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3 HOUSE WAYS AND MEANS EDUCATION COMMITTEE SUBSTITUTE FOR HB174
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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 two and one-half
18 percent beginning with the fiscal year 2018-2019; to provide
19 that each employee of certain boards of education shall
20 receive the pay increase according to placement on the
21 appropriate salary step; to require the appropriate increases
22 on the State Minimum Salary Schedule; to provide support
23 employees with a two and one-half percent pay increase
24 beginning with the fiscal year 2018-2019; to require salary
25 schedules; to provide the employees of certain other public
26 educational institutions and schools with a two and one-half
27 percent pay increase for the 2018-2019 fiscal year; to provide

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

6 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

7 Section 1. PAY INCREASES, FY 2018-2019. (a) The
8 State Budget Officer shall allocate to the State Board of
9 Education, the Board of Trustees of the Alabama Institute for
10 Deaf and Blind, the Board of Youth Services School District,
11 the Board of Directors of the Alabama School of Fine Arts, and
12 the Board of Trustees of the Alabama School of Mathematics and
13 Science and for disbursement to the employees thereof funds
14 based on the criteria established in this act. It is not the
15 intent of this act to make appropriations, but the
16 appropriations required by this act shall be made in the
17 annual Education Trust Fund budget act for the designated
18 fiscal year.

19 (1) Certificated Personnel (K-12). For the fiscal
20 year beginning October 1, 2018, and each year thereafter, each
21 certificated employee at all city and county school systems
22 and the teachers at the Department of Youth Services School
23 District shall receive a two and one-half percent salary in-
24 crease. Each step and cell on the State Minimum Salary Sched-
25 ule contained in the annual budget act for the public schools
26 shall be increased by the amounts below for fiscal year

1 2018-2019, the State Minimum Salary Schedule shall reflect the
2 following percentage increase:

3	Step	Years of Experience	Increase
4	1	Less than 3	2.50%
5	2	3 but less than 6	2.50%
6	3	6 but less than 9	2.50%
7	4	9 but less than 12	2.50%
8	5	12 but less than 15	2.50%
9	6	15 but less than 18	2.50%
10	7	18 but less than 21	2.50%
11	8	21 or greater	2.50%
12	9	24 but less than 27	2.50%
13	10	27 or more	2.50%

14 All certificated employees, including the Adult
15 Basic Education and Science in Motion employees, shall be
16 guaranteed pay increases in the amounts indicated above for
17 their years of experience and degrees earned and the
18 corresponding pay increases shall be reflected in the
19 appropriate local salary schedule and paid to each
20 certificated employee. The provisions and requirements of this
21 act shall be in addition to the provisions of Section
22 16-13-231.1, Code of Alabama 1975, relating to the State

1 Minimum Salary Schedule. Each certificated employee shall be
2 properly placed on the local salary schedule according to
3 degree earned and years of public education service (either
4 in-state or out-of-state), which shall be not less than the
5 amounts appropriated for the State Minimum Salary Schedule.
6 The employee shall be paid according to degree earned and
7 length of public education experience. The pay increase shall
8 be given to each person employed for the 2018-2019 fiscal year
9 in addition to any state or local step increase to which the
10 employee is otherwise entitled. The local board of education
11 shall transmit to the State Department of Education the
12 appropriate notice of the earned advanced degree for each
13 employee in a timely fashion; thereafter, the employee shall
14 be paid for the advanced degree as soon as the degree is
15 certified to the State Department of Education as being
16 earned.

17 (2) Education Support Personnel (K-12). A two and
18 one-half percent pay increase, beginning with the fiscal year
19 2018-2019, shall be paid to each public education support
20 worker and adult bus driver, including Adult Basic Education
21 and Science in Motion personnel, employed for the 2018-2019
22 fiscal year in addition to the salary received during the
23 2017-2018 fiscal year, except employees covered under the
24 state's Merit System at the Department of Youth Services
25 District. Each governing body or authority shall establish and
26 maintain a salary schedule for each class and type of employee
27 and each step of each salary schedule shall be increased to

1 reflect a two and one-half percent pay increase beginning with
2 fiscal year 2018-2019, which shall be given to the person
3 employed full-time for the 2018-2019 fiscal year and each year
4 employed full-time thereafter. The base rate of pay for
5 part-time support employees shall be increased by two and
6 one-half percent beginning with fiscal year 2018-2019. A
7 separate local salary schedule shall be established and
8 maintained for each specific job performed.

9 (3) AIDB. For the fiscal year 2018-2019, employees
10 at the Alabama Institute for Deaf and Blind shall receive a
11 pay increase which shall be in excess of their salaries
12 received during the 2017-2018 fiscal year. The increase shall
13 be as follows:

14 a. Certificated. The salary schedule for certifi-
15 cated employees shall be revised to reflect at least the fol-
16 lowing percentage increase beginning with the fiscal year
17 2018-2019:

18	Step	Years of Experience	Increase
19	1	Less than 3	2.50%
20	2	3 but less than 6	2.50%
21	3	6 but less than 9	2.50%
22	4	9 but less than 12	2.50%
23	5	12 but less than 15	2.50%
24	6	15 but less than 18	2.50%

1	7	18 but less than 21	2.50%
2	8	21 or greater	2.50%
3	9	24 but less than 27	2.50%
4	10	27 or more	2.50%

5 b. Education Support Personnel (K-12). A two and
6 one-half percent pay increase, beginning with the 2018-2019
7 fiscal year, shall be given to each support worker employed
8 full-time by the Alabama Institute for Deaf and Blind. A
9 separate local salary schedule shall be established and
10 maintained for each specific job performed. The pay increase
11 in this act shall be incorporated into the support employees'
12 salary schedules. The base rate of pay for part-time support
13 employees shall be increased by two and one-half percent for
14 the 2018-2019 fiscal year.

15 c. 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 2018-2019 shall be increased to reflect the pay
19 increase above to be given to each person employed for the
20 2018-2019 fiscal year and each year employed thereafter. The
21 pay increase contained in this subsection shall be paid to
22 each employee.

23 (4) Two-Year Postsecondary Institutions. The Board
24 of Trustees of the Community College System shall revise all

1 salary schedules of the two-year postsecondary institutions to
2 reflect an increase of two and one-half percent for the
3 2018-2019 fiscal year. The pay increase shall be given to each
4 person employed in addition to any step increase to which the
5 employee is otherwise entitled. The Postsecondary Education
6 Department shall take proper steps to ensure that employees on
7 all salary schedules are given full credit for prior work
8 experience in the public schools and colleges, and shall take
9 care to ensure proper placements on the salary schedules.
10 Placement on the revised salary schedules shall be in
11 accordance with the employee's length of service in public
12 education. No pay increase shall be given to any two-year
13 postsecondary employee in excess of two and one-half percent,
14 except as specifically provided in this act.

15 (5) Miscellaneous provisions. The following
16 provisions are hereby established:

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

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

26 c. Local Increment. Any cost-of-living adjustment
27 and/or increase on the State Minimum Salary Schedule for

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

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

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

25 Section 2. The pay increase granted in this act
26 shall begin in fiscal year 2018-2019 and continue in

1 subsequent years. Nothing in this act shall authorize
2 additional pay increases in subsequent years.

3 Section 3. The provisions of this act are severable.
4 If any part of this act is declared invalid or
5 unconstitutional, that declaration shall not affect the part
6 which remains.

7 Section 4. This act shall become effective
8 immediately following its passage and approval by the
9 Governor, or its otherwise becoming law.