

1 HB506
2 150346-3
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6 Butler, Greer, Harper, Sanderford, Tuggle, McClurkin, Bridges,
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8 Moore (B), Beckman, Drake, Ison, Millican, Wood, Rich,
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10 Weaver, DeMarco, Mask, Farley, Carns and Clouse
11 RFD: Ways and Means Education
12 First Read: 02-APR-13

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8 SYNOPSIS: This bill would increase the salaries of
9 public K-12 education employees.

10 This bill would require the Department of
11 Finance, in consultation with the State Department
12 of Education, to implement a program to purchase or
13 provide a policy of education employee liability
14 insurance to insure certificated personnel and
15 support personnel employed by a local board of
16 education and student teachers and would authorize
17 the Department of Finance to implement and
18 administer the provisions of this act.

19
20 A BILL

21 TO BE ENTITLED

22 AN ACT

23
24 Relating to the salaries of public K-12 education
25 employees; to provide for a revision of the State Minimum
26 Salary Schedule to reflect a pay increase of two percent
27 beginning with the fiscal year 2013-2014; to provide that each

1 employee of certain boards of education shall receive the pay
2 increase according to placement on the appropriate salary
3 step; to require the appropriate increases on the State
4 Minimum Salary Schedule; to provide support employees with a
5 two percent pay increase beginning with the fiscal year
6 2013-2014; to require salary schedules; to provide the
7 employees of certain other public educational institutions and
8 schools with a two percent pay increase for the 2013-2014
9 fiscal year; to establish miscellaneous pay provisions
10 relating to public education; to require the Department of
11 Finance, in consultation with the State Department of
12 Education, to implement a program to purchase or provide a
13 policy of education employee liability insurance to insure
14 certificated personnel and support personnel employed by a
15 local board of education and student teachers; and to
16 authorize the Department of Finance to implement and
17 administer the provisions of this act.

18 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

19 Section 1. PAY INCREASES, FY 2013-2014. (a) The
20 State Budget Officer shall allocate to the State Board of
21 Education, the Board of Trustees of the Alabama Institute for
22 Deaf and Blind, the Board of Youth Services School District,
23 the Board of Directors of the Alabama School of Fine Arts, and
24 the Board of Trustees of the Alabama School of Mathematics and
25 Science and for disbursement to the employees thereof funds
26 based on the criteria established in this act. It is not the
27 intent of this act to make appropriations, but the

1 appropriations required by this act shall be made in the
2 annual budget act for the public K-12 schools for the
3 designated fiscal year.

4 (1) Certificated Personnel (K-12). For the fiscal
5 year beginning October 1, 2013, and each year thereafter, each
6 certificated employee at all city and county school systems
7 and the teachers at the Department of Youth Services School
8 District shall receive a two percent pay increase. Each step
9 and cell on the State Minimum Salary Schedule contained in the
10 annual budget act for the public schools shall be increased by
11 the amounts below for fiscal year 2013-2014, the State Minimum
12 Salary Schedule shall reflect the following percentage in-
13 crease:

14	Step	Years of Experience	Increase
15	1	Less than 3	2.0%
16	2	3 but less than 6	2.0%
17	3	6 but less than 9	2.0%
18	4	9 but less than 12	2.0%
19	5	12 but less than 15	2.0%
20	6	15 but less than 18	2.0%
21	7	18 but less than 21	2.0%
22	8	21 or greater	2.0%
23	9	24 but less than 27	2.0%
24	10	27 or more	2.0%

1 All certificated employees, including the Adult
2 Basic Education and Science in Motion employees, shall be
3 guaranteed pay increases in the amounts indicated above for
4 their years of experience and degrees earned and the
5 corresponding pay increases shall be reflected in the
6 appropriate local salary schedule and paid to each
7 certificated employee. The provisions and requirements of this
8 act shall be in addition to the provisions of Section
9 16-13-231.1, Code of Alabama 1975, relating to the State
10 Minimum Salary Schedule. Each certificated employee shall be
11 properly placed on the local salary schedule according to
12 degree earned and years of public education service (either
13 in-state or out-of-state), which shall be not less than the
14 amounts appropriated for the State Minimum Salary Schedule.
15 The employee shall be paid according to degree earned and
16 length of public education experience. The pay increase shall
17 be given to each person employed for the 2013-2014 fiscal year
18 in addition to any state or local step increase to which the
19 employee is otherwise entitled. The local board of education
20 shall transmit to the State Department of Education the
21 appropriate notice of the earned advanced degree for each
22 employee in a timely fashion; thereafter, the employee shall
23 be paid for the advanced degree as soon as the degree is
24 certified to the State Department of Education as being
25 earned.

1 (2) Education Support Personnel (K-12). A two
2 percent pay increase, beginning with the fiscal year
3 2013-2014, shall be paid to each public education support
4 worker and adult bus driver, including Adult Basic Education
5 and Science in Motion personnel, employed for the 2013-2014
6 fiscal year in addition to the salary received during the
7 2012-2013 fiscal year, except employees covered under the
8 state's Merit System at the Department of Youth Services
9 District. Each governing body or authority shall establish and
10 maintain a salary schedule for each class and type of employee
11 and each step of each salary schedule shall be increased to
12 reflect a two percent pay increase beginning with fiscal year
13 2013-2014, which shall be given to the person employed
14 full-time for the 2013-2014 fiscal year and each year employed
15 full-time thereafter. The base rate of pay for part-time
16 support employees shall be increased by two percent beginning
17 with fiscal year 2013-2014. A separate local salary schedule
18 shall be established and maintained for each specific job
19 performed.

20 (3) AIDB. For the fiscal year 2013-2014, employees
21 at the Alabama Institute for Deaf and Blind shall receive a
22 pay increase which shall be in excess of their salaries
23 received during the 2012-2013 fiscal year. The increase shall
24 be as follows:

25 a. Certificated. The salary schedule for certifi-
26 cated employees shall be revised to reflect at least the fol-

1 lowering percentage increase beginning with the fiscal year 2013-2014:

2	Step	Years of Experience	Increase
3	1	Less than 3	2.0%
4	2	3 but less than 6	2.0%
5	3	6 but less than 9	2.0%
6	4	9 but less than 12	2.0%
7	5	12 but less than 15	2.0%
8	6	15 but less than 18	2.0%
9	7	18 but less than 21	2.0%
10	8	21 or greater	2.0%
11	9	24 but less than 27	2.0%
12	10	27 or more	2.0%

13 b. Education Support Personnel (K-12). A two percent
14 pay increase, beginning with the 2013-2014 fiscal year, shall
15 be given to each support worker employed full-time by the
16 Alabama Institute for Deaf and Blind. A separate local salary
17 schedule shall be established and maintained for each specific
18 job performed. The pay increase in this act shall be
19 incorporated into the support employees' salary schedules. The
20 base rate of pay for part-time support employees shall be
21 increased by two percent for the 2013-2014 fiscal year.

1 c. Miscellaneous Requirements. The AIDB board shall
2 establish and maintain a salary schedule for each class and
3 type of employee and each step of each salary schedule for
4 fiscal year 2013-2014 shall be increased to reflect the pay
5 increase above to be given to each person employed for the
6 2013-2014 fiscal year and each year employed thereafter. The
7 pay increase contained in this subsection shall be paid to
8 each employee.

9 (4) 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 2013-2014 and continue in
21 subsequent years. Nothing in this act shall authorize
22 additional pay increases in subsequent years.

23 Section 3. For the purposes of this act, the
24 following terms shall have the following meanings:

25 (1) CERTIFICATED PERSONNEL. Full-time teachers,
26 principals, and other education employees employed by a local

1 board of education and required to hold a certificate issued
2 by the State Superintendent of Education.

3 (2) LOCAL BOARD OF EDUCATION. A city or county board
4 of education, the Board of Trustees of the Alabama Institute
5 for Deaf and Blind, the Alabama Youth Services Board in its
6 capacity as the Board of Education for the Youth Services
7 School District, the Board of Directors of the Alabama School
8 of Fine Arts, and the Board of Directors of the Alabama School
9 of Mathematics and Science.

10 (3) STUDENT TEACHER. A college or university student
11 in an education degree program who, as part of the degree
12 program, is assigned to teach in a local public school
13 classroom, is providing instruction to students, and is being
14 mentored by a teacher.

15 (4) SUPPORT PERSONNEL or SUPPORT EMPLOYEE. Full-time
16 maids, custodians, adult bus drivers, lunchroom or cafeteria
17 workers, secretaries, clerks, clerical assistants, maintenance
18 workers, or other non-certificated employees.

19 Section 4. The Department of Finance, in
20 consultation with the State Department of Education, shall
21 establish a program of self-insurance or purchase or provide a
22 policy or policies of education employee liability insurance
23 from appropriations to the State Department of Education
24 insuring certificated personnel and support personnel who are
25 employed by a local board of education and student teachers.
26 Such policy or policies shall protect against damages for
27 claims arising out of the performance of their duties or in

1 any way connected therewith. The amount of the insurance and
2 the appropriate coverage shall be in the discretion of the
3 Director of Finance. Appropriations by the Legislature to fund
4 the program shall be included in the annual Education Trust
5 Fund Appropriations Act. An insurance carrier providing any
6 portion of the education employee liability coverage under the
7 program shall be selected by a competitive process. Any amount
8 of the appropriation for purchase of liability insurance
9 remaining after liability insurance is provided shall not
10 revert to the Education Trust Fund, but shall be retained to
11 cover the costs of this program and is to be accounted for in
12 future appropriations.

13 Section 5. Insurance coverage provided by this act
14 shall automatically cover all full-time and part-time
15 certificated personnel and support personnel who are employed
16 by a local board of education, and student teachers who are
17 assigned to a classroom under the purview of a local board of
18 education, and shall be at no cost to the certificated
19 personnel, support personnel, or student teachers.

20 Section 6. The program of insurance established by
21 this act shall be administered by the Department of Finance.
22 The State Department of Education shall be the administrator
23 of this program for the school systems and in furtherance of
24 that duty shall pay the annual cost of the program to the
25 Department of Finance upon receipt of a statement of that
26 cost, and require the school systems to provide such

1 information as the Finance Director may specify to determine
2 the costs of the program and to adjust and defend claims.

3 Section 7. The administrators and all personnel of
4 the local school systems shall participate in the program in
5 accordance with the policies, procedures and rules established
6 by the Department of Finance.

7 Section 8. The program of insurance shall be
8 effective for insurance coverage of certificated personnel,
9 support personnel, and student teachers not later than July 1,
10 2013.

11 Section 9. The provisions of this act are severable.
12 If any part of this act is declared invalid or
13 unconstitutional, that declaration shall not affect the part
14 which remains.

15 Section 10. This act shall become effective
16 immediately following its passage and approval by the
17 Governor, or its otherwise becoming law.