

HB173 INTRODUCED



1 MRS91W-1

2 By Representatives Drummond, Daniels, Garrett

3 RFD: Ways and Means Education

4 First Read: 21-Mar-23

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SYNOPSIS:

This bill would increase the salaries of public education employees.

A BILL
TO BE ENTITLED
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 two percent beginning with the fiscal year 2023-2024; 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 two percent pay increase beginning with the fiscal year 2023-2024; to require salary schedules; to provide the employees of certain other public educational institutions and schools with a two percent pay increase for the 2023-2024 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.

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29 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

30 Section 1. PAY INCREASES, FY 2023-2024. (a) The State
 31 Budget Officer shall allocate to the State Board of Education,
 32 the Board of Trustees of the Alabama Institute for Deaf and
 33 Blind, the Board of Youth Services School District, the Board
 34 of Directors of the Alabama School of Fine Arts, the Board of
 35 Directors for the Alabama School of Cyber Technology and
 36 Engineering, and the Board of Trustees of the Alabama School
 37 of Mathematics and Science and for disbursement to the
 38 employees thereof funds based on the criteria established in
 39 this act. It is not the intent of this act to make
 40 appropriations, but the appropriations required by this act
 41 shall be made in the annual Education Trust Fund budget act
 42 for the designated fiscal year.

43 (1) Certificated Personnel (K-12). For the fiscal year
 44 beginning October 1, 2023, and each year thereafter, each
 45 certificated employee at all city and county school systems
 46 and the teachers at the Department of Youth Services School
 47 District shall receive a two percent salary increase. Each
 48 step and cell on the State Minimum Salary Schedule contained
 49 in the annual budget act for the public schools shall be
 50 increased by the amounts below for fiscal year 2023-2024, the
 51 State Minimum Salary Schedule shall reflect the following
 52 percentage increase:

53	54	55	56
	Years of Experience		Increase
	0		2.00%
	1		2.00%

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57	2	2.00%
58	3	2.00%
59	4	2.00%
60	5	2.00%
61	6	2.00%
62	7	2.00%
63	8	2.00%
64	9	2.00%
65	10	2.00%
66	11	2.00%
67	12	2.00%
68	13	2.00%
69	14	2.00%
70	15	2.00%
71	16	2.00%
72	17	2.00%
73	18	2.00%
74	19	2.00%
75	20	2.00%
76	21	2.00%
77	22	2.00%
78	23	2.00%
79	24	2.00%
80	25	2.00%
81	26	2.00%
82	27	2.00%
83	28	2.00%
84	29	2.00%

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85	30	2.00%
86	31	2.00%
87	32	2.00%
88	33	2.00%
89	34	2.00%
90	35	2.00%

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92 All certificated employees, including the Adult Basic
93 Education and Science in Motion employees, shall be guaranteed
94 pay increases in the amounts indicated above for their years
95 of experience and degrees earned and the corresponding pay
96 increases shall be reflected in the appropriate local salary
97 schedule and paid to each certificated employee. The
98 provisions and requirements of this act shall be in addition
99 to the provisions of Section 16-13-231.1, Code of Alabama
100 1975, relating to the State Minimum Salary Schedule. Each
101 certificated employee shall be properly placed on the local
102 salary schedule according to degree earned and years of public
103 education service (either in-state or out-of-state), which
104 shall be not less than the amounts appropriated for the State
105 Minimum Salary Schedule. The employee shall be paid according
106 to degree earned and length of public education experience.
107 The pay increase shall be given to each person employed for
108 the 2023-2024 fiscal year in addition to any state or local
109 step increase to which the employee is otherwise entitled. The
110 local board of education shall transmit to the State
111 Department of Education the appropriate notice of the earned
112 advanced degree for each employee in a timely fashion;

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113 thereafter, the employee shall be paid for the advanced degree
114 as soon as the degree is certified to the State Department of
115 Education as being earned.

116 (2) Education Support Personnel (K-12). A two percent
117 pay increase, beginning with the fiscal year 2023-2024, shall
118 be paid to each public education support worker and adult bus
119 driver, including Adult Basic Education and Science in Motion
120 personnel, employed for the 2023-2024 fiscal year in addition
121 to the salary received during the 2022-2023 fiscal year,
122 except employees covered under the state's Merit System at the
123 Department of Youth Services School District. Each governing
124 body or authority shall establish and maintain a salary
125 schedule for each class and type of employee and each step of
126 each salary schedule shall be increased to reflect a two
127 percent pay increase beginning with fiscal year 2023-2024,
128 which shall be given to the person employed full-time for the
129 2023-2024 fiscal year and each year employed full-time
130 thereafter. The base rate of pay for part-time support
131 employees shall be increased by two percent beginning with
132 fiscal year 2023-2024. A separate local salary schedule shall
133 be established and maintained for each specific job performed.

134 (3) AIDB. For the fiscal year 2023-2024, employees at
135 the Alabama Institute for Deaf and Blind shall receive a pay
136 increase which shall be in excess of their salaries received
137 during the 2022-2023 fiscal year. The increase shall be as
138 follows:

139 a. Certificated. The salary schedule for certificated
140 employees shall be revised to reflect at least the following

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141 percentage increase beginning with the fiscal year 2023-2024:

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143	Step	Years of Experience	Increase
144	1	Less than 3	2.00%
145	2	3 but less than 6	2.00%
146	3	6 but less than 9	2.00%
147	4	9 but less than 12	2.00%
148	5	12 but less than 15	2.00%
149	6	15 but less than 18	2.00%
150	7	18 but less than 21	2.00%
151	8	21 or greater	2.00%
152	9	24 but less than 27	2.00%
153	10	27 or more	2.00%

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155 b. Education Support Personnel (K-12). A two percent
 156 pay increase, beginning with the 2023-2024 fiscal year, shall
 157 be given to each support worker employed full-time by the
 158 Alabama Institute for Deaf and Blind. A separate local salary
 159 schedule shall be established and maintained for each specific
 160 job performed. The pay increase in this act shall be
 161 incorporated into the support employees' salary schedules. The
 162 base rate of pay for part-time support employees shall be
 163 increased by two percent for the 2023-2024 fiscal year.

164 c. Miscellaneous Requirements. The AIDB board shall
 165 establish and maintain a salary schedule for each class and
 166 type of employee and each step of each salary schedule for
 167 fiscal year 2023-2024 shall be increased to reflect the pay
 168 increase above to be given to each person employed for the

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169 2023-2024 fiscal year and each year employed thereafter. The
170 pay increase contained in this subsection shall be paid to
171 each employee.

172 (4) Two-Year Postsecondary Institutions. The Board of
173 Trustees of the Community College System shall revise all
174 salary schedules of the two-year postsecondary institutions to
175 reflect an increase of two percent for the 2023-2024 fiscal
176 year. The pay increase shall be given to each person employed
177 in addition to any step increase to which the employee is
178 otherwise entitled. The Alabama Community College System shall
179 take proper steps to ensure that employees on all salary
180 schedules are given full credit for prior work experience in
181 the public schools and colleges, and shall take care to ensure
182 proper placements on the salary schedules. Placement on the
183 revised salary schedules shall be in accordance with the
184 employee's length of service in public education. No pay
185 increase shall be given to any two-year postsecondary employee
186 in excess of two percent, except as specifically provided in
187 this act.

188 (5) Miscellaneous provisions. The following provisions
189 are hereby established:

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

195 b. Extended Work. Public K-12 school employees on
196 contracts which extend beyond 187 days, or the hourly

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197 equivalent thereof, shall be given a pro rata salary increment
198 for each or partial day of work extending beyond 187 days.

199 c. Local Increment. Any cost-of-living adjustment
200 and/or increase on the State Minimum Salary Schedule for
201 teachers as provided in this act shall be exclusive of any
202 local pay increase granted or due to teachers under provisions
203 of any local salary schedule. Any cost-of-living adjustment
204 and/or pay increase required by this act for public school
205 support personnel shall be in addition to any pay increase due
206 or granted to the employee under provisions of any local
207 salary schedules. The pay increase provisions of this act
208 shall not apply to any salary supplements granted by local
209 boards of education, bonuses earned for certification by the
210 National Board of Professional Teaching Standards, or the
211 federal portion of the salary paid to a Junior Reserve Officer
212 Training Corps (JROTC) instructor employed by a local school
213 board.

214 d. Community Education. Each county and city board of
215 education shall have the option to exclude from the provisions
216 of this act any part-time employees of community education or
217 school-sponsored child care or child enrichment program which
218 is supplemental to the state-required educational program.

219 e. Local Chief Executive Officers. The pay increase
220 provisions of this act shall not apply to superintendents of
221 education of any school system or institution. Any pay
222 increase given to the superintendent shall be by majority
223 recorded vote of the governing body or authority.

224 Section 2. The pay increase granted in this act shall

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225 begin in fiscal year 2023-2024 and continue in subsequent
226 years. Nothing in this act shall authorize additional pay
227 increases in subsequent years.

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

231 Section 4. This act shall become effective immediately
232 following its passage and approval by the Governor, or its
233 otherwise becoming law.