





**C3 Salary Schedule Guidelines**  
FY 2023-2024

The following guidelines shall be applicable for the Trenholm State Community College C-3 Salary Schedule, effective September 1, 2023.

- No stated minimum salary.
- Maximum salary as allowed on the ACCS Salary Schedule C3 (currently **\$101,034**).
- Starting salary determined by negotiation between the individual and the President.
- Yearly advancements will be made effective September 1, 2008 from the original placement on C-3 including Legislative raises to date based on longevity at Trenholm State Community College.
- Step increases will be awarded (when approved annually by the Alabama Community College System Board of Trustees) as follows:
  - Step 0-6, 8 and 10 increase of \$1,200 per step
  - Step 15 increase of \$3,250
  - Step 20 increase of \$3,250
  - Step 25 increase of \$3,250
  - Step 27 increase of \$3,250
  - Step 30 increase of \$3,250
- No salary C-3 employee shall exceed the maximum salary amount allowed by the ACCS salary schedule.
- The President maintains the ability to adjust salaries if an employee is assigned additional duties and responsibilities.

Approved:   
Pam Rollins, Ed.D.  
Director of Human Resources/SPO

8/7/2023  
Date

Approved:   
Kemba Chambers, Ed.D.  
President

8/15/23  
Date