

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

1
2 ENROLLED, An Act,

3 Relating to the salaries of public education
4 employees; to provide for a revision of the State Minimum
5 Salary Schedule to reflect a pay increase of two and one-half
6 percent beginning with the fiscal year 2018-2019; to provide
7 that each employee of certain boards of education shall
8 receive the pay increase according to placement on the
9 appropriate salary step; to require the appropriate increases
10 on the State Minimum Salary Schedule; to provide support
11 employees with a two and one-half percent pay increase
12 beginning with the fiscal year 2018-2019; to require salary
13 schedules; to provide the employees of certain other public
14 educational institutions and schools with a two and one-half
15 percent pay increase for the 2018-2019 fiscal year; to provide
16 for an across the board salary increase on all two-year
17 postsecondary salary schedules, to establish other
18 requirements on the two-year postsecondary salary schedules;
19 and to establish miscellaneous pay provisions relating to
20 public education.

21 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

22 Section 1. PAY INCREASES, FY 2018-2019. (a) The
23 State Budget Officer shall allocate to the State Board of
24 Education, the Board of Trustees of the Alabama Institute for
25 Deaf and Blind, the Board of Youth Services School District,

1 the Board of Directors of the Alabama School of Fine Arts, and
2 the Board of Trustees of the Alabama School of Mathematics and
3 Science and for disbursement to the employees thereof funds
4 based on the criteria established in this act. It is not the
5 intent of this act to make appropriations, but the
6 appropriations required by this act shall be made in the
7 annual Education Trust Fund budget act for the designated
8 fiscal year.

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

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

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

7 All certificated employees, including the Adult
8 Basic Education and Science in Motion employees, shall be
9 guaranteed pay increases in the amounts indicated above for
10 their years of experience and degrees earned and the
11 corresponding pay increases shall be reflected in the
12 appropriate local salary schedule and paid to each
13 certificated employee. The provisions and requirements of this
14 act shall be in addition to the provisions of Section
15 16-13-231.1, Code of Alabama 1975, relating to the State
16 Minimum Salary Schedule. Each certificated employee shall be
17 properly placed on the local salary schedule according to
18 degree earned and years of public education service (either
19 in-state or out-of-state), which shall be not less than the
20 amounts appropriated for the State Minimum Salary Schedule.
21 The employee shall be paid according to degree earned and
22 length of public education experience. The pay increase shall
23 be given to each person employed for the 2018-2019 fiscal year

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

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

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

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

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

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

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

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

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

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

23 Section 2. The pay increase granted in this act
24 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.

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Speaker of the House of Representatives

President and Presiding Officer of the Senate

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