

1 HB298  
2 209397-1  
3 By Representative Poole  
4 RFD: Ways and Means Education  
5 First Read: 03-FEB-21

2  
3  
4  
5  
6  
7  
8 SYNOPSIS: This bill would increase the salaries of  
9 public education employees.

10  
11 A BILL  
12 TO BE ENTITLED  
13 AN ACT

14  
15 Relating to the salaries of public education  
16 employees; to provide for a revision of the State Minimum  
17 Salary Schedule to reflect a pay increase of three percent  
18 beginning with the fiscal year 2021-2022; 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 2021-2022; 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 2021-2022  
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 2021-2022. (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, the  
11 Board of Directors for the Alabama School of Cyber Technology  
12 and Engineering, and the Board of Trustees of the Alabama  
13 School of Mathematics and Science and for disbursement to the  
14 employees thereof funds based on the criteria established in  
15 this act. It is not the intent of this act to make  
16 appropriations, but the appropriations required by this act  
17 shall be made in the annual Education Trust Fund budget act  
18 for the designated fiscal year.

19 (1) Certificated Personnel (K-12). For the fiscal  
20 year beginning October 1, 2021, and each year thereafter, each  
21 certificated employee at all city and county school systems  
22 and the teachers at the Department of Youth Services School  
23 District shall receive a two percent salary increase. Each  
24 step and cell on the State Minimum Salary Schedule contained  
25 in the annual budget act for the public schools shall be in-  
26 creased by the amounts below for fiscal year 2021-2022, the

1 State Minimum Salary Schedule shall reflect the following per-  
2 centage increase:

3	Step	Years of Experience	Increase
4	1	Less than 3	2.00%
5	2	3 but less than 6	2.00%
6	3	6 but less than 9	2.00%
7	4	9 but less than 12	2.00%
8	5	12 but less than 15	2.00%
9	6	15 but less than 18	2.00%
10	7	18 but less than 21	2.00%
11	8	21 or greater	2.00%
12	9	24 but less than 27	2.00%
13	10	27 or more	2.00%

14 All certificated employees, including the Adult  
15 Basic Education and Science in Motion employees, shall be  
16 guaranteed pay increases in the amounts indicated above for  
17 their years of experience and degrees earned and the  
18 corresponding pay increases shall be reflected in the  
19 appropriate local salary schedule and paid to each  
20 certificated employee. The provisions and requirements of this  
21 act shall be in addition to the provisions of Section  
22 16-13-231.1, Code of Alabama 1975, relating to the State

1 Minimum Salary Schedule. Each certificated employee shall be  
2 properly placed on the local salary schedule according to  
3 degree earned and years of public education service (either  
4 in-state or out-of-state), which shall be not less than the  
5 amounts appropriated for the State Minimum Salary Schedule.  
6 The employee shall be paid according to degree earned and  
7 length of public education experience. The pay increase shall  
8 be given to each person employed for the 2021-2022 fiscal year  
9 in addition to any state or local step increase to which the  
10 employee is otherwise entitled. The local board of education  
11 shall transmit to the State Department of Education the  
12 appropriate notice of the earned advanced degree for each  
13 employee in a timely fashion; thereafter, the employee shall  
14 be paid for the advanced degree as soon as the degree is  
15 certified to the State Department of Education as being  
16 earned.

17 (2) Education Support Personnel (K-12). A two  
18 percent pay increase, beginning with the fiscal year  
19 2021-2022, shall be paid to each public education support  
20 worker and adult bus driver, including Adult Basic Education  
21 and Science in Motion personnel, employed for the 2021-2022  
22 fiscal year in addition to the salary received during the  
23 2020-2021 fiscal year, except employees covered under the  
24 state's Merit System at the Department of Youth Services  
25 District. Each governing body or authority shall establish and  
26 maintain a salary schedule for each class and type of employee  
27 and each step of each salary schedule shall be increased to

1 reflect a two percent pay increase beginning with fiscal year  
2 2021-2022, which shall be given to the person employed  
3 full-time for the 2021-2022 fiscal year and each year employed  
4 full-time thereafter. The base rate of pay for part-time  
5 support employees shall be increased by two percent beginning  
6 with fiscal year 2021-2022. A separate local salary schedule  
7 shall be established and maintained for each specific job  
8 performed.

9 (3) AIDB. For the fiscal year 2021-2022, employees  
10 at the Alabama Institute for Deaf and Blind shall receive a  
11 pay increase which shall be in excess of their salaries  
12 received during the 2020-2021 fiscal year. The increase shall  
13 be as follows:

14 a. Certificated. The salary schedule for certifi-  
15 cated employees shall be revised to reflect at least the fol-  
16 lowing percentage increase beginning with the fiscal year  
17 2021-2022:

18	Step	Years of Experience	Increase
19	1	Less than 3	2.00%
20	2	3 but less than 6	2.00%
21	3	6 but less than 9	2.00%
22	4	9 but less than 12	2.00%
23	5	12 but less than 15	2.00%
24	6	15 but less than 18	2.00%

1	7	18 but less than 21	2.00%
2	8	21 or greater	2.00%
3	9	24 but less than 27	2.00%
4	10	27 or more	2.00%

5           b. Education Support Personnel (K-12). A two percent  
6 pay increase, beginning with the 2021-2022 fiscal year, shall  
7 be given to each support worker employed full-time by the  
8 Alabama Institute for Deaf and Blind. A separate local salary  
9 schedule shall be established and maintained for each specific  
10 job performed. The pay increase in this act shall be  
11 incorporated into the support employees' salary schedules. The  
12 base rate of pay for part-time support employees shall be  
13 increased by two percent for the 2021-2022 fiscal year.

14           c. Miscellaneous Requirements. The AIDB board shall  
15 establish and maintain a salary schedule for each class and  
16 type of employee and each step of each salary schedule for  
17 fiscal year 2021-2022 shall be increased to reflect the pay  
18 increase above to be given to each person employed for the  
19 2021-2022 fiscal year and each year employed thereafter. The  
20 pay increase contained in this subsection shall be paid to  
21 each employee.

22           (4) Two-Year Postsecondary Institutions. The Board  
23 of Trustees of the Community College System shall revise all  
24 salary schedules of the two-year postsecondary institutions to

1 reflect an increase of two percent for the 2021-2022 fiscal  
2 year. The pay increase shall be given to each person employed  
3 in addition to any step increase to which the employee is  
4 otherwise entitled. The Postsecondary Education Department  
5 shall take proper steps to ensure that employees on all salary  
6 schedules are given full credit for prior work experience in  
7 the public schools and colleges, and shall take care to ensure  
8 proper placements on the salary schedules. Placement on the  
9 revised salary schedules shall be in accordance with the  
10 employee's length of service in public education. No pay  
11 increase shall be given to any two-year postsecondary employee  
12 in excess of two percent, except as specifically provided in  
13 this act.

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

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

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

25 c. Local Increment. Any cost-of-living adjustment  
26 and/or increase on the State Minimum Salary Schedule for  
27 teachers as provided in this act shall be exclusive of any



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

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

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

24 Section 2. The pay increase granted in this act  
25 shall begin in fiscal year 2021-2022 and continue in  
26 subsequent years. Nothing in this act shall authorize  
27 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.