

1 SB232
2 156431-1
3 By Senator Ward
4 RFD: Finance and Taxation Education
5 First Read: 21-JAN-14

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8 SYNOPSIS: This bill would increase the salaries of
9 specified education employees.

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11 A BILL
12 TO BE ENTITLED
13 AN ACT

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15 Relating to the salaries of specified education
16 employees; to provide for a revision of the State Minimum
17 Salary Schedule to reflect a pay increase of two percent
18 beginning with the fiscal year 2014-2015; to provide that each
19 employee of certain boards of education shall receive the pay
20 increase according to placement on the appropriate salary
21 step; to require the appropriate increases on the State
22 Minimum Salary Schedule; to provide support employees with a
23 two percent pay increase beginning with the fiscal year
24 2014-2015; to require salary schedules; to provide the
25 employees of certain other public educational institutions and
26 schools with a two percent pay increase for the 2014-2015
27 fiscal year; to provide for an across the board salary

1 increase on all two-year postsecondary salary schedules, to
2 establish other requirements on the two-year postsecondary
3 salary schedules; and to establish miscellaneous pay
4 provisions relating to public education.

5 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

6 Section 1. PAY INCREASES, FY 2014-2015. (a) The
7 State Budget Officer shall allocate to the State Board of
8 Education, the Board of Trustees of the Alabama Institute for
9 Deaf and Blind, the Board of Youth Services School District,
10 the Board of Directors of the Alabama School of Fine Arts, and
11 the Board of Trustees of the Alabama School of Mathematics and
12 Science and for disbursement to the employees thereof funds
13 based on the criteria established in this act. It is not the
14 intent of this act to make appropriations, but the
15 appropriations required by this act shall be made in the
16 annual Education Trust Fund budget act for the designated
17 fiscal year.

18 (1) Certificated Personnel (K-12). For the fiscal
19 year beginning October 1, 2014, and each year thereafter, each
20 certificated employee at all city and county school systems
21 and the teachers at the Department of Youth Services School
22 District shall receive a two percent pay increase. Each step
23 and cell on the State Minimum Salary Schedule contained in the
24 annual budget act for the public schools shall be increased by
25 the amounts below for fiscal year 2014-2015, the State Minimum
26 Salary Schedule shall reflect the following percentage
27 increase:

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

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

1 in-state or out-of-state), which shall be not less than the
2 amounts appropriated for the State Minimum Salary Schedule.
3 The employee shall be paid according to degree earned and
4 length of public education experience. The pay increase shall
5 be given to each person employed for the 2014-2015 fiscal year
6 in addition to any state or local step increase to which the
7 employee is otherwise entitled. The local board of education
8 shall transmit to the State Department of Education the
9 appropriate notice of the earned advanced degree for each
10 employee in a timely fashion; thereafter, the employee shall
11 be paid for the advanced degree as soon as the degree is
12 certified to the State Department of Education as being
13 earned.

14 (2) Education Support Personnel (K-12). A two
15 percent pay increase, beginning with the fiscal year
16 2014-2015, shall be paid to each public education support
17 worker and adult bus driver, including Adult Basic Education
18 and Science in Motion personnel, employed for the 2014-2015
19 fiscal year in addition to the salary received during the
20 2013-2014 fiscal year, except employees covered under the
21 state's Merit System at the Department of Youth Services
22 District. Each governing body or authority shall establish and
23 maintain a salary schedule for each class and type of employee
24 and each step of each salary schedule shall be increased to
25 reflect a two percent pay increase beginning with fiscal year
26 2014-2015, which shall be given to the person employed
27 full-time for the 2014-2015 fiscal year and each year employed

1 full-time thereafter. The base rate of pay for part-time
2 support employees shall be increased by two percent beginning
3 with fiscal year 2014-2015. A separate local salary schedule
4 shall be established and maintained for each specific job
5 performed.

6 (3) AIDB. For the fiscal year 2014-2015, employees
7 at the Alabama Institute for Deaf and Blind shall receive a
8 pay increase which shall be in excess of their salaries
9 received during the 2013-2014 fiscal year. The increase shall
10 be as follows:

11 a. Certificated. The salary schedule for certifi-
12 cated employees shall be revised to reflect at least the fol-
13 lowing percentage increase beginning with the fiscal year
14 2014-2015:

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

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27 or more

2.0%

b. Education Support Personnel (K-12). A two percent pay increase, beginning with the 2014-2015 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 percent for the 2014-2015 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 2014-2015 shall be increased to reflect the pay increase above to be given to each person employed for the 2014-2015 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 State Board of Education shall revise all salary schedules of the two-year postsecondary institutions to reflect an increase of two percent for the 2014-2015 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

1 ensure that employees on all salary schedules are given full
2 credit for prior work experience in the public schools and
3 colleges, and shall take care to ensure proper placements on
4 the salary schedules. Placement on the revised salary
5 schedules shall be in accordance with the employee's length of
6 service in public education. No pay increase shall be given to
7 any two-year postsecondary employee in excess of two 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 2014-2015 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 provisions of this act are severable.
20 If any part of this act is declared invalid or
21 unconstitutional, that declaration shall not affect the part
22 which remains.

23 Section 5. This act shall become effective
24 immediately following its passage and approval by the
25 Governor, or its otherwise becoming law.