

**Athens State University
2024-2025 Salary Schedule
2% Increase over 2023-2024**

Schedule A - President

Salary Step													
1	0	1	2	3	4	5	6	8	10	15	20	25	27
1	133,439	135,592	137,744	137,154	139,896	144,203	146,354	148,508	150,658	157,117	163,575	170,034	172,185

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor. Advancement in steps after the initial placement will be based on years completed as president.
2. If president holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the institution size is above 4,500 FTE the previous Fall term, add \$2,000 per year to salary.
4. Housing allowance of \$12,000 per year in addition to salary.
5. Expense allowance of \$200 per month in addition to salary.
6. The Chancellor may award an annual salary supplement not to exceed 10 percent of annual salary to recognize institutional complexity and performance.

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Schedule B - Vice Presidents

Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	93,526	95,484	97,440	99,398	101,353	103,312	105,269	107,226	109,183	115,055	120,927	126,795	128,756

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. Advancement in steps after the initial placement will be based on years completed in the position.
2. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the president has designated a person paid from this schedule as being in charge in the president's absence, that person shall be paid an additional \$2,000 annually.
4. The president of Athens State University may place dean-level personnel and chief financial officer on this schedule.

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Schedule C - Professional Personnel


Salary Step													
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	85,296	87,333	89,367	91,402	93,437	95,473	97,509	99,545	101,580	107,685	113,792	119,899	121,935
2	74,794	76,828	78,863	80,900	82,935	84,970	87,006	89,043	91,077	97,184	103,289	109,395	111,430

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. Advancement in steps after the initial placement will be based on years completed in the position.
2. Selection of a specific schedule will be commensurate with responsibilities, training, experience, and organizational relationship.
3. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
4. Placement on Schedule C-3 presumes negotiation between the individual and the president for salary determination.

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Schedule D-1 - Professor

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	58,346	60,621	62,897	65,173	67,450	69,725	72,002	74,278	76,554	83,382	90,211	97,037	99,314
Summer	18,005	18,710	19,415	20,118	20,822	21,527	22,232	22,937	23,641	25,756	27,869	29,982	30,687
12-Month	76,349	79,332	82,311	85,292	88,272	91,253	94,235	97,215	100,196	109,139	118,079	127,023	130,003

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

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Schedule D-2 - Associate Professor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	54,978	57,258	59,531	61,808	64,084	66,361	68,635	70,911	73,188	79,106	85,022	90,941	93,217
	Summer	16,967	17,673	18,376	19,082	19,788	20,490	21,197	21,900	22,606	24,437	26,269	28,100	28,807
	12 Month	71,947	74,927	77,909	80,889	83,868	86,852	89,831	92,812	95,793	103,542	111,292	119,043	122,024
MA+60	9-Month	49,254	51,530	53,805	56,082	58,357	60,635	62,910	65,186	67,462	73,382	79,297	85,215	87,493
	Summer	15,204	15,909	16,612	17,319	18,022	18,727	19,432	20,137	20,842	22,675	24,506	26,337	27,043
	12 Month	64,458	67,437	70,419	73,400	76,381	79,362	82,343	85,323	88,301	96,053	103,802	111,553	114,535
MA+30	9-Month	45,550	47,825	50,101	52,377	54,654	56,929	59,206	61,482	63,758	69,676	75,594	81,510	83,787
	Summer	14,062	14,768	15,470	16,176	16,881	17,585	18,291	18,993	19,700	21,530	23,363	25,194	25,900
	12 Month	59,611	62,591	65,573	68,553	71,534	74,514	77,497	80,476	83,456	91,206	98,956	106,707	109,688
MA	9-Month	42,851	45,126	47,402	49,677	51,956	54,231	56,508	58,783	61,060	66,977	72,894	78,813	81,089
	Summer	13,227	13,932	14,637	15,341	16,047	16,750	17,456	18,159	18,866	20,697	22,529	24,360	25,067
	12 Month	56,078	59,058	62,039	65,020	68,001	70,980	73,961	76,943	79,923	87,674	95,424	103,174	106,154

Notes:

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Schedule D-3 - Assistant Professor

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	49,740	52,039	54,339	56,637	58,357	60,635	62,910	65,186	67,462	72,013	76,567	81,119	83,395
	Summer	15,355	16,066	16,778	17,490	18,022	18,727	19,432	20,137	20,842	22,251	23,661	25,070	25,774
	12 Month	65,097	68,105	71,115	74,126	76,381	79,362	82,343	85,323	88,301	94,265	100,226	106,188	109,169
MA+60	9-Month	46,350	48,649	50,947	53,246	55,545	57,276	59,553	61,828	64,105	68,657	73,208	77,762	80,037
	Summer	14,306	15,017	15,728	16,441	17,152	17,690	18,393	19,098	19,802	21,212	22,622	24,030	24,733
	12 Month	60,655	63,667	66,677	69,687	72,695	74,966	77,946	80,928	83,908	89,869	95,831	101,792	104,773
MA+30	9-Month	43,617	45,917	48,216	50,512	52,812	55,112	56,848	59,123	61,400	65,952	70,503	75,057	77,331
	Summer	13,464	14,177	14,887	15,600	16,312	17,022	17,560	18,265	18,970	20,379	21,788	23,198	23,904
	12 Month	57,081	60,094	63,104	66,112	69,124	72,134	74,407	77,388	80,369	86,330	92,292	98,255	101,235
MA	9-Month	40,884	43,183	45,481	47,779	50,079	52,377	54,676	56,973	58,692	63,245	67,796	72,350	74,624
	Summer	12,621	13,332	14,044	14,755	15,467	16,178	16,890	17,602	18,135	19,543	20,954	22,361	23,067
	12 Month	53,505	56,514	59,525	62,535	65,546	68,555	71,566	74,577	76,826	82,788	88,748	94,710	97,691

Notes:

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Schedule E - Full Time Support Personnel 40 hrs p/wk

Salary		Salary Step												
Schedule	Grade	0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	55,048	55,060	56,113	56,605	57,645	58,688	59,727	60,771	61,811	63,894	65,977	68,058	69,099
E1	02	49,694	50,766	51,838	52,909	53,982	55,052	55,067	56,118	56,609	58,692	60,775	62,858	63,898
E2	02	49,694	50,766	51,838	52,909	53,982	55,052	55,067	56,118	56,609	58,692	60,775	62,858	63,898
E2	03	44,340	45,412	46,484	47,556	48,630	49,701	50,773	51,845	52,916	55,059	56,124	57,656	58,699
E3	03	44,340	45,412	46,484	47,556	48,630	49,701	50,773	51,845	52,916	55,059	56,124	57,656	58,699
E3	04	38,984	40,055	41,129	42,199	43,272	44,345	45,416	46,490	47,561	49,704	51,848	53,991	55,065
E3	05	33,632	34,703	35,775	36,846	37,920	38,991	40,063	41,135	42,205	44,352	46,496	48,639	49,712
E4	05	33,632	34,703	35,775	36,846	37,920	38,991	40,063	41,135	42,205	44,352	46,496	48,639	49,712
E4	06	28,275	29,348	30,420	31,491	32,565	33,636	34,708	35,780	36,850	38,994	41,138	43,284	44,356
E5	06	28,275	29,348	30,420	31,491	32,565	33,636	34,708	35,780	36,850	38,994	41,138	43,284	44,356
E5	07	27,207	28,282	29,352	30,424	31,496	32,568	33,639	34,712	35,783	37,926	40,070	42,217	43,287

Notes:

1. Initial step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the President. Advancement within a level is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the respective position.

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Salary Schedule C-3

C3	
Step	2023-2024
0	40,153
1	41,988
2	43,825
3	45,664
4	47,498
5	49,337
6	51,172
7	53,009
8	54,843
9	56,680
10	58,521
11	60,361
12	62,199
13	64,032
14	65,871
15	67,712
20	73,222
25	78,729
27	80,186
MAX	94,020

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Schedule L-1 - Librarian (Professor)

Doctorate	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
9-Month	58,345	60,621	62,897	65,174	67,450	69,726	72,002	74,278	76,554	83,382	90,211	97,037	99,314
Summer	18,005	18,710	19,415	20,118	20,823	21,527	22,233	22,937	23,642	25,756	27,868	29,982	30,687
12-Month	76,349	79,332	82,311	85,292	88,272	91,253	94,235	97,215	100,197	109,138	118,079	127,023	130,003

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.

2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

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Schedule L-2 - Librarian (Associate Professor)

		Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	55,523	57,258	59,531	61,808	64,084	66,361	68,635	70,911	73,188	79,106	85,022	90,941	93,217
	Summer	17,135	17,673	18,376	19,082	19,788	20,490	21,197	21,900	22,606	24,437	26,269	28,100	28,807
	12 Month	72,660	74,927	77,909	80,889	83,868	86,852	89,831	92,812	95,793	103,542	111,292	119,043	122,024
MA+60	9-Month	49,740	52,039	54,339	56,637	58,357	60,635	62,910	65,186	67,462	73,382	79,297	85,215	87,493
	Summer	15,355	16,066	16,778	17,490	18,022	18,727	19,432	20,137	20,842	22,675	24,506	26,337	27,043
	12 Month	65,097	68,105	71,115	74,126	76,381	79,362	82,343	85,323	88,301	96,053	103,802	111,553	114,535
MA+30	9-Month	46,001	48,299	50,599	52,896	55,194	56,929	59,206	61,482	63,758	69,676	75,594	81,510	83,787
	Summer	14,200	14,913	15,623	16,336	17,047	17,585	18,291	18,993	19,700	21,530	23,363	25,194	25,900
	12 Month	60,201	63,210	66,221	69,233	72,243	74,514	77,497	80,476	83,456	91,206	98,956	106,707	109,688
MA	9-Month	43,275	45,574	47,873	50,170	52,471	54,768	57,067	58,783	61,060	66,977	72,894	78,813	81,089
	Summer	13,359	14,069	14,782	15,494	16,206	16,917	17,629	18,159	18,866	20,697	22,529	24,360	25,067
	12 Month	56,632	59,645	62,652	65,663	68,676	71,685	74,695	76,943	79,923	87,674	95,424	103,174	106,154

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

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Schedule L-3 - Librarian (Assistant Professor)

Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
MA +60	9-Month	38,998	41,273	43,548	45,825	48,101	50,378	52,652	54,930	57,207	61,757	66,310	70,861	73,137
	Summer	12,035	12,741	13,445	14,148	14,854	15,558	16,264	16,967	17,673	19,082	20,490	21,900	22,606
	12 Month	51,032	54,013	56,994	59,974	62,954	65,937	68,917	71,897	74,878	80,838	86,801	92,761	95,743
MA +30	9-Month	37,314	39,590	41,868	44,144	46,418	48,694	50,971	53,247	55,522	60,076	64,626	69,179	71,457
	Summer	11,519	12,225	12,929	13,633	14,338	15,042	15,747	16,451	17,156	18,565	19,974	21,384	22,090
	12 Month	48,834	51,813	54,794	57,777	60,756	63,736	66,717	69,699	72,678	78,641	84,602	90,564	93,543
MA	9-Month	35,629	37,904	40,179	42,456	44,733	47,008	49,284	51,560	53,838	58,389	62,942	67,492	69,768
	Summer	11,000	11,707	12,411	13,116	13,820	14,524	15,230	15,933	16,639	18,048	19,458	20,865	21,572
	12 Month	46,628	49,610	52,590	55,571	58,553	61,534	64,514	67,493	70,476	76,437	82,398	88,359	91,341

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.