

1 HB188
2 204324-1
3 By Representative Poole
4 RFD: Ways and Means Education
5 First Read: 06-FEB-20

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8 SYNOPSIS: This bill would increase the salaries of
9 public education employees.

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11 A BILL
12 TO BE ENTITLED
13 AN ACT

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15 Relating to the salaries of public education
16 employees; to provide for a revision of the State Minimum
17 Salary Schedule to reflect a pay increase of three percent
18 beginning with the fiscal year 2020-2021; to provide that each
19 employee of certain boards of education shall receive the pay
20 increase according to placement on the appropriate salary
21 step; to require the appropriate increases on the State
22 Minimum Salary Schedule; to provide support employees with a
23 three percent pay increase beginning with the fiscal year
24 2020-2021; to require salary schedules; to provide the
25 employees of certain other public educational institutions and
26 schools with a three percent pay increase for the 2020-2021
27 fiscal year; to provide for an across the board salary

1 increase on all two-year postsecondary salary schedules, to
2 establish other requirements on the two-year postsecondary
3 salary schedules; and to establish miscellaneous pay
4 provisions relating to public education.

5 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

6 Section 1. PAY INCREASES, FY 2020-2021. (a) The
7 State Budget Officer shall allocate to the State Board of
8 Education, the Board of Trustees of the Alabama Institute for
9 Deaf and Blind, the Board of Youth Services School District,
10 the Board of Directors of the Alabama School of Fine Arts, and
11 the Board of Trustees of the Alabama School of Mathematics and
12 Science and for disbursement to the employees thereof funds
13 based on the criteria established in this act. It is not the
14 intent of this act to make appropriations, but the
15 appropriations required by this act shall be made in the
16 annual Education Trust Fund budget act for the designated
17 fiscal year.

18 (1) Certificated Personnel (K-12). For the fiscal
19 year beginning October 1, 2020, and each year thereafter, each
20 certificated employee at all city and county school systems
21 and the teachers at the Department of Youth Services School
22 District shall receive a three percent salary increase. Each
23 step and cell on the State Minimum Salary Schedule contained
24 in the annual budget act for the public schools shall be in-
25 creased by the amounts below for fiscal year 2020-2021, the
26 State Minimum Salary Schedule shall reflect the following per-
27 centage increase:

1	Step	Years of Experience	Increase
2	1	Less than 3	3.00%
3	2	3 but less than 6	3.00%
4	3	6 but less than 9	3.00%
5	4	9 but less than 12	3.00%
6	5	12 but less than 15	3.00%
7	6	15 but less than 18	3.00%
8	7	18 but less than 21	3.00%
9	8	21 or greater	3.00%
10	9	24 but less than 27	3.00%
11	10	27 or more	3.00%

12 All certificated employees, including the Adult
13 Basic Education and Science in Motion employees, shall be
14 guaranteed pay increases in the amounts indicated above for
15 their years of experience and degrees earned and the
16 corresponding pay increases shall be reflected in the
17 appropriate local salary schedule and paid to each
18 certificated employee. The provisions and requirements of this
19 act shall be in addition to the provisions of Section
20 16-13-231.1, Code of Alabama 1975, relating to the State
21 Minimum Salary Schedule. Each certificated employee shall be
22 properly placed on the local salary schedule according to
23 degree earned and years of public education service (either

1 in-state or out-of-state), which shall be not less than the
2 amounts appropriated for the State Minimum Salary Schedule.
3 The employee shall be paid according to degree earned and
4 length of public education experience. The pay increase shall
5 be given to each person employed for the 2020-2021 fiscal year
6 in addition to any state or local step increase to which the
7 employee is otherwise entitled. The local board of education
8 shall transmit to the State Department of Education the
9 appropriate notice of the earned advanced degree for each
10 employee in a timely fashion; thereafter, the employee shall
11 be paid for the advanced degree as soon as the degree is
12 certified to the State Department of Education as being
13 earned.

14 (2) Education Support Personnel (K-12). A three
15 percent pay increase, beginning with the fiscal year
16 2020-2021, shall be paid to each public education support
17 worker and adult bus driver, including Adult Basic Education
18 and Science in Motion personnel, employed for the 2020-2021
19 fiscal year in addition to the salary received during the
20 2019-2020 fiscal year, except employees covered under the
21 state's Merit System at the Department of Youth Services
22 District. Each governing body or authority shall establish and
23 maintain a salary schedule for each class and type of employee
24 and each step of each salary schedule shall be increased to
25 reflect a three percent pay increase beginning with fiscal
26 year 2020-2021, which shall be given to the person employed
27 full-time for the 2020-2021 fiscal year and each year employed

1 full-time thereafter. The base rate of pay for part-time
2 support employees shall be increased by three percent
3 beginning with fiscal year 2020-2021. A separate local salary
4 schedule shall be established and maintained for each specific
5 job performed.

6 (3) AIDB. For the fiscal year 2020-2021, employees
7 at the Alabama Institute for Deaf and Blind shall receive a
8 pay increase which shall be in excess of their salaries
9 received during the 2019-2020 fiscal year. The increase shall
10 be as follows:

11 a. Certificated. The salary schedule for certifi-
12 cated employees shall be revised to reflect at least the fol-
13 lowing percentage increase beginning with the fiscal year
14 2020-2021:

15	Step	Years of Experience	Increase
16	1	Less than 3	3.00%
17	2	3 but less than 6	3.00%
18	3	6 but less than 9	3.00%
19	4	9 but less than 12	3.00%
20	5	12 but less than 15	3.00%
21	6	15 but less than 18	3.00%
22	7	18 but less than 21	3.00%
23	8	21 or greater	3.00%
24	9	24 but less than 27	3.00%

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27 or more

3.00%

b. Education Support Personnel (K-12). A three percent pay increase, beginning with the 2020-2021 fiscal year, shall be given to each support worker employed full-time by the Alabama Institute for Deaf and Blind. A separate local salary schedule shall be established and maintained for each specific job performed. The pay increase in this act shall be incorporated into the support employees' salary schedules. The base rate of pay for part-time support employees shall be increased by three percent for the 2020-2021 fiscal year.

c. Miscellaneous Requirements. The AIDB board shall establish and maintain a salary schedule for each class and type of employee and each step of each salary schedule for fiscal year 2020-2021 shall be increased to reflect the pay increase above to be given to each person employed for the 2020-2021 fiscal year and each year employed thereafter. The pay increase contained in this subsection shall be paid to each employee.

(4) Two-Year Postsecondary Institutions. The Board of Trustees of the Community College System shall revise all salary schedules of the two-year postsecondary institutions to reflect an increase of three percent for the 2020-2021 fiscal year. The pay increase shall be given to each person employed in addition to any step increase to which the employee is otherwise entitled. The Postsecondary Education Department

1 shall take proper steps to ensure that employees on all salary
2 schedules are given full credit for prior work experience in
3 the public schools and colleges, and shall take care to ensure
4 proper placements on the salary schedules. Placement on the
5 revised salary schedules shall be in accordance with the
6 employee's length of service in public education. No pay
7 increase shall be given to any two-year postsecondary employee
8 in excess of three percent, except as specifically provided in
9 this act.

10 (5) Miscellaneous provisions. The following
11 provisions are hereby established:

12 a. Fiscal Year. All salaries and salary increases
13 which are established by the State Board of Education shall be
14 paid in full to each person employed before the end of the
15 applicable fiscal year as defined in Section 16-1-1 of the
16 Code of Alabama 1975, as amended.

17 b. Extended Work. Public K-12 school employees on
18 contracts which extend beyond 187 days, or the hourly
19 equivalent thereof, shall be given a pro rata salary increment
20 for each or partial day of work extending beyond 187 days.

21 c. Local Increment. Any cost-of-living adjustment
22 and/or increase on the State Minimum Salary Schedule for
23 teachers as provided in this act shall be exclusive of any
24 local pay increase granted or due to teachers under provisions
25 of any local salary schedule. Any cost-of-living adjustment
26 and/or pay increase required by this act for public school
27 support personnel shall be in addition to any pay increase due

1 or granted to the employee under provisions of any local
2 salary schedules. The pay increase provisions of this act
3 shall not apply to any salary supplements granted by local
4 boards of education, bonuses earned for certification by the
5 National Board of Professional Teaching Standards, or the
6 federal portion of the salary paid to a Junior Reserve Officer
7 Training Corps (JROTC) instructor employed by a local school
8 board.

9 d. Community Education. Each county and city board
10 of education shall have the option to exclude from the
11 provisions of this act any part-time employees of community
12 education or school-sponsored child care or child enrichment
13 program which is supplemental to the state-required
14 educational program.

15 e. Local Chief Executive Officers. The pay increase
16 provisions of this act shall not apply to superintendents of
17 education of any school system or institution. Any pay
18 increase given to the superintendent shall be by majority
19 recorded vote of the governing body or authority.

20 Section 2. The pay increase granted in this act
21 shall begin in fiscal year 2020-2021 and continue in
22 subsequent years. Nothing in this act shall authorize
23 additional pay increases in subsequent years.

24 Section 3. The provisions of this act are severable.
25 If any part of this act is declared invalid or
26 unconstitutional, that declaration shall not affect the part
27 which remains.

1 Section 4. This act shall become effective
2 immediately following its passage and approval by the
3 Governor, or its otherwise becoming law.