Trenholm State
COMMUNITY COLLEGE

C3 Salary Schedule Guidelines

FY 2026-2027

The following guidelines shall be applicable for the Trenholm State Community College C-3 Salary Schedule, effective September 1, 2026.

- No stated minimum salary.
- Maximum salary as allowed on the ACCS Salary Schedule C3 (currently **$107,177**).
- 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 _____ 8/17/2026

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

Date

Approved: _____ 8/26/26

Kemba Chambers, Ed.D.
President

Date

Updated 8/17/2026 pcrollins