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3 HOUSE WAYS AND MEANS EDUCATION COMMITTEE SUBSTITUTE FOR HB121  
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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 pay increases beginning with the  
18 fiscal year 2016-2017; to provide that each employee of  
19 certain boards of education shall receive the pay increases  
20 according to placement on the appropriate salary step; to  
21 require the appropriate increases on the State Minimum Salary  
22 Schedule; to provide support employees with a pay increase  
23 beginning with the fiscal year 2016-2017; to require salary  
24 schedules; to provide the employees of certain other public  
25 educational institutions and schools with a pay increase for  
26 the 2016-2017 fiscal year; to provide for salary increases on  
27 all two-year postsecondary salary schedules; to establish

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

4 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

5 Section 1. PAY INCREASES, FY 2016-2017. (a) The  
6 State Budget Officer shall allocate to the State Board of  
7 Education, the Board of Trustees of the Alabama Institute for  
8 Deaf and Blind, the Board of Youth Services School District,  
9 the Board of Directors of the Alabama School of Fine Arts, and  
10 the Board of Trustees of the Alabama School of Mathematics and  
11 Science and for disbursement to the employees thereof funds  
12 based on the criteria established in this act. It is not the  
13 intent of this act to make appropriations, but the  
14 appropriations required by this act shall be made in the  
15 annual Education Trust Fund budget act for the designated  
16 fiscal year.

17 (1) Certificated Personnel Earning Less than \$75,000  
18 (K-12). For the fiscal year beginning October 1, 2016, and  
19 each year thereafter, each certificated employee at all city  
20 and county school systems and the teachers at the Department  
21 of Youth Services School District earning less than \$75,000  
22 annually shall receive a four percent salary increase. Each  
23 step and cell on the State Minimum Salary Schedule below  
24 \$75,000 contained in the annual budget act for the public  
25 schools shall be increased by the amounts below for fiscal  
26 year 2016-2017, the State Minimum Salary Schedule shall re-  
27 flect the following percentage increase:

Step	Years of Experience	Increase
1	Less than 3	4.0%
2	3 but less than 6	4.0%
3	6 but less than 9	4.0%
4	9 but less than 12	4.0%
5	12 but less than 15	4.0%
6	15 but less than 18	4.0%
7	18 but less than 21	4.0%
8	21 or greater	4.0%
9	24 but less than 27	4.0%
10	27 or more	4.0%

All certificated employees, including the Adult Basic Education and Science in Motion employees, shall be guaranteed pay increases in the amounts indicated above for their years of experience and degrees earned and the corresponding pay increases shall be reflected in the appropriate local salary schedule and paid to each certificated employee earning less than \$75,000 annually. The provisions and requirements of this act shall be in addition to the provisions of Section 16-13-231.1, Code of Alabama 1975, relating to the State Minimum Salary Schedule. Each certificated employee shall be properly placed on the local salary schedule according to degree earned and years of public

1 education service (either in-state or out-of-state), which  
2 shall be not less than the amounts appropriated for the State  
3 Minimum Salary Schedule. The employee shall be paid according  
4 to degree earned and length of public education experience.  
5 The pay increase shall be given to each person employed for  
6 the 2016-2017 fiscal year in addition to any state or local  
7 step increase to which the employee is otherwise entitled. The  
8 local board of education shall transmit to the State  
9 Department of Education the appropriate notice of the earned  
10 advanced degree for each employee in a timely fashion;  
11 thereafter, the employee shall be paid for the advanced degree  
12 as soon as the degree is certified to the State Department of  
13 Education as being earned.

14 (2) Certificated Personnel Earning More than \$75,000  
15 (K-12). For the fiscal year beginning October 1, 2016, and  
16 each year thereafter, each certificated employee at all city  
17 and county school systems and the teachers at the Department  
18 of Youth Services School District earning more than \$75,000  
19 shall receive a two percent salary increase. Each step and  
20 cell on the State Minimum Salary Schedule above \$75,000 con-  
21 tained in the annual budget act for the public schools shall  
22 be increased by the amounts below for fiscal year 2016-2017,  
23 the State Minimum Salary Schedule shall reflect the following  
24 percentage increase:

Step	Years of Experience	Increase
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1	1	Less than 3	2.0%
2	2	3 but less than 6	2.0%
3	3	6 but less than 9	2.0%
4	4	9 but less than 12	2.0%
5	5	12 but less than 15	2.0%
6	6	15 but less than 18	2.0%
7	7	18 but less than 21	2.0%
8	8	21 or greater	2.0%
9	9	24 but less than 27	2.0%
10	10	27 or more	2.0%

11 All certificated employees, including the Adult  
 12 Basic Education and Science in Motion employees, shall be  
 13 guaranteed pay increases in the amounts indicated above for  
 14 their years of experience and degrees earned and the  
 15 corresponding pay increases shall be reflected in the  
 16 appropriate local salary schedule and paid to each  
 17 certificated employee earning more than \$75,000 annually. The  
 18 provisions and requirements of this act shall be in addition  
 19 to the provisions of Section 16-13-231.1, Code of Alabama  
 20 1975, relating to the State Minimum Salary Schedule. Each  
 21 certificated employee shall be properly placed on the local  
 22 salary schedule according to degree earned and years of public  
 23 education service (either in-state or out-of-state), which

1 shall be not less than the amounts appropriated for the State  
2 Minimum Salary Schedule. The employee shall be paid according  
3 to degree earned and length of public education experience.  
4 The pay increase shall be given to each person employed for  
5 the 2016-2017 fiscal year in addition to any state or local  
6 step increase to which the employee is otherwise entitled. The  
7 local board of education shall transmit to the State  
8 Department of Education the appropriate notice of the earned  
9 advanced degree for each employee in a timely fashion;  
10 thereafter, the employee shall be paid for the advanced degree  
11 as soon as the degree is certified to the State Department of  
12 Education as being earned.

13 (3) Education Support Personnel Earning Less than  
14 \$75,000 (K-12). A four percent pay increase, beginning with  
15 the fiscal year 2016-2017, shall be paid to each public  
16 education support worker and adult bus driver, including Adult  
17 Basic Education and Science in Motion personnel, employed for  
18 the 2016-2017 fiscal year in addition to the salary received  
19 during the 2015-2016 fiscal year, except employees covered  
20 under the state's Merit System at the Department of Youth  
21 Services District. Each governing body or authority shall  
22 establish and maintain a salary schedule for each class and  
23 type of employee and each step of each salary schedule shall  
24 be increased to reflect a four percent pay increase beginning  
25 with fiscal year 2016-2017, which shall be given to the person  
26 employed full-time for the 2016-2017 fiscal year and each year  
27 employed full-time thereafter. The base rate of pay for

1 part-time support employees shall be increased by four percent  
2 beginning with fiscal year 2016-2017. A separate local salary  
3 schedule shall be established and maintained for each specific  
4 job performed.

5 (4) Education Support Personnel Earning More than  
6 \$75,000 (K-12). A two percent pay increase, beginning with the  
7 fiscal year 2016-2017, shall be paid to each public education  
8 support worker and adult bus driver, including Adult Basic  
9 Education and Science in Motion personnel, employed for the  
10 2016-2017 fiscal year in addition to the salary received  
11 during the 2015-2016 fiscal year, except employees covered  
12 under the state's Merit System at the Department of Youth  
13 Services District. Each governing body or authority shall  
14 establish and maintain a salary schedule for each class and  
15 type of employee and each step of each salary schedule shall  
16 be increased to reflect a two percent pay increase beginning  
17 with fiscal year 2016-2017, which shall be given to the person  
18 employed full-time for the 2016-2017 fiscal year and each year  
19 employed full-time thereafter. The base rate of pay for  
20 part-time support employees shall be increased by two percent  
21 beginning with fiscal year 2016-2017. A separate local salary  
22 schedule shall be established and maintained for each specific  
23 job performed.

24 (5) AIDB. For the fiscal year 2016-2017, employees  
25 at the Alabama Institute for Deaf and Blind shall receive a  
26 pay increase which shall be in excess of their salaries

1 received during the 2015-2016 fiscal year. The increase shall  
2 be as follows:

3 a. Certificated Employees Earning Less than \$75,000.  
4 The salary schedule for certificated employees earning less  
5 than \$75,000 shall be revised to reflect at least the follow-  
6 ing percentage increase beginning with the fiscal year  
7 2016-2017:

8	Step	Years of Experience	Increase
9	1	Less than 3	4.0%
10	2	3 but less than 6	4.0%
11	3	6 but less than 9	4.0%
12	4	9 but less than 12	4.0%
13	5	12 but less than 15	4.0%
14	6	15 but less than 18	4.0%
15	7	18 but less than 21	4.0%
16	8	21 or greater	4.0%
17	9	24 but less than 27	4.0%
18	10	27 or more	4.0%

19 b. Certificated Employees Earning More than \$75,000.  
20 The salary schedule for certified employees earning more than  
21 \$75,000 shall be revised to reflect at least the following  
22 percentage increase beginning with the fiscal year 2016-2017:

Step	Years of Experience	Increase
1	Less than 3	2.0%
2	3 but less than 6	2.0%
3	6 but less than 9	2.0%
4	9 but less than 12	2.0%
5	12 but less than 15	2.0%
6	15 but less than 18	2.0%
7	18 but less than 21	2.0%
8	21 or greater	2.0%
9	24 but less than 27	2.0%
10	27 or more	2.0%

c. Education Support Personnel Earning Less than \$75,000 (K-12). A four percent pay increase, beginning with the 2016-2017 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 four percent for the 2016-2017 fiscal year.

d. Education Support Personnel Earning More than \$75,000 (K-12). A two percent pay increase, beginning with the

1 2016-2017 fiscal year, shall be given to each support worker  
2 employed full-time by the Alabama Institute for Deaf and  
3 Blind. A separate local salary schedule shall be established  
4 and maintained for each specific job performed. The pay  
5 increase in this act shall be incorporated into the support  
6 employees' salary schedules. The base rate of pay for  
7 part-time support employees shall be increased by two percent  
8 for the 2016-2017 fiscal year.

9 e. Miscellaneous Requirements. The AIDB board shall  
10 establish and maintain a salary schedule for each class and  
11 type of employee and each step of each salary schedule for  
12 fiscal year 2016-2017 shall be increased to reflect the pay  
13 increases above to be given to each person employed for the  
14 2016-2017 fiscal year and each year employed thereafter. The  
15 pay increases contained in this subsection shall be paid to  
16 each employee.

17 (4) Two-Year Postsecondary Institutions Employees.  
18 The Board of Trustees of the Community College System shall  
19 revise all salary schedules of the two-year postsecondary  
20 institutions to reflect an increase of four percent for the  
21 2016-2017 fiscal year. The pay increase shall be given to each  
22 person employed in addition to any step increase to which the  
23 employee is otherwise entitled. The Postsecondary Education  
24 Department shall take proper steps to ensure that employees on  
25 all salary schedules are given full credit for prior work  
26 experience in the public schools and colleges, and shall take  
27 care to ensure proper placements on the salary schedules.

1 Placement on the revised salary schedules shall be in  
2 accordance with the employee's length of service in public  
3 education. No pay increase shall be given to any two-year  
4 postsecondary employee in excess of four percent, except as  
5 specifically provided in this act.

6 (5) Miscellaneous provisions. The following  
7 provisions are hereby established:

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

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

17 c. Local Increment. Any cost-of-living adjustment  
18 and/or increase on the State Minimum Salary Schedule for  
19 teachers as provided in this act shall be exclusive of any  
20 local pay increase granted or due to teachers under provisions  
21 of any local salary schedule. Any cost-of-living adjustment  
22 and/or pay increase required by this act for public school  
23 support personnel shall be in addition to any pay increase due  
24 or granted to the employee under provisions of any local  
25 salary schedules. The pay increase provisions of this act  
26 shall not apply to any salary supplements granted by local  
27 boards of education, bonuses earned for certification by the

1 National Board of Professional Teaching Standards, or the  
2 federal portion of the salary paid to a Junior Reserve Officer  
3 Training Corps (JROTC) instructor employed by a local school  
4 board.

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

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

16 Section 2. The pay increases granted in this act  
17 shall begin in fiscal year 2016-2017 and continue in  
18 subsequent years. Nothing in this act shall authorize  
19 additional pay increases in subsequent years.

20 Section 3. The provisions of this act are severable.  
21 If any part of this act is declared invalid or  
22 unconstitutional, that declaration shall not affect the part  
23 which remains.

24 Section 4. This act shall become effective  
25 immediately following its passage and approval by the  
26 Governor, or its otherwise becoming law.