HB174

191245-4

By Representatives Poole and McCutcheon

RFD: Ways and Means Education

First Read: 11-JAN-18
ENROLLED, An Act,
Relating to the salaries of public education employees; to provide for a revision of the State Minimum Salary Schedule to reflect a pay increase of two and one-half percent beginning with the fiscal year 2018-2019; to provide that each employee of certain boards of education shall receive the pay increase according to placement on the appropriate salary step; to require the appropriate increases on the State Minimum Salary Schedule; to provide support employees with a two and one-half percent pay increase beginning with the fiscal year 2018-2019; to require salary schedules; to provide the employees of certain other public educational institutions and schools with a two and one-half percent pay increase for the 2018-2019 fiscal year; to provide for an across the board salary increase on all two-year postsecondary salary schedules, to establish other requirements on the two-year postsecondary salary schedules; and to establish miscellaneous pay provisions relating to public education.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

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

<table>
<thead>
<tr>
<th>Step</th>
<th>Years of Experience</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>Less than 3</td>
<td>2.50%</td>
</tr>
<tr>
<td>21</td>
<td>3 but less than 6</td>
<td>2.50%</td>
</tr>
<tr>
<td>22</td>
<td>6 but less than 9</td>
<td>2.50%</td>
</tr>
<tr>
<td>23</td>
<td>9 but less than 12</td>
<td>2.50%</td>
</tr>
<tr>
<td>Year of Experience</td>
<td>Pay Increase</td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>12 but less than 15</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>15 but less than 18</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>18 but less than 21</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>21 or greater</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>24 but less than 27</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>27 or more</td>
<td>2.50%</td>
<td></td>
</tr>
</tbody>
</table>

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. 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 education service (either in-state or out-of-state), which shall be not less than the amounts appropriated for the State Minimum Salary Schedule. The employee shall be paid according to degree earned and length of public education experience. The pay increase shall be given to each person employed for the 2018-2019 fiscal year.
in addition to any state or local step increase to which the employee is otherwise entitled. The local board of education shall transmit to the State Department of Education the appropriate notice of the earned advanced degree for each employee in a timely fashion; thereafter, the employee shall be paid for the advanced degree as soon as the degree is certified to the State Department of Education as being earned.

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

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

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

<table>
<thead>
<tr>
<th>Step</th>
<th>Years of Experience</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Less than 3</td>
<td>2.50%</td>
</tr>
<tr>
<td>2</td>
<td>3 but less than 6</td>
<td>2.50%</td>
</tr>
<tr>
<td>3</td>
<td>6 but less than 9</td>
<td>2.50%</td>
</tr>
<tr>
<td>4</td>
<td>9 but less than 12</td>
<td>2.50%</td>
</tr>
<tr>
<td>5</td>
<td>12 but less than 15</td>
<td>2.50%</td>
</tr>
<tr>
<td>6</td>
<td>15 but less than 18</td>
<td>2.50%</td>
</tr>
<tr>
<td>7</td>
<td>18 but less than 21</td>
<td>2.50%</td>
</tr>
<tr>
<td>8</td>
<td>21 or greater</td>
<td>2.50%</td>
</tr>
<tr>
<td>9</td>
<td>24 but less than 27</td>
<td>2.50%</td>
</tr>
<tr>
<td>10</td>
<td>27 or more</td>
<td>2.50%</td>
</tr>
</tbody>
</table>
b. Education Support Personnel (K-12). A two and one-half percent pay increase, beginning with the 2018-2019 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 two and one-half percent for the 2018-2019 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 2018-2019 shall be increased to reflect the pay increase above to be given to each person employed for the 2018-2019 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 two and one-half percent for the 2018-2019 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 shall take proper steps to ensure that employees on
all salary schedules are given full credit for prior work
experience in the public schools and colleges, and shall take
care to ensure proper placements on the salary schedules.
Placement on the revised salary schedules shall be in
accordance with the employee's length of service in public
education. No pay increase shall be given to any two-year
postsecondary employee in excess of two and one-half percent,
except as specifically provided in this act.

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

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

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

c. Local Increment. Any cost-of-living adjustment
and/or increase on the State Minimum Salary Schedule for
teachers as provided in this act shall be exclusive of any
local pay increase granted or due to teachers under provisions
of any local salary schedule. Any cost-of-living adjustment
and/or pay increase required by this act for public school
support personnel shall be in addition to any pay increase due
or granted to the employee under provisions of any local
salary schedules. The pay increase provisions of this act
shall not apply to any salary supplements granted by local
boards of education, bonuses earned for certification by the
National Board of Professional Teaching Standards, or the
federal portion of the salary paid to a Junior Reserve Officer
Training Corps (JROTC) instructor employed by a local school
board.

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

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

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

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

Section 4. This act shall become effective immediately following its passage and approval by the Governor, or its otherwise becoming law.
House of Representatives

I hereby certify that the within Act originated in and was passed by the House 13-FEB-18, as amended.

Jeff Woodard
Clerk

Senate 15-MAR-18 Passed