

1 HB136
2 214709-2
3 By Representative Garrett
4 RFD: Ways and Means Education
5 First Read: 13-JAN-22

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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 four percent beginning with the fiscal year 2022-2023; 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 four percent pay increase beginning with the fiscal year 2022-2023; to require salary schedules; to provide the employees of certain other public educational institutions and schools with a four percent pay increase for the 2022-2023 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 2022-2023. (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, the

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

9 (1) Certificated Personnel (K-12). For the fiscal
 10 year beginning October 1, 2022, 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 four percent salary increase. Each
 14 step and cell on the State Minimum Salary Schedule contained
 15 in the annual budget act for the public schools shall be in-
 16 creased by the amounts below for fiscal year 2022-2023, the
 17 State Minimum Salary Schedule shall reflect the following per-
 18 centage increase:

19	Step	Years of Experience	Increase
20	1	Less than 3	4.00%
21	2	3 but less than 6	4.00%
22	3	6 but less than 9	4.00%
23	4	9 but less than 12	4.00%

1	5	12 but less than 15	4.00%
2	6	15 but less than 18	4.00%
3	7	18 but less than 21	4.00%
4	8	21 or greater	4.00%
5	9	24 but less than 27	4.00%
6	10	27 or more	4.00%

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 2022-2023 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 four
10 percent pay increase, beginning with the fiscal year
11 2022-2023, 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 2022-2023
14 fiscal year in addition to the salary received during the
15 2021-2022 fiscal year, except employees covered under the
16 state's Merit System at the Department of Youth Services
17 School District. Each governing body or authority shall
18 establish and maintain a salary schedule for each class and
19 type of employee and each step of each salary schedule shall
20 be increased to reflect a four percent pay increase beginning
21 with fiscal year 2022-2023, which shall be given to the person
22 employed full-time for the 2022-2023 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 four percent
25 beginning with fiscal year 2022-2023. A separate local salary

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

3 (3) AIDB. For the fiscal year 2022-2023, 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 2021-2022 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 2022-2023:

12	Step	Years of Experience	Increase
13	1	Less than 3	4.00%
14	2	3 but less than 6	4.00%
15	3	6 but less than 9	4.00%
16	4	9 but less than 12	4.00%
17	5	12 but less than 15	4.00%
18	6	15 but less than 18	4.00%
19	7	18 but less than 21	4.00%
20	8	21 or greater	4.00%
21	9	24 but less than 27	4.00%
22	10	27 or more	4.00%

1 b. Education Support Personnel (K-12). A four
2 percent pay increase, beginning with the 2022-2023 fiscal
3 year, shall be given to each support worker employed full-time
4 by the Alabama Institute for Deaf and Blind. A separate local
5 salary schedule shall be established and maintained for each
6 specific job performed. The pay increase in this act shall be
7 incorporated into the support employees' salary schedules. The
8 base rate of pay for part-time support employees shall be
9 increased by four percent for the 2022-2023 fiscal year.

10 c. Miscellaneous Requirements. The AIDB board shall
11 establish and maintain a salary schedule for each class and
12 type of employee and each step of each salary schedule for
13 fiscal year 2022-2023 shall be increased to reflect the pay
14 increase above to be given to each person employed for the
15 2022-2023 fiscal year and each year employed thereafter. The
16 pay increase contained in this subsection shall be paid to
17 each employee.

18 (4) Two-Year Postsecondary Institutions. The Board
19 of Trustees of the Community College System shall revise all
20 salary schedules of the two-year postsecondary institutions to
21 reflect an increase of four percent for the 2022-2023 fiscal
22 year. The pay increase shall be given to each person employed
23 in addition to any step increase to which the employee is
24 otherwise entitled. The Postsecondary Education Department

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

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

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

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

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

1 and/or pay increase required by this act 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 act
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 act any part-time employees of community
14 education or school-sponsored child care or child enrichment
15 program which is supplemental to the state-required
16 educational program.

17 e. Local Chief Executive Officers. The pay increase
18 provisions of this act shall not apply to superintendents of
19 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 Section 2. The pay increase granted in this act
23 shall begin in fiscal year 2022-2023 and continue in
24 subsequent years. Nothing in this act shall authorize
25 additional pay increases in subsequent years.

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

5 Section 4. This act shall become effective
6 immediately following its passage and approval by the
7 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 08-MAR-22.

Jeff Woodard
Clerk

Senate

31-MAR-22

Passed