULTY
FY2019
HOURLY

Special Faculty Hourly Rates:

Dentists:	\$ 50.00
Respiratory Therapy, OTA, PTA:	\$ 22.00
Rad Tech, Med Lab Tech	\$ 18.00
Nursing BA Degree:	\$ 25.00
Nursing Masters Degree:	\$ 30.00
Certified Nurse Practitioner	\$ 40.00
Massage Therapist	\$ 17.00
Masage Therapist, Hospital Supervisor	\$ 21.00
Dental Clinic Lab Hygienist less than 20 years Teaching Experience	\$ 25.00
Dental Clinic Lab Hygienist with over 20 years Teaching Experience	\$ 28.00
Academic Advisors	\$ 21.85

Last increase was FY2011

*Added Rad Tech, Med Lab Tech for FY19

*Added OTA and PTA for FY19

ALLEGANY COLLEGE OF MARYLAND

FY 2019

STAFF SCALE

12 MONTH

GRADE		Minimum	Mid-Point	Maximum
GRADE 5	Level I	21,528	28,525	35,521
	Level II	22,604	29,951	37,297
	Level III	23,734	31,448	39,162
		Minimum	Mid-Point	Maximum
GRADE 6	Level I	22,066	29,238	36,409
	Level II	23,169	30,699	38,229
	Level III	24,327	32,234	40,140
		Minimum	Mid-Point	Maximum
GRADE 7	Level I	23,169	30,699	38,229
	Level II	24,327	32,234	40,140
	Level III	25,543	33,845	42,147
		Minimum	Mid-Point	Maximum
GRADE 8	Level I	24,879	32,965	41,050
	Level II	26,123	34,613	43,103
	Level III	27,429	36,344	45,258
		Minimum	Mid-Point	Maximum
GRADE 9	Level I	27,320	36,199	45,078
	Level II	28,686	38,009	47,332
	Level III	30,120	39,910	49,699
		Minimum	Mid-Point	Maximum
GRADE 10	Level I	28,959	38,371	47,782
	Level II	30,407	40,289	50,171
	Level III	31,927	42,304	52,680
		Minimum	Mid-Point	Maximum
GRADE 11	Level I	30,986	41,057	51,127
	Level II	32,535	43,109	53,683
	Level III	34,162	45,265	56,367
		Minimum	Mid-Point	Maximum
GRADE 12	Level I	32,501	43,064	53,627
	Level II	34,126	45,217	56,308
	Level III	35,832	47,478	59,123
		Minimum	Mid-Point	Maximum
GRADE 13	Level I	34,980	46,349	57,717
	Level II	36,729	48,666	60,603
	Level III	38,565	51,099	63,633
		Minimum	Mid-Point	Maximum
GRADE 14	Level I	38,478	50,984	63,489
	Level II	40,402	53,533	66,663
	Level III	42,422	56,209	69,996
		Minimum	Mid-Point	Maximum
GRADE 15	Level I	40,402	53,533	66,663
	Level II	42,422	56,209	69,996
	Level III	44,543	59,020	73,496
		Minimum	Mid-Point	Maximum
GRADE 16	Level I	42,422	56,209	69,996
	Level II	44,543	59,020	73,496
	Level III	46,770	61,971	77,171
		Minimum	Mid-Point	Maximum
GRADE 17	Level I	43,939	58,219	72,499
	Level II	46,136	61,130	76,124
	Level III	48,443	64,187	79,930
		Minimum	Mid-Point	Maximum
GRADE 18	Level I	46,136	61,130	76,124
	Level II	48,443	64,187	79,930
	Level III	50,865	67,396	83,927
		Minimum	Mid-Point	Maximum

ALLEGANY COLLEGE OF MARYLAND

FY 2019

STAFF SCALE

11 MONTH

GRADE	5	Minimum	Mid-Point	Maximum
	Level I	19,734	26,148	32,561
	Level II	20,721	27,455	34,189
	Level III	21,757	28,828	35,898
GRADE	6	Minimum	Mid-Point	Maximum
	Level I	20,227	26,801	33,375
	Level II	21,238	28,141	35,044
	Level III	22,300	29,548	36,796
GRADE	7	Minimum	Mid-Point	Maximum
	Level I	21,238	28,141	35,043
	Level II	22,300	29,548	36,795
	Level III	23,415	31,025	38,635
GRADE	8	Minimum	Mid-Point	Maximum
	Level I	22,806	30,218	37,630
	Level II	23,946	31,729	39,512
	Level III	25,143	33,316	41,488
GRADE	9	Minimum	Mid-Point	Maximum
	Level I	25,043	33,182	41,321
	Level II	26,295	34,841	43,387
	Level III	27,610	36,583	45,556
GRADE	10	Minimum	Mid-Point	Maximum
	Level I	26,546	35,174	43,801
	Level II	27,873	36,932	45,991
	Level III	29,267	38,779	48,291
GRADE	11	Minimum	Mid-Point	Maximum
	Level I	28,404	37,636	46,867
	Level II	29,824	39,517	49,210
	Level III	31,315	41,493	51,671
GRADE	12	Minimum	Mid-Point	Maximum
	Level I	29,793	39,476	49,158
	Level II	31,283	41,450	51,616
	Level III	32,847	43,522	54,197
GRADE	13	Minimum	Mid-Point	Maximum
	Level I	32,065	42,486	52,907
	Level II	33,668	44,610	55,552
	Level III	35,351	46,841	58,330
GRADE	14	Minimum	Mid-Point	Maximum
	Level I	35,272	46,736	58,199
	Level II	37,036	49,073	61,109
	Level III	38,888	51,526	64,164
GRADE	15	Minimum	Mid-Point	Maximum
	Level I	37,035	49,072	61,108
	Level II	38,887	51,525	64,163
	Level III	40,831	54,101	67,371
GRADE	16	Minimum	Mid-Point	Maximum
	Level I	38,887	51,526	64,164
	Level II	40,831	54,102	67,372
	Level III	42,873	56,807	70,741
GRADE	17	Minimum	Mid-Point	Maximum
	Level I	40,277	53,367	66,457
	Level II	42,291	56,036	69,780
	Level III	44,406	58,838	73,269
GRADE	18	Minimum	Mid-Point	Maximum
	Level I	42,291	56,036	69,780
	Level II	44,406	58,838	73,269
	Level III	46,626	61,779	76,932

ALLEGANY COLLEGE OF MARYLAND

FY 2019

STAFF SCALE

10 MONTH

GRADE	5	Minimum	Mid-Point	Maximum
	Level I	17,940	23,771	29,601
	Level II	18,837	24,959	31,081
	Level III	19,779	26,207	32,635
GRADE	6	Minimum	Mid-Point	Maximum
	Level I	18,388	24,364	30,340
	Level II	19,307	25,582	31,857
	Level III	20,272	26,861	33,450
GRADE	7	Minimum	Mid-Point	Maximum
	Level I	19,308	25,583	31,858
	Level II	20,273	26,862	33,451
	Level III	21,287	28,206	35,124
GRADE	8	Minimum	Mid-Point	Maximum
	Level I	20,733	27,471	34,209
	Level II	21,770	28,845	35,919
	Level III	22,859	30,287	37,715
GRADE	9	Minimum	Mid-Point	Maximum
	Level I	22,767	30,167	37,566
	Level II	23,905	31,675	39,444
	Level III	25,100	33,258	41,416
GRADE	10	Minimum	Mid-Point	Maximum
	Level I	24,133	31,976	39,819
	Level II	25,340	33,575	41,810
	Level III	26,607	35,254	43,901
GRADE	11	Minimum	Mid-Point	Maximum
	Level I	25,822	34,214	42,606
	Level II	27,113	35,925	44,736
	Level III	28,469	37,721	46,973
GRADE	12	Minimum	Mid-Point	Maximum
	Level I	27,084	35,887	44,689
	Level II	28,438	37,681	46,923
	Level III	29,860	39,565	49,269
GRADE	13	Minimum	Mid-Point	Maximum
	Level I	29,150	38,624	48,098
	Level II	30,608	40,556	50,503
	Level III	32,138	42,583	53,028
GRADE	14	Minimum	Mid-Point	Maximum
	Level I	32,065	42,486	52,907
	Level II	33,668	44,610	55,552
	Level III	35,351	46,841	58,330
GRADE	15	Minimum	Mid-Point	Maximum
	Level I	33,668	44,610	55,552
	Level II	35,351	46,841	58,330
	Level III	37,119	49,183	61,247
GRADE	16	Minimum	Mid-Point	Maximum
	Level I	35,352	46,842	58,331
	Level II	37,120	49,184	61,248
	Level III	38,976	51,643	64,310
GRADE	17	Minimum	Mid-Point	Maximum
	Level I	36,616	48,516	60,416
	Level II	38,447	50,942	63,437
	Level III	40,369	53,489	66,609
GRADE	18	Minimum	Mid-Point	Maximum
	Level I	38,447	50,943	63,438
	Level II	40,369	53,490	66,610
	Level III	42,387	56,164	69,941

ALLEGANY COLLEGE OF MARYLAND

FY 2019

STAFF SCALE

9 MONTH

GRADE		Minimum	Mid-Point	Maximum
GRADE 5	Level I	16,146	21,394	26,641
	Level II	16,953	22,463	27,973
	Level III	17,801	23,587	29,372
		Minimum	Mid-Point	Maximum
GRADE 6	Level I	16,550	21,929	27,308
	Level II	17,378	23,026	28,673
	Level III	18,247	24,177	30,107
		Minimum	Mid-Point	Maximum
GRADE 7	Level I	17,377	23,025	28,672
	Level II	18,246	24,176	30,106
	Level III	19,158	25,385	31,611
		Minimum	Mid-Point	Maximum
GRADE 8	Level I	18,659	24,723	30,787
	Level II	19,592	25,959	32,326
	Level III	20,572	27,257	33,942
		Minimum	Mid-Point	Maximum
GRADE 9	Level I	20,490	27,150	33,809
	Level II	21,515	28,507	35,499
	Level III	22,591	29,933	37,274
		Minimum	Mid-Point	Maximum
GRADE 10	Level I	21,719	28,778	35,836
	Level II	22,805	30,217	37,628
	Level III	23,945	31,727	39,509
		Minimum	Mid-Point	Maximum
GRADE 11	Level I	23,240	30,793	38,346
	Level II	24,402	32,333	40,263
	Level III	25,622	33,949	42,276
		Minimum	Mid-Point	Maximum
GRADE 12	Level I	24,376	32,298	40,220
	Level II	25,595	33,913	42,231
	Level III	26,875	35,609	44,343
		Minimum	Mid-Point	Maximum
GRADE 13	Level I	26,235	34,762	43,288
	Level II	27,547	36,500	45,452
	Level III	28,924	38,325	47,725
		Minimum	Mid-Point	Maximum
GRADE 14	Level I	28,859	38,238	47,617
	Level II	30,302	40,150	49,998
	Level III	31,817	42,158	52,498
		Minimum	Mid-Point	Maximum
GRADE 15	Level I	30,302	40,150	49,998
	Level II	31,817	42,158	52,498
	Level III	33,408	44,266	55,123
		Minimum	Mid-Point	Maximum
GRADE 16	Level I	31,817	42,158	52,498
	Level II	33,408	44,266	55,123
	Level III	35,078	46,479	57,879
		Minimum	Mid-Point	Maximum
GRADE 17	Level I	32,954	43,664	54,374
	Level II	34,602	45,848	57,093
	Level III	36,332	48,140	59,948
		Minimum	Mid-Point	Maximum
GRADE 18	Level I	34,602	45,848	57,093
	Level II	36,332	48,140	59,948
	Level III	38,149	50,547	62,945

ALLEGANY COLLEGE OF MARYLAND

FY 2019

Administration

12 MONTH

Assoc Dean	<u>19</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
	Level I	52,134	69,078	86,021
	Level II	54,741	72,532	90,322
	Level III	57,478	76,158	94,838
Dean	<u>20</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
	Level I	60,997	80,821	100,645
	Level II	64,047	84,862	105,677
	Level III	67,249	89,105	110,961
VP	<u>21</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
		73,617	94,598	115,579

ALLEGANY COLLEGE OF MARYLAND

FY 2019

STAFF SCALE

12 MONTH

Non-exempt

Grade	5	Minimum	Mid-Point	Maximum
	Level I	10.35	13.72	17.08
	Level II	10.87	14.40	17.93
	Level III	11.41	15.12	18.83
	6	Minimum	Mid-Point	Maximum
	Level I	10.61	14.06	17.51
	Level II	11.14	14.77	18.39
	Level III	11.70	15.51	19.31
	7	Minimum	Mid-Point	Maximum
	Level I	11.14	14.76	18.38
	Level II	11.70	15.50	19.30
	Level III	12.29	16.28	20.27
	8	Minimum	Mid-Point	Maximum
	Level I	11.96	15.85	19.73
	Level II	12.56	16.64	20.72
	Level III	13.19	17.48	21.76
	9	Minimum	Mid-Point	Maximum
	Level I	13.13	17.40	21.66
	Level II	13.79	18.27	22.74
	Level III	14.48	19.18	23.88
	10	Minimum	Mid-Point	Maximum
	Level I	13.92	18.45	22.97
	Level II	14.62	19.37	24.12
	Level III	15.35	20.34	25.33
	11	Minimum	Mid-Point	Maximum
	Level I	14.90	19.75	24.59
	Level II	15.65	20.74	25.82
	Level III	16.43	21.77	27.11
	12	Minimum	Mid-Point	Maximum
	Level I	15.63	20.71	25.79
	Level II	16.41	21.75	27.08
	Level III	17.23	22.83	28.43
	13	Minimum	Mid-Point	Maximum
	Level I	16.82	22.29	27.75
	Level II	17.66	23.40	29.14
	Level III	18.54	24.57	30.60
	14	Minimum	Mid-Point	Maximum
	Level I	18.50	24.52	30.53
	Level II	19.43	25.75	32.06
	Level III	20.40	27.03	33.66
	15	Minimum	Mid-Point	Maximum
	Level I	19.42	25.73	32.04
	Level II	20.39	27.02	33.64
	Level III	21.41	28.37	35.32
	16	Minimum	Mid-Point	Maximum
	Level I	20.40	27.03	33.66
	Level II	21.42	28.38	35.34
	Level III	22.49	29.80	37.11
	17	Minimum	Mid-Point	Maximum
	Level I	21.12	27.99	34.85
	Level II	22.18	29.39	36.59
	Level III	23.29	30.86	38.42
	18	Minimum	Mid-Point	Maximum
	Level I	22.18	29.39	36.60
	Level II	23.29	30.86	38.43
	Level III	24.45	32.40	40.35

ALLEGANY COLLEGE OF MARYLAND

FY2019

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

<u>College</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
Min-Wage	10.10	13.39	16.67

NC Non-exempt Staff

Entry Rate

FY19	Lifeguards	11.10	
	EMT's	12.10	
	Fitness Center Staff	12.10	
	Athletics:	10.10	**
	GameKeepers		
	Scoreperson		
	Open Gym Assistants		
	Peer Tutor I	10.35	
	Peer Tutor II	10.60	
	Learning Specialist I	13.60	
	Learning Specialist II	14.60	
	Learning Specialist III	15.60	
	Student Workers**	10.10	
	Federal Work Study	10.10	
	America Reads (FWS)	12.85	

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. Min/Max Range Ratio initially set at 1.75 (i.e., College Goal) to prevent having to lower Max when college
 - State and/or Federal Minimum Wage will increased to **\$8.25** per hour as of 7/1/2015
 - State and/or Federal Minimum Wage will increased to **\$8.75** per hour as of 7/1/2016
 - State and/or Federal Minimum Wage will increase to **\$9.25** per hour as of 7/1/2017
 - **State and/or Federal Minimum Wage will increase to \$10.10 per hour as of 7/1/2018**
 - **College Student Financial Aid Wage set at \$10.10 per hour as of 05/14/18**

** To pay at same rate as Work Study Pay rate