

<p><b>Unit Operational Plan</b></p> <p><b>2024-2025</b></p>
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**Name of Unit:** Communications, Shelby Campus

**Primary Purpose (for the unit):** The primary purpose of the Communications Department is to develop in students a desire for excellence in scholarship, an ability to communicate effectively, and an appreciation for the humanities. The department endorses the college’s Mission Statement and supports the Institutional Strategic Plan in its commitment to learning.

**Unit Goals**

Unit Goals	Unit Outcome	Institution Strategic Plan	Fundamental Principles
Provide professional development activities on campus through roundtable discussions, keynote & guest speaker presentations, and/or workshops for faculty to maintain knowledge of current theory, trends, and technology in their fields	Provide quality instruction in developmental and transferable courses through emphasis on continued training and professional development for faculty.	<b>IV-B:</b> Increase opportunities for professional development for all employees.	<b>3.3:</b> Provide qualified personnel who enable the college to fulfill its purpose.
Encourage faculty to attend local, in-state, and out-of-state conferences to maintain currency in their fields	Provide quality instruction in developmental and transferable courses through emphasis on continued training and professional development for faculty.	<b>IV-B:</b> Increase opportunities for professional development for all employees.	<b>4.2:</b> Encourage professional development experiences that enable personnel to maintain currency in their respective fields, increase their awareness and use of alternative methods of meeting the needs of a diverse student population, and

			develop innovative approaches to fulfilling their roles at the institution.
Encourage faculty to prepare presentations for local, in-state, and out-of-state workshops and conferences	Provide quality instruction in developmental and transferable courses through emphasis on continued training and professional development for faculty.	<b>IV-B:</b> Increase opportunities for professional development for all employees.	<b>4.1:</b> Encourage an organizational culture in which college personnel demonstrate caring, cooperation, integrity, and professional excellence and hold high expectations of performance for themselves and others.
Maintain institutional memberships in professional organizations and purchase institutional subscriptions to their publications	Provide quality instruction in developmental and transferable courses through emphasis on continued training and professional development for faculty.	<b>IV-B:</b> Increase opportunities for professional development for all employees.	<b>4.4:</b> Encourage continual improvement through ongoing evaluation and advocacy of innovation in teaching and learning.
Provide tutoring resources in collaboration with LSC and LRC (This tutoring is in addition to Tutor.com online tutoring services provided by the College.)	Prepare students to continue their education at four-year institutions or to enter the workforce.	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.  <b>II-D:</b> Increase and enhance support for adult learners.	<b>2.1:</b> Offer university parallel degree programs that allow students to make a successful transition to senior colleges or universities. <b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Support student organizations (Sigma Kappa Delta, Sigma Chi Eta, and the Debate Team) with financial assistance for attendance at	Prepare students to continue their education at four-year institutions or to enter the workforce.	<b>II-D:</b> Increase and enhance support for adult learners.	<b>3.1:</b> Provide a friendly and stimulating atmosphere that is conducive to both formal and informal learning and to cross-cultural awareness.

national/regional conventions			<b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Continue financial support for the Red Mountain Reading Series, <i>Wingspan</i> , Writer's Roundtable, Pioneer Con, and the Concert & Lecture Series	Prepare students to continue their education at four-year institutions or to enter the workforce.	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.  <b>II-D:</b> Increase and enhance support for adult learners.	<b>3.1:</b> Provide a friendly and stimulating atmosphere that is conducive to both formal and informal learning and to cross-cultural awareness. <b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Support the College's aim to improve student "soft skills" by offering English for Life (E4L) and similar skills workshops led by department members and/or student organizations	Prepare students to continue their education at four-year institutions or to enter the workforce.	<b>II-D:</b> Increase and enhance support for adult learners.	<b>3.1:</b> Provide a friendly and stimulating atmosphere that is conducive to both formal and informal learning and to cross-cultural awareness. <b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Improve the student experience through updated furnishings and other aesthetics and offer a welcoming environment for students equipped with adequate seating and study space as well as attractive informational bulletin boards, reading materials, and aesthetics	Prepare students to continue their education at four-year institutions or to enter the workforce.	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.	<b>3.1:</b> Provide a friendly and stimulating atmosphere that is conducive to both formal and informal learning and to cross-cultural awareness. <b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Improve the student and instructor experience by replacing worn/broken	Offer courses that allow students to develop communication skills and knowledge for	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.	<b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.

classroom equipment and furnishings as needed	personal enrichment or for job advancement.		<b>4.3:</b> Encourage a working environment that supports employee wellness and job satisfaction.
Enhance the quality of instruction offered to students through the use of up-to-date, appropriate equipment and technology	Offer courses that allow students to develop communication skills and knowledge for personal enrichment or for job advancement.	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.	<b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning. <b>4.3:</b> Encourage a working environment that supports employee wellness and job satisfaction.
Enhance student learning through continued and deeper integration of technology into the curriculum	Offer courses that allow students to develop communication skills and knowledge for personal enrichment or for job advancement.	<b>III-B:</b> Continue to improve aesthetics and infrastructure at all campuses.	<b>2.3:</b> Offer general education courses that encourage the intellectual, civic, social, and physical development of students. <b>2.6:</b> Offer distance learning programs and classes that promote accessibility through new technologies. <b>3.2:</b> Provide physical facilities, technological resources and other resources that promote learning.
Assess effectiveness and improve student learning through assessment of Student Learning Outcomes and other data	Offer courses that allow students to develop communication skills and knowledge for personal enrichment or for job advancement.	<b>II-A:</b> Increase fall-to-fall retention rate.	<b>1.3:</b> Offer collegiate and developmental education designed to meet the needs and abilities of the diversity of people within the service area. <b>4.4:</b> Encourage continual improvement through ongoing evaluation and advocacy of innovation in teaching and learning.

Offer classes at times and locations to ensure student needs are met and staff classes with qualified instructors	Offer courses that allow students to develop communication skills and knowledge for personal enrichment or for job advancement.	<b>II-D:</b> Increase and enhance support for adult learners.	<b>1.1:</b> Educational offerings available in places, at times, and in facilities that can best serve the people in the college service area.
Hire a dual enrollment English instructor to replace the English instructor who recently resigned	Offer courses that allow students to develop communication skills and knowledge for personal enrichment or for job advancement.	<b>II-B:</b> Support the continued growth and enrollment of Dual Enrollment students and programs.	<b>1.1:</b> Educational offerings available in places, at times, and in facilities that can best serve the people in the college service area. <b>2.5:</b> Offer dual enrollment programs that allow qualified high school students to earn credits for a high school diploma and/or a postsecondary degree.

**Unit Operational Plan for 2024-2025**

- 1. Goals** – The activities through which the outcome will be achieved. Each Unit Outcome should have at least one goal.
- 2. Method of Assessment** – How the unit will determine if the objective has been met.
- 3. Funding/Rationale** – Provide an estimate of the cost of achieving the objective. Also, include a description of how these funds will be used to accomplish the objective.

<b>Goal</b>	<b>Assessment</b>	<b>Funding/Rationale</b>
Provide professional development activities on campus through roundtable discussions, keynote & guest speaker presentations, and/or workshops for faculty to maintain knowledge of current theory, trends,	Survey faculty to determine areas of interest in order to plan on-campus sessions for each semester  Survey participants to assess effectiveness	\$1,000 to purchase licenses/registration for online seminars as well as to pay honorariums for workshops provided by guest lecturers/professors

and technology in their fields		
Encourage faculty to attend local, in-state, and out-of-state conferences to maintain currency in their fields	<p>Review faculty IAPs for meaningful professional development opportunities</p> <p>Track the number requests submitted and monitor the number of faculty attending conferences</p> <p>Ask faculty who have attended conferences to share their experiences with other faculty</p>	\$7,800 (\$600 per x 13) for individualized professional development (IAP Funds) to include conference registration and travel expenses
Encourage faculty to prepare presentations for local, in-state, and out-of-state workshops and conferences	<p>Track the number of faculty submitting proposals for presentation</p> <p>Survey attendees at local JSCC-hosted events to assess effectiveness</p>	\$2,000 additional to support conference attendance for faculty presenting at conferences (Requests will be supported on a first-come, first-served basis until the budget is exhausted.)
Maintain institutional memberships in professional organizations and purchase institutional subscriptions to their publications	<p>Survey faculty for interest in specific professional organizations</p> <p>Coordinate institutional memberships in professional organizations with the Communications Department at the other campuses</p>	\$250 institutional membership dues and subscriptions for professional academic organizations (Additional memberships and publications will be paid through Jefferson Campus.)
Provide tutoring resources in collaboration with LSC and LRC (This tutoring is in addition to Tutor.com tutoring services provided by the College.)	<p>Survey faculty and students regarding tutoring services and utilize results to tailor future plans</p> <p>Evaluate existing resources and assess needs for additional resources</p> <p>Monitor use of services, and, if needed, request additional tutors/hours</p>	<p>\$9,375 for tutor pay (\$1,875 per semester per tutor; 2 fall, 2 spring, 1 summer term)</p> <p>\$250 for reference books, journals, supplies</p>
Support student organizations (Sigma Kappa Delta, Sigma Chi Eta, and the Speech Team) with financial assistance for attendance at	<p>Monitor requests by organizations for attendance at their national/regional conventions</p> <p>Monitor number of student members and activities</p>	<p>\$1000 from the Shelby Campus Department to support Sigma Kappa Delta's attendance at their convention (Jefferson will also be requesting an additional amount.)</p> <p>\$1000 from the Shelby Campus Department to support Sigma Chi Eta's attendance at their</p>

<p>national/regional conventions</p>		<p>convention (Jefferson will also be requesting an additional amount.)</p> <p>\$1000 from the Shelby Campus Department to support the Speech Team's attendance at their convention (Jefferson will also be requesting an additional amount; Funding for tournaments provided by the Foundation)</p>
<p>Continue financial support for the Red Mountain Reading Series, <i>Wingspan</i>, Writer's Roundtable, Pioneer Con, and the Concert &amp; Lecture Series</p>	<p>Monitor submissions and distribution of <i>Wingspan</i></p> <p>Monitor attendance at events</p> <p>Survey attendees for effectiveness of events</p>	<p>\$1000 from the Shelby Campus Department to support The Red Mountain Reading Series (Jefferson will also be requesting an additional amount.)</p> <p>\$1000 from the Shelby Campus Department to support printing and publication expenses for <i>Wingspan</i> (Jefferson will also be requesting an additional amount.)</p> <p>\$250 for from the Shelby Campus Department printing, advertising, and refreshments for the Writer's Roundtable workshops (Jefferson will also be requesting an additional amount.)</p> <p>\$500 for from the Shelby Campus Department printing, advertising, supplies, and refreshments for Pioneer Con (Jefferson will also be requesting an additional amount.)</p> <p>\$500 from the Shelby Campus Department to support the lecture portion of the Concert and Lecture Series (Jefferson will also be requesting an additional amount; Liberal Arts will fund the concert portion.)</p>
<p>Support the College's aim to improve student "soft skills" by offering English for Life (E4L) and similar</p>	<p>Survey students for topics of interest and needs</p>	<p>\$250 for printing, advertising, and refreshments for workshops</p>

<p>skills workshops led by department members and student organizations</p>	<p>Distribute calls for presentations among faculty and student group advisors</p> <p>Enlist the assistance of student organizations in these efforts and encourage students to prepare and attend presentations</p> <p>Monitor attendance at workshops</p> <p>Survey participants to assess effectiveness</p>	
<p>Improve the student experience through updated furnishings and other aesthetics and offer a welcoming environment for students equipped with adequate seating and study space as well as attractive informational bulletin boards, reading materials, and aesthetics</p>	<p>Assist Sigma Kappa Delta as stewards of the Little Free Library to rotate books and continue to maintain the appearance of the LFL</p> <p>Solicit donations of items to improve aesthetics and decorate the student common area</p> <p>Shop/plan future purchases</p>	<p>\$1,500 for more comfortable seating, rug, decorations for student common area</p>
<p>Improve the student and instructor experience by replacing worn/broken classroom equipment and furnishings as needed</p>	<p>Survey faculty/staff for classroom equipment and furniture needs/requests</p> <p>Assess quality of existing furnishings and availability of replacements</p> <p>Assess condition of classroom projection screens and other instructional equipment</p> <p>Assess condition of lecterns, chairs, and other classroom furniture</p> <p>Update/replace older, worn, and damaged furnishings</p> <p>Prepare requisitions as needed for failing furniture/equipment</p>	<p>\$1000 contingency fund to replace equipment/furnishings, such as lecterns and chairs, as needed</p> <p>\$7,065.00 to replace projector screens in 9 classrooms to accommodate the wider image output from the projectors that were recently installed in the classrooms (Contingency in case we do not receive the ones that were already approved--These were previously approved but were out of stock; We are submitting a new order.)</p>
<p>Enhance the quality of instruction offered to students through the use of up-to-date, appropriate</p>	<p>Survey faculty to determine their needs and monitor the purchase and installation of software and hardware to ensure currency</p> <p>Utilize the ITS/ticket system for repair and recommendations and submit requests to</p>	<p>\$850 for annual Scantron supplies per lease contract</p> <p>\$7,500 for 5 computers (\$1,500 x 5) for replacement desktops/laptops as needed</p>



<p>equipment and technology</p>	<p>replace equipment to administration for approval</p> <p>Request updated computers to replace those that are out of warranty and instructional equipment necessary for the improvement of quality of instruction</p> <p>Replace office and classroom computers and other technologic equipment as needed to ensure faculty continue to become innovative instructors</p> <p>Monitor the purchase and installation of software and hardware to ensure currency</p>	<p>(Contingency fund; computers were recently updated)</p> <p>\$339.90 for better speakers in GSB 200, 201, and 210; Current speakers are inadequate for audiovisuals used during classroom instruction.</p>
<p>Enhance student learning through continued and deeper integration of technology into the curriculum</p>	<p>Survey faculty to identify those who wish to pilot new methods and technology</p> <p>Plan the budget accordingly for necessary purchases</p> <p>Survey faculty for technology training needs/interests</p> <p>Request/provide training on campus for faculty relating to using technology to improve instruction, such as webcams, the LMS system, Smartboards, video technologies, and textbook software as needed</p> <p>Ask faculty to evaluate the training they receive through surveys and reflection</p> <p>Monitor student technology training and resources relevant to courses in the department</p> <p>Purchase software for creation of multimedia presentations and video editing</p>	<p>\$350 to purchase multimedia creation and video editing software</p> <p>\$2445 to purchase video equipment for the creation of in-house instructional videos and speech examples (We were unable to acquire the previously requested and approved equipment due to inventory issues, so we are trying again.)</p>
<p>Assess effectiveness and improved student learning through assessment of Student Learning Outcomes and other data</p>	<p>Review annual assessment results and adapt instructional plans and learning assessments accordingly</p> <p>Study data derived from assessment to determine how to best modify instruction to encourage mastery of each SLO</p>	<p>No funding needed</p>

	<p>Assess data related to pass rates, retention, and subsequent student success</p> <p>Represent the department during state-level Curriculum Review Meetings</p> <p>Update/revise curriculum and course competencies/requirements to ensure current and appropriate course content and experiences</p> <p>Assess data related to pass rates, retention, and subsequent student success</p> <p>Review and revise SLOs/assessments for the next 3-year assessment cycle</p> <p>Review course outlines/curriculum and make recommendations/modifications as needed</p>	
<p>Offer classes at times and locations to ensure student needs are met and staff classes with qualified instructors</p>	<p>Evaluate enrollment trends in order to determine the need for adding classes and hiring additional instructors</p> <p>Monitor FT: PT instructor ratios and submit requests for additional personnel as appropriate</p> <p>Review applications and conduct interviews for additional part-time instructors as needed</p> <p>Request/hire additional instructors/faculty as necessary</p>	<p>\$1,875.00 per 3 credit hour class added</p> <p>\$2,500 per 4 credit hour class added</p> <p>\$45,676-\$92,513 9-month salary for fulltime instructor; \$59, 778-\$121, 125 for 12-month salary</p>
<p>Hire a dual enrollment English instructor to replace the vacant English instructor position</p>	<p>Assess need for dual enrollment English Instructor</p> <p>Submit personnel request with revised job description for approval</p> <p>Review applications and conduct interviews</p>	<p>\$45,676-\$92,513 9-month salary for Dual Enrollment English Instructor</p>



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QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NTHS869	2/26/2024	130IN	1791783	\$7,065.00

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Da-Lite Model C Projection Screen with CSR - Manual Screen with Controlled Mfg. Part#: 34734 UNSPSC: 45111603 Contract: Alabama Community College System ITJPA-2022-0011 (ACCSITJPA2022-0011)	9	1657327	\$785.00	\$7,065.00

<b>SUBTOTAL</b>	\$7,065.00
<b>SHIPPING</b>	\$0.00
<b>SALES TAX</b>	\$0.00
<b>GRAND TOTAL</b>	<b>\$7,065.00</b>

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FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$7,065.00	\$198.46/Month	\$7,065.00	\$226.72/Month

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 Canon Vixia HF G70 UHD 4K Camcorder  
 Canon BP-820 Lithium-Ion Single Battery Pack  
 SanDisk 128GB Extreme PRO UHS-ISDXC Memory Card  
 Ruggard Journey 44 DSLR Shoulder Bag  
 Magus VT-300 Video Tripod with Fluid Head  
 Rode Wireless GO II 2-Person Compact Digital Wireless Microphone System/Recorder  
 Rode VideoMic Pro Camera-Mount Shotgun Microphone  
 Rode Lavalier GO Omnidirectional Lavalier Microphone

Price	QTY	Subtotal	B&H # & MFR #
23.99	1	23.99	BH #AUMS5230F • MFR #MS-5230F
3.99	1	3.99	BH #AUAD5838B • MFR #AD-5838-B
6.99	1	6.99	BH #PEMMSB125B • MFR #MMSB-125B
84.99	1	84.99	BH #SOMDR7506 • MFR #MDR-7506
1099	1	1099	BH #CAHFG70 • MFR #5734C002
109.95	2	219.9	BH #CABP820 • MFR #8597B002
22.83	10	228.3	BH #SA128GBEPSD • MFR #SDSDXXD-128G-ANCIN
54.95	1	54.95	BH #RUPSB144B • MFR #PSB-144B
79.95	1	79.95	BH #MAVT300 • MFR #VT-300
256	1	256	BH #ROWGII • MFR #WIGOII
229	1	229	BH #ROVMPR • MFR #VIDEOMIC PRO-R
79	2	158	BH #ROLAVGO • MFR #LAVGO

**Total**      **2445.06**

## Operational Plan/Speakers

Elizabeth Ginas Gallow <eginas@jeffersonstate.edu>

Thu 2/22/2024 10:22 AM

To: Connie Caskey <ccaskey@jeffersonstate.edu>

Hi Connie,

My apologies for any delay with getting this quote information out.

I talked to IT about the speakers and also worked with Eugene on recommendations through the CDW website (which is the vendor IT mentioned.)  
<https://www.cdw.com/product/cyber-acoustics-ca-3810-speaker-system-for-pc/3110558>

We came up with this speaker replacement for rooms 201, 200, and 210. The speakers in these rooms tend to be fuzzy, and the volume with them sometimes goes in and out.

The price for these speakers is \$91.99. I went ahead and entered shipping information (with sales tax/other costs) the total with shipping through the CWG website would be \$339.90.

Let me know if there is any other information needed for this.

Best,

**Elizabeth Ginas Gallow**

she/her/hers

English Instructor

Sigma Chi Eta Sponsor

Jefferson State Community College

General Studies Building, 214B

Tel: 205.983.5983

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\$91.99

Reviews (2)

1

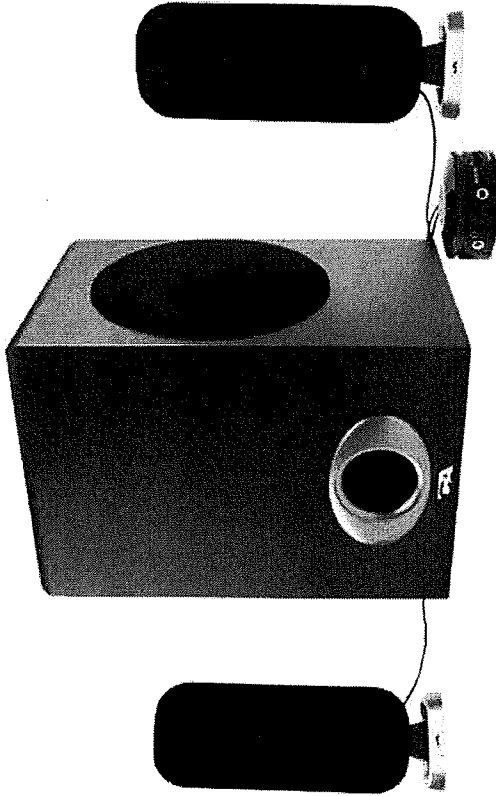
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### Quick tech specs

- 3810
- Speaker system
- for PC
- 38 Watt (total)

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To: Danielle Coburn, Brian Gordon, & Liesl Harris  
From: Connie Caskey, Communications Department Chair, Shelby-Hoover Campus  
Date: 10/9/23  
Re: Request for Dual Enrollment English Instructor

With Sarah Creel's resignation, I am interested in replacing the English instructor position with a Dual Enrollment English Instructor position (like was done for history recently). I'm including information here to show what we are doing with dual enrollment through the Shelby Communications Department.

This year, Shelby Communications is staffing dual enrollment classes at Spain Park (ENG), Calera (ENG), Shelby County High School (ENG), Helena (SPH), Thompson (SPH), Cornerstone Co-op (ENG), Excelsior (ENG), and the St. Clair/Moody group (ENG).

We staff many of these with full-time instructors. It can be challenging to find part-time instructors for dual enrollment classes. The Excelsior instructor was hired part-time previously and has just come into the department this year.

Previously, we also staffed dual enrollment classes at Chelsea, Oak Mountain, and Pelham, but they have moved to online dual enrollment classes due to limited space/facilities. We also previously staffed English classes at Hoover, Helena, and Riverchase, but they have since hired their own instructors.

Some of the schools provide their own English instructors, including Oak Mountain, Helena, Vestavia, Mountain Brook, Hoover, Thompson, Vincent, Riverchase, and Briarwood. We support these instructors regarding content, instructional materials, and professional development (UWRITE, webinars) as needed. Previously, we had staffed some of these classes through the department as well.

The demand for online dual enrollment has increased considerably this year. Mostly through Shelby, we provide seats in many online sections of English and speech, and we even have some online sections devoted entirely to dual enrollment. We have scrambled to meet the increased demand, hiring adjuncts and adding sections. Some instructors also teach overloads, which helps with this.

- Fall had 364 online seats (216 for ENG 101).
- Spring includes 250 requests for online ENG 102, 75 for ENG 101, and 30 SPH.

We also have several dual enrollment students attending class in various traditional sections on campus at Shelby.

The department has 3 FT speech instructors, 8 FT English (including Sarah's position), 1 FT Spanish, and 23 part-time instructors, plus the department chair. The TGS associate dean and Liberal Arts department chair also teach courses in the Communications department. (This does not include the dual enrollment teachers who work full time at the high schools.) When enrollment is lower during the summer term, we often do not have enough classes for everyone to have a full load unless some instructors voluntarily take the summer off or opt to teach a reduced load.

See attached supporting documents provided by Tyann Lindell regarding (dual) enrollment and staffing. Dual enrollment is often like having a second department. It's challenging but manageable; however, the trick is getting those estimates from the high schools before our schedule is due because instructor schedules have to work with dual enrollment being staffed.



**Schedule D-1**  
**Full-time Instructors, Counselors and Librarians**  
**2023-2024**

Rank	Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27	30
IV	9-Month	60,501	62,104	63,702	65,302	66,905	68,504	70,107	71,706	73,306	78,109	82,911	87,712	89,313	92,513
	Summer	18,680	19,177	19,674	20,172	20,667	21,164	21,660	22,158	22,654	24,143	25,636	27,124	27,623	28,612
	12 Month	79,181	81,281	83,376	85,474	87,572	89,668	91,767	93,864	95,960	102,252	108,547	114,836	116,936	121,125
III	9-Month	54,465	56,066	57,667	59,268	60,869	62,470	64,068	65,669	67,270	71,431	75,592	79,755	81,356	83,918
	Summer	16,813	17,309	17,806	18,303	18,799	19,296	19,793	20,291	20,788	22,079	23,369	24,663	25,158	25,957
	12 Month	71,278	73,375	75,473	77,571	79,668	81,766	83,861	85,960	88,058	93,510	98,961	104,418	106,514	109,875
II	9-Month	50,071	51,671	53,273	54,873	56,472	58,073	59,673	61,275	62,876	66,077	69,278	72,479	74,079	75,680
	Summer	15,455	15,954	16,451	16,945	17,443	17,940	18,437	18,933	19,431	20,424	21,417	22,410	22,907	23,403
	12 Month	65,526	67,625	69,724	71,818	73,915	76,013	78,110	80,208	82,307	86,501	90,695	94,889	96,986	99,083
IA	9-Month	45,676	47,276	48,876	50,477	52,079	53,678	55,279	56,880	58,481	61,682	64,883	68,083	69,684	71,283
	Summer	14,102	14,598	15,095	15,592	16,088	16,587	17,083	17,580	18,077	19,069	20,063	21,055	21,553	22,047
	12 Month	59,778	61,874	63,971	66,069	68,167	70,265	72,362	74,460	76,558	80,751	84,946	89,138	91,237	93,330
IB	9-Month	41,282	42,883	44,482	46,085	47,685	49,284	50,887	52,486	54,089	57,287	60,489	63,690	65,291	66,891
	Summer	12,746	13,244	13,739	14,237	14,734	15,231	15,727	16,225	16,720	17,714	18,707	19,700	20,199	20,693
	12 Month	54,028	56,127	58,221	60,322	62,419	64,515	66,614	68,711	70,809	75,001	79,196	83,390	85,490	87,584
IC	9-Month	41,282	42,883	44,482	46,085	47,685	49,284	50,887	52,486	54,089	57,287	60,489	63,690	65,291	66,891
	Summer	12,746	13,244	13,739	14,237	14,734	15,231	15,727	16,225	16,720	17,714	18,707	19,700	20,199	20,693
	12 Month	54,028	56,127	58,221	60,322	62,419	64,515	66,614	68,711	70,809	75,001	79,196	83,390	85,490	87,584

**Notes:**

- Schedule D1 is to be used to compensate full-time instructors at colleges using the number of instructional and non-instructional days as indicated by the college.
- Initial placement on the schedule which gives credit for prior experience outside of public education in Alabama must be based on the College's standard experience ratio.
- Advancement in steps after the initial placement will be based on years completed in the position and as determined by the Salary Schedule Guidelines issued each year by the Chancellor.
- Effective 2023-2024 Academic Year, advancement in Rank on this Schedule can only be accomplished through a professional educational growth plan in writing signed by the President, who has discretion whether to sign based on the individual needs of the college.
- A department or division chairperson shall be paid an additional \$400 per month provided that the department or division includes a minimum of three full -time faculty members, with the Chairperson being counted as one of the three (see Policy 606.05).