

1 HB174
2 191245-3
3 By Representatives Poole and McCutcheon
4 RFD: Ways and Means Education
5 First Read: 11-JAN-18

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

13 (1) Certificated Personnel (K-12). For the fiscal
14 year beginning October 1, 2018, and each year thereafter, each
15 certificated employee at all city and county school systems
16 and the teachers at the Department of Youth Services School
17 District shall receive a two and one-half percent salary in-
18 crease. Each step and cell on the State Minimum Salary Sched-
19 ule contained in the annual budget act for the public schools
20 shall be increased by the amounts below for fiscal year
21 2018-2019, the State Minimum Salary Schedule shall reflect the
22 following percentage increase:

23	Step	Years of Experience	Increase
24	1	Less than 3	2.50%
25	2	3 but less than 6	2.50%

1	3	6 but less than 9	2.50%
2	4	9 but less than 12	2.50%
3	5	12 but less than 15	2.50%
4	6	15 but less than 18	2.50%
5	7	18 but less than 21	2.50%
6	8	21 or greater	2.50%
7	9	24 but less than 27	2.50%
8	10	27 or more	2.50%

9 All certificated employees, including the Adult
10 Basic Education and Science in Motion employees, shall be
11 guaranteed pay increases in the amounts indicated above for
12 their years of experience and degrees earned and the
13 corresponding pay increases shall be reflected in the
14 appropriate local salary schedule and paid to each
15 certificated employee. The provisions and requirements of this
16 act shall be in addition to the provisions of Section
17 16-13-231.1, Code of Alabama 1975, relating to the State
18 Minimum Salary Schedule. Each certificated employee shall be
19 properly placed on the local salary schedule according to
20 degree earned and years of public education service (either
21 in-state or out-of-state), which shall be not less than the
22 amounts appropriated for the State Minimum Salary Schedule.
23 The employee shall be paid according to degree earned and
24 length of public education experience. The pay increase shall

1 be given to each person employed for the 2018-2019 fiscal year
2 in addition to any state or local step increase to which the
3 employee is otherwise entitled. The local board of education
4 shall transmit to the State Department of Education the
5 appropriate notice of the earned advanced degree for each
6 employee in a timely fashion; thereafter, the employee shall
7 be paid for the advanced degree as soon as the degree is
8 certified to the State Department of Education as being
9 earned.

10 (2) Education Support Personnel (K-12). A two and
11 one-half percent pay increase, beginning with the fiscal year
12 2018-2019, shall be paid to each public education support
13 worker and adult bus driver, including Adult Basic Education
14 and Science in Motion personnel, employed for the 2018-2019
15 fiscal year in addition to the salary received during the
16 2017-2018 fiscal year, except employees covered under the
17 state's Merit System at the Department of Youth Services
18 District. Each governing body or authority shall establish and
19 maintain a salary schedule for each class and type of employee
20 and each step of each salary schedule shall be increased to
21 reflect a two and one-half percent pay increase beginning with
22 fiscal year 2018-2019, which shall be given to the person
23 employed full-time for the 2018-2019 fiscal year and each year
24 employed full-time thereafter. The base rate of pay for
25 part-time support employees shall be increased by two and
26 one-half percent beginning with fiscal year 2018-2019. A

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

3 (3) AIDB. For the fiscal year 2018-2019, 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 2017-2018 fiscal year. The increase shall
7 be as follows:

8 a. Certificated. The salary schedule for certifi-
9 cated employees shall be revised to reflect at least the fol-
10 lowing percentage increase beginning with the fiscal year
11 2018-2019:

12	Step	Years of Experience	Increase
13	1	Less than 3	2.50%
14	2	3 but less than 6	2.50%
15	3	6 but less than 9	2.50%
16	4	9 but less than 12	2.50%
17	5	12 but less than 15	2.50%
18	6	15 but less than 18	2.50%
19	7	18 but less than 21	2.50%
20	8	21 or greater	2.50%
21	9	24 but less than 27	2.50%
22	10	27 or more	2.50%

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

11 c. Miscellaneous Requirements. The AIDB board shall
12 establish and maintain a salary schedule for each class and
13 type of employee and each step of each salary schedule for
14 fiscal year 2018-2019 shall be increased to reflect the pay
15 increase above to be given to each person employed for the
16 2018-2019 fiscal year and each year employed thereafter. The
17 pay increase contained in this subsection shall be paid to
18 each employee.

19 (4) Two-Year Postsecondary Institutions. The Board
20 of Trustees of the Community College System shall revise all
21 salary schedules of the two-year postsecondary institutions to
22 reflect an increase of two and one-half percent for the
23 2018-2019 fiscal year. The pay increase shall be given to each
24 person employed in addition to any step increase to which the
25 employee is otherwise entitled. The Postsecondary Education
26 Department shall take proper steps to ensure that employees on

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

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

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

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

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

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

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

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

19 Section 2. The pay increase granted in this act
20 shall begin in fiscal year 2018-2019 and continue in
21 subsequent years. Nothing in this act shall authorize
22 additional pay increases in subsequent years.

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

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House of Representatives

Read for the first time and re-
ferred to the House of Representa-
tives committee on Ways and Means
Education..... 11-JAN-18

Read for the second time and placed
on the calendar with 1 substitute
and..... 08-FEB-18

Read for the third time and passed
as amended..... 13-FEB-18

Yeas 100, Nays 0, Abstains 0

Jeff Woodard
Clerk