

**SB85 ENROLLED**



1 JOR6YF-2  
2 By Senator Orr  
3 RFD: Transportation and Energy  
4 First Read: 21-Mar-23  
5 2023 Regular Session



## SB85 Enrolled

1 Enrolled, An Act,

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3           Relating to the salaries of public education employees;  
4 to provide for a revision of the State Minimum Salary Schedule  
5 to reflect a pay increase of two percent beginning with the  
6 fiscal year 2023-2024; to provide that each employee of  
7 certain boards of education shall receive the pay increase  
8 according to placement on the appropriate salary step; to  
9 require the appropriate increases on the State Minimum Salary  
10 Schedule; to provide support employees with a two percent pay  
11 increase beginning with the fiscal year 2023-2024; to require  
12 salary schedules; to provide the employees of certain other  
13 public educational institutions and schools with a two percent  
14 pay increase for the 2023-2024 fiscal year; to provide for an  
15 across the board salary increase on all two-year postsecondary  
16 salary schedules, to establish other requirements on the  
17 two-year postsecondary salary schedules; and to establish  
18 miscellaneous pay provisions relating to public education.

19 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

20           Section 1. PAY INCREASES, FY 2023-2024. (a) The State  
21 Budget Officer shall allocate to the State Board of Education,  
22 the Board of Trustees of the Alabama Institute for Deaf and  
23 Blind, the Board of Youth Services School District, the Board  
24 of Directors of the Alabama School of Fine Arts, the Board of  
25 Directors for the Alabama School of Cyber Technology and  
26 Engineering, and the Board of Trustees of the Alabama School  
27 of Mathematics and Science and for disbursement to the  
28 employees thereof funds based on the criteria established in



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29 this act. It is not the intent of this act to make  
30 appropriations, but the appropriations required by this act  
31 shall be made in the annual Education Trust Fund budget act  
32 for the designated fiscal year.

33 (1) Certificated Personnel (K-12). For the fiscal year  
34 beginning October 1, 2023, and each year thereafter, each  
35 certificated employee at all city and county school systems  
36 and the teachers at the Department of Youth Services School  
37 District shall receive a two percent salary increase. Each  
38 step and cell on the State Minimum Salary Schedule contained  
39 in the annual budget act for the public schools shall be  
40 increased by the amounts below for fiscal year 2023-2024, the  
41 State Minimum Salary Schedule shall reflect the following  
42 percentage increase:

43	44	45	46	47	48	49	50	51	52	53	54	55	56
	Years of Experience												
	0												
	1												
	2												
	3												
	4												
	5												
	6												
	7												
	8												
	9												
	10												
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57	12	2.00%
58	13	2.00%
59	14	2.00%
60	15	2.00%
61	16	2.00%
62	17	2.00%
63	18	2.00%
64	19	2.00%
65	20	2.00%
66	21	2.00%
67	22	2.00%
68	23	2.00%
69	24	2.00%
70	25	2.00%
71	26	2.00%
72	27	2.00%
73	28	2.00%
74	29	2.00%
75	30	2.00%
76	31	2.00%
77	32	2.00%
78	33	2.00%
79	34	2.00%
80	35	2.00%

81

82 All certificated employees, including the Adult Basic  
83 Education and Science in Motion employees, shall be guaranteed  
84 pay increases in the amounts indicated above for their years



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85 of experience and degrees earned and the corresponding pay  
86 increases shall be reflected in the appropriate local salary  
87 schedule and paid to each certificated employee. The  
88 provisions and requirements of this act shall be in addition  
89 to the provisions of Section 16-13-231.1, Code of Alabama  
90 1975, relating to the State Minimum Salary Schedule. Each  
91 certificated employee shall be properly placed on the local  
92 salary schedule according to degree earned and years of public  
93 education service (either in-state or out-of-state), which  
94 shall be not less than the amounts appropriated for the State  
95 Minimum Salary Schedule. The employee shall be paid according  
96 to degree earned and length of public education experience.  
97 The pay increase shall be given to each person employed for  
98 the 2023-2024 fiscal year in addition to any state or local  
99 step increase to which the employee is otherwise entitled. The  
100 local board of education shall transmit to the State  
101 Department of Education the appropriate notice of the earned  
102 advanced degree for each employee in a timely fashion;  
103 thereafter, the employee shall be paid for the advanced degree  
104 as soon as the degree is certified to the State Department of  
105 Education as being earned.

106 (2) Education Support Personnel (K-12). A two percent  
107 pay increase, beginning with the fiscal year 2023-2024, shall  
108 be paid to each public education support worker and adult bus  
109 driver, including Adult Basic Education and Science in Motion  
110 personnel, employed for the 2023-2024 fiscal year in addition  
111 to the salary received during the 2022-2023 fiscal year,  
112 except employees covered under the state's Merit System at the



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113 Department of Youth Services School District. Each governing  
114 body or authority shall establish and maintain a salary  
115 schedule for each class and type of employee and each step of  
116 each salary schedule shall be increased to reflect a two  
117 percent pay increase beginning with fiscal year 2023-2024,  
118 which shall be given to the person employed full-time for the  
119 2023-2024 fiscal year and each year employed full-time  
120 thereafter. The base rate of pay for part-time support  
121 employees shall be increased by two percent beginning with  
122 fiscal year 2023-2024. A separate local salary schedule shall  
123 be established and maintained for each specific job performed.

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

129 a. Certificated. The salary schedule for certificated  
130 employees shall be revised to reflect at least the following  
131 percentage increase beginning with the fiscal year 2023-2024:

132	Step	Years of Experience	Increase
133	1	Less than 3	2.00%
134	2	3 but less than 6	2.00%
135	3	6 but less than 9	2.00%
136	4	9 but less than 12	2.00%
137	5	12 but less than 15	2.00%
138	6	15 but less than 18	2.00%
139	7	18 but less than 21	2.00%
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141	8	21 or greater	2.00%
142	9	24 but less than 27	2.00%
143	10	27 or more	2.00%

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145           b. Education Support Personnel (K-12). A two percent  
146 pay increase, beginning with the 2023-2024 fiscal year, shall  
147 be given to each support worker employed full-time by the  
148 Alabama Institute for Deaf and Blind. A separate local salary  
149 schedule shall be established and maintained for each specific  
150 job performed. The pay increase in this act shall be  
151 incorporated into the support employees' salary schedules. The  
152 base rate of pay for part-time support employees shall be  
153 increased by two percent for the 2023-2024 fiscal year.

154           c. Miscellaneous Requirements. The AIDB board shall  
155 establish and maintain a salary schedule for each class and  
156 type of employee and each step of each salary schedule for  
157 fiscal year 2023-2024 shall be increased to reflect the pay  
158 increase above to be given to each person employed for the  
159 2023-2024 fiscal year and each year employed thereafter. The  
160 pay increase contained in this subsection shall be paid to  
161 each employee.

162           (4) Two-Year Postsecondary Institutions. The Board of  
163 Trustees of the Community College System shall revise all  
164 salary schedules of the two-year postsecondary institutions to  
165 reflect an increase of two percent for the 2023-2024 fiscal  
166 year. The pay increase shall be given to each person employed  
167 in addition to any step increase to which the employee is  
168 otherwise entitled. The Alabama Community College System shall



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169 take proper steps to ensure that employees on all salary  
170 schedules are given full credit for prior work experience in  
171 the public schools and colleges, and shall take care to ensure  
172 proper placements on the salary schedules. Placement on the  
173 revised salary schedules shall be in accordance with the  
174 employee's length of service in public education. No pay  
175 increase shall be given to any two-year postsecondary employee  
176 in excess of two percent, except as specifically provided in  
177 this act.

178 (5) Miscellaneous provisions. The following provisions  
179 are hereby established:

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

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

189 c. Local Increment. Any cost-of-living adjustment  
190 and/or increase on the State Minimum Salary Schedule for  
191 teachers as provided in this act shall be exclusive of any  
192 local pay increase granted or due to teachers under provisions  
193 of any local salary schedule. Any cost-of-living adjustment  
194 and/or pay increase required by this act for public school  
195 support personnel shall be in addition to any pay increase due  
196 or granted to the employee under provisions of any local





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197 salary schedules. The pay increase provisions of this act  
198 shall not apply to any salary supplements granted by local  
199 boards of education, bonuses earned for certification by the  
200 National Board of Professional Teaching Standards, or the  
201 federal portion of the salary paid to a Junior Reserve Officer  
202 Training Corps (JROTC) instructor employed by a local school  
203 board.

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

209 e. Local Chief Executive Officers. The pay increase  
210 provisions of this act shall not apply to superintendents of  
211 education of any school system or institution. Any pay  
212 increase given to the superintendent shall be by majority  
213 recorded vote of the governing body or authority.

214 Section 2. The pay increase granted in this act shall  
215 begin in fiscal year 2023-2024 and continue in subsequent  
216 years. Nothing in this act shall authorize additional pay  
217 increases in subsequent years.

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

221 Section 4. This act shall become effective immediately  
222 following its passage and approval by the Governor, or its  
223 otherwise becoming law.



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President and Presiding Officer of the Senate

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Speaker of the House of Representatives

SB85  
Senate 04-May-23  
I hereby certify that the within Act originated in and passed  
the Senate.

Patrick Harris,  
Secretary.

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House of Representatives  
Passed: 25-May-23

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By: Senator Orr