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3 CONFERENCE COMMITTEE REPORT 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 section. It is not
13 the intent of this section to make appropriations, but the
14 appropriations required by this section 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. Not-
23 withstanding the foregoing, principals and assistant princi-
24 pals earning \$75,000 or more shall also receive the four per-
25 cent salary increase in the same manner as provided for in
26 this section. Each step and cell on the State Minimum Salary
27 Schedule below \$75,000 contained in the annual budget act for

1 the public schools shall be increased by the amounts below for
2 fiscal year 2016-2017. The State Minimum Salary Schedule shall
3 reflect the following percentage increase:

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

15 All certificated employees, including the Adult
16 Basic Education and Science in Motion employees, shall be
17 guaranteed pay increases in the amounts indicated above for
18 their years of experience and degrees earned and the
19 corresponding pay increases shall be reflected in the
20 appropriate local salary schedule and paid to each
21 certificated employee earning less than \$75,000 annually. The
22 provisions and requirements of this section shall be in

1 addition to the provisions of Section 16-13-231.1, Code of
2 Alabama 1975, relating to the State Minimum Salary Schedule.
3 Each certificated employee shall be properly placed on the
4 local salary schedule according to degree earned and years of
5 public education service (either in-state or out-of-state),
6 which shall be not less than the amounts appropriated for the
7 State Minimum Salary Schedule. The employee shall be paid
8 according to degree earned and length of public education
9 experience. The pay increase shall be given to each person
10 employed for the 2016-2017 fiscal year in addition to any
11 state or local step increase to which the employee is
12 otherwise entitled. The local board of education shall
13 transmit to the State Department of Education the appropriate
14 notice of the earned advanced degree for each employee in a
15 timely fashion; thereafter, the employee shall be paid for the
16 advanced degree as soon as the degree is certified to the
17 State Department of Education as being earned.

18 (2) Certificated Personnel Earning \$75,000 or More
19 (K-12). For the fiscal year beginning October 1, 2016, and
20 each year thereafter, each certificated employee at all city
21 and county school systems and the teachers at the Department
22 of Youth Services School District earning \$75,000 or more
23 shall receive a two percent salary increase. Notwithstanding
24 the foregoing, principals and assistant principals earning
25 \$75,000 or more shall receive the four percent salary increase
26 pursuant to and in the manner provided by subdivision (1) of
27 this section. Each step and cell on the State Minimum Salary

1 Schedule starting at \$75,000 contained in the annual budget
2 act for the public schools shall be increased by the amounts
3 below for fiscal year 2016-2017, the State Minimum Salary
4 Schedule shall reflect the following percentage increase:

5	Step	Years of Experience	Increase
6	1	Less than 3	2.0%
7	2	3 but less than 6	2.0%
8	3	6 but less than 9	2.0%
9	4	9 but less than 12	2.0%
10	5	12 but less than 15	2.0%
11	6	15 but less than 18	2.0%
12	7	18 but less than 21	2.0%
13	8	21 or greater	2.0%
14	9	24 but less than 27	2.0%
15	10	27 or more	2.0%

16 All certificated employees, including the Adult
17 Basic Education and Science in Motion employees, shall be
18 guaranteed pay increases in the amounts indicated above for
19 their years of experience and degrees earned and the
20 corresponding pay increases shall be reflected in the
21 appropriate local salary schedule and paid to each
22 certificated employee earning \$75,000 or more annually. The

1 provisions and requirements of this section shall be in
2 addition to the provisions of Section 16-13-231.1, Code of
3 Alabama 1975, relating to the State Minimum Salary Schedule.
4 Each certificated employee shall be properly placed on the
5 local salary schedule according to degree earned and years of
6 public education service (either in-state or out-of-state),
7 which shall be not less than the amounts appropriated for the
8 State Minimum Salary Schedule. The employee shall be paid
9 according to degree earned and length of public education
10 experience. The pay increase shall be given to each person
11 employed for the 2016-2017 fiscal year in addition to any
12 state or local step increase to which the employee is
13 otherwise entitled. The local board of education shall
14 transmit to the State Department of Education the appropriate
15 notice of the earned advanced degree for each employee in a
16 timely fashion; thereafter, the employee shall be paid for the
17 advanced degree as soon as the degree is certified to the
18 State Department of Education as being earned.

19 (3) Education Support Personnel Earning Less than
20 \$75,000 (K-12). A four percent pay increase, beginning with
21 the fiscal year 2016-2017, shall be paid to each public
22 education support worker and adult bus driver, including Adult
23 Basic Education and Science in Motion personnel, employed for
24 the 2016-2017 fiscal year in addition to the salary received
25 during the 2015-2016 fiscal year, except employees covered
26 under the state's Merit System at the Department of Youth
27 Services District. Each governing body or authority shall

1 establish and maintain a salary schedule for each class and
2 type of employee and each step of each salary schedule shall
3 be increased to reflect a four percent pay increase beginning
4 with fiscal year 2016-2017, which shall be given to the person
5 employed full-time for the 2016-2017 fiscal year and each year
6 employed full-time thereafter. The base rate of pay for
7 part-time support employees shall be increased by four percent
8 beginning with fiscal year 2016-2017. A separate local salary
9 schedule shall be established and maintained for each specific
10 job performed.

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

1 schedule shall be established and maintained for each specific
2 job performed.

3 (5) AIDB. For the fiscal year 2016-2017, employees
4 at the Alabama Institute for Deaf and Blind shall receive a
5 pay increase which shall be in excess of their salaries
6 received during the 2015-2016 fiscal year. The increase shall
7 be as follows:

8 a. Certificated Employees Earning Less than \$75,000.
9 The salary schedule for certificated employees earning less
10 than \$75,000 shall be revised to reflect at least the follow-
11 ing percentage increase beginning with the fiscal year
12 2016-2017:

13	Step	Years of Experience	Increase
14	1	Less than 3	4.0%
15	2	3 but less than 6	4.0%
16	3	6 but less than 9	4.0%
17	4	9 but less than 12	4.0%
18	5	12 but less than 15	4.0%
19	6	15 but less than 18	4.0%
20	7	18 but less than 21	4.0%
21	8	21 or greater	4.0%
22	9	24 but less than 27	4.0%
23	10	27 or more	4.0%

1 b. Certificated Employees Earning \$75,000 or More.
2 The salary schedule for certified employees earning more than
3 \$75,000 shall be revised to reflect at least the following
4 percentage increase beginning with the fiscal year 2016-2017:

5	Step	Years of Experience	Increase
6	1	Less than 3	2.0%
7	2	3 but less than 6	2.0%
8	3	6 but less than 9	2.0%
9	4	9 but less than 12	2.0%
10	5	12 but less than 15	2.0%
11	6	15 but less than 18	2.0%
12	7	18 but less than 21	2.0%
13	8	21 or greater	2.0%
14	9	24 but less than 27	2.0%
15	10	27 or more	2.0%

16 c. Education Support Personnel Earning Less than
17 \$75,000 (K-12). A four percent pay increase, beginning with
18 the 2016-2017 fiscal year, shall be given to each support
19 worker employed full-time by the Alabama Institute for Deaf
20 and Blind. A separate local salary schedule shall be
21 established and maintained for each specific job performed.

1 The pay increase in this section shall be incorporated into
2 the support employees' salary schedules. The base rate of pay
3 for part-time support employees shall be increased by four
4 percent for the 2016-2017 fiscal year.

5 d. Education Support Personnel Earning \$75,000 or
6 More (K-12). A two percent pay increase, beginning with the
7 2016-2017 fiscal year, shall be given to each support worker
8 employed full-time by the Alabama Institute for Deaf and
9 Blind. A separate local salary schedule shall be established
10 and maintained for each specific job performed. The pay
11 increase in this section shall be incorporated into the
12 support employees' salary schedules. The base rate of pay for
13 part-time support employees shall be increased by two percent
14 for the 2016-2017 fiscal year.

15 e. Miscellaneous Requirements. The AIDB board shall
16 establish and maintain a salary schedule for each class and
17 type of employee and each step of each salary schedule for
18 fiscal year 2016-2017 shall be increased to reflect the pay
19 increases above to be given to each person employed for the
20 2016-2017 fiscal year and each year employed thereafter. The
21 pay increases contained in this subsection shall be paid to
22 each employee.

23 (6) Two-Year Postsecondary Institutions Employees.
24 The Board of Trustees of the Community College System shall
25 revise all salary schedules of the two-year postsecondary
26 institutions to reflect an increase of four percent for the
27 2016-2017 fiscal year. The pay increase shall be given to each

1 person employed in addition to any step increase to which the
2 employee is otherwise entitled. The Postsecondary Education
3 Department shall take proper steps to ensure that employees on
4 all salary schedules are given full credit for prior work
5 experience in the public schools and colleges, and shall take
6 care to ensure proper placements on the salary schedules.
7 Placement on the revised salary schedules shall be in
8 accordance with the employee's length of service in public
9 education. No pay increase shall be given to any two-year
10 postsecondary employee in excess of four percent, except as
11 specifically provided in this section.

12 (7) Miscellaneous provisions. The following
13 provisions are hereby established:

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

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

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

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

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

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

22 f. Commencing at the beginning of the 2017-2018
23 school year, additional compensation for an advanced degree
24 shall only be provided if the advanced degree is earned in the
25 same field of study as the subject matter the person is
26 teaching, unless: (i) the advanced degree is in education
27 administration or counseling; or (ii) the person teaches a

1 subject that is in critical shortage, as defined by the local
2 school system and approved by the State Department of
3 Education; or (iii) the teacher is required to transfer to
4 another area or subject. A teacher who has made progress
5 toward earning an advanced degree before the beginning of the
6 2017-2018 school year, as determined by parameters established
7 by rule of the department, upon earning that advanced degree,
8 shall be entitled to the additional compensation without
9 regard to the field of study for which the advanced degree was
10 earned. The State Department of Education, by rule, shall
11 establish parameters defining the field of study to which a
12 particular advanced degree correlates for the purposes of this
13 paragraph.

14 g. Subdivision f. to the contrary notwithstanding,
15 additional compensation for an advanced degree where progress
16 toward the degree is initially commenced after the beginning
17 of the 2017-2018 school year, shall only be provided if the
18 advanced degree is earned at an accredited institution of
19 higher education.

20 h. The requirement that an advanced degree be earned
21 in the same field of study as the subject matter being taught
22 shall be liberally construed to include self-contained
23 teachers who teach all subjects at a particular grade level.

24 i. By October 1 of each year, the State Department
25 of Education shall submit a report to the Speaker of the House
26 of Representatives, the President Pro Tempore of the Senate,
27 the Chair of the House Ways and Means Education Committee, and

1 the Chair of the Senate Finance and Taxation Education
2 Committee, listing the number of advanced degrees earned by
3 teachers during the preceding school year, the type of
4 advanced degrees earned, and the number of advanced degrees
5 earned in the field of study as the subject matter being
6 taught by teachers earning advanced degrees.

7 Section 2. The pay increases granted in Section 1
8 shall begin in fiscal year 2016-2017 and continue in
9 subsequent years. Nothing in Section 1 shall authorize
10 additional pay increases in subsequent years.

11 Section 3. The provisions of this act are severable.
12 If any part of this act is declared invalid or
13 unconstitutional, that declaration shall not affect the part
14 which remains.

15 Section 4. This act shall become effective
16 immediately following its passage and approval by the
17 Governor, or its otherwise becoming law.