

FY 2009 AE Instructor Salary Scale

For FY09 Adult Education Instructors received a 4% across the board salary increase. ACC has changed from a “step” system to a “range, market-based” system.

10.5 Month Salary Rates for FY09			
Level	Minimum	Midpoint	Maximum
AE Instructor I	\$28,789	\$35,987	\$43,184
AE Instructor II	\$30,229	\$37,786	\$45,343

Placement Methodology:

Adult Education (AE) Instructors are hired on a 10.5 month contract to work a specific 200 work days for the academic year. Teaching the second summer session is optional. The compensation for teaching the second summer session is \$4,000. AE Instructors do not accrue vacation time.

Salary placements are based on education and work experience:

- Level One requires a Bachelor’s degree and two years related work experience.
- Level Two requires a Master’s degree and two years related work experience.
- Maximum placement for a new hire is Midpoint.

Definition of experience:

- One year related experience equals two long semesters, or ten months teaching, or working as a teaching assistant, in a full-time capacity in an adult education program
- Related work experience is loosely defined as paid work experience at the elementary, secondary, and post secondary levels.
- Related fields include, but are not limited to, adult education, developmental education, curriculum and instruction, English as a Second Language, or specialization in one or more content areas such as English, Math, Science, Social Studies, Reading, or Computer Technology.

The Texas Board of Education requires that Adult Education Instructors have a minimum of a Bachelor’s degree. In addition, each faculty member must complete a minimum of 12 hours per year of approved professional developmental training. Faculty who do not hold Texas Teaching Certificates must complete an additional 12 hours of professional development per year until they have completed either 6 semester hours of adult education college credit or attained two years of adult education experience. (The State Board of education Rule, Texas Administrative Code, Title 19, Par II, Chapter 89, Subchapter B.)