

HB146 ENROLLED



1 HB146
2 D8XVTHH-2
3 By Representatives Garrett, Drummond
4 RFD: Ways and Means Education
5 First Read: 07-Feb-24



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1 Enrolled, An Act,

2 Relating to the salaries of public education employees;
3 to provide for a revision of the State Minimum Salary Schedule
4 to reflect a pay increase of two percent beginning with the
5 fiscal year 2024-2025; to provide that each employee of
6 certain boards of education shall receive the pay increase
7 according to placement on the appropriate salary step; to
8 require the appropriate increases on the State Minimum Salary
9 Schedule; to provide support employees with a two percent pay
10 increase beginning with the fiscal year 2024-2025; to require
11 salary schedules; to provide the employees of certain other
12 public educational institutions and schools with a two percent
13 pay increase for the 2024-2025 fiscal year; to provide for an
14 across the board salary increase on all two-year postsecondary
15 salary schedules, to establish other requirements on the
16 two-year postsecondary salary schedules; and to establish
17 miscellaneous pay provisions relating to public education.

18 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

19 Section 1. PAY INCREASES, FY 2024-2025. (a) The State
20 Budget Officer shall allocate to the State Board of Education,
21 the Board of Trustees of the Alabama Institute for Deaf and
22 Blind, the Board of Youth Services School District, the Board
23 of Directors of the Alabama School of Fine Arts, the Board of
24 Directors for the Alabama School of Cyber Technology and
25 Engineering, and the Board of Trustees of the Alabama School
26 of Mathematics and Science and for disbursement to the
27 employees thereof funds based on the criteria established in
28 this act. It is not the intent of this act to make



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29 appropriations, but the appropriations required by this act
30 shall be made in the annual Education Trust Fund budget act
31 for the designated fiscal year.

32 (1) Certificated Personnel (K-12). For the fiscal year
33 beginning October 1, 2024, and each year thereafter, each
34 certificated employee at all city and county school systems
35 and the teachers at the Department of Youth Services School
36 District shall receive a two percent salary increase. Each
37 step and cell on the State Minimum Salary Schedule contained
38 in the annual budget act for the public schools shall be
39 increased by the amounts below for fiscal year 2024-2025, the
40 State Minimum Salary Schedule shall reflect the following
41 percentage increase:

42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
	Years of Experience													
	0													
	1													
	2													
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	4													
	5													
	6													
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57	13	2.00%
58	14	2.00%
59	15	2.00%
60	16	2.00%
61	17	2.00%
62	18	2.00%
63	19	2.00%
64	20	2.00%
65	21	2.00%
66	22	2.00%
67	23	2.00%
68	24	2.00%
69	25	2.00%
70	26	2.00%
71	27	2.00%
72	28	2.00%
73	29	2.00%
74	30	2.00%
75	31	2.00%
76	32	2.00%
77	33	2.00%
78	34	2.00%
79	35	2.00%

80
81 All certificated employees, including the Adult Basic
82 Education and Science in Motion employees, shall be guaranteed
83 pay increases in the amounts indicated above for their years
84 of experience and degrees earned and the corresponding pay



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85 increases shall be reflected in the appropriate local salary
86 schedule and paid to each certificated employee. The
87 provisions and requirements of this act shall be in addition
88 to the provisions of Section 16-13-231.1, Code of Alabama
89 1975, relating to the State Minimum Salary Schedule. Each
90 certificated employee shall be properly placed on the local
91 salary schedule according to degree earned and years of public
92 education service (either in-state or out-of-state), which
93 shall be not less than the amounts appropriated for the State
94 Minimum Salary Schedule. The employee shall be paid according
95 to degree earned and length of public education experience.
96 The pay increase shall be given to each person employed for
97 the 2024-2025 fiscal year in addition to any state or local
98 step increase to which the employee is otherwise entitled. The
99 local board of education shall transmit to the State
100 Department of Education the appropriate notice of the earned
101 advanced degree for each employee in a timely fashion;
102 thereafter, the employee shall be paid for the advanced degree
103 as soon as the degree is certified to the State Department of
104 Education as being earned.

105 (2) Education Support Personnel (K-12). A two percent
106 pay increase, beginning with the fiscal year 2024-2025, shall
107 be paid to each public education support worker and adult bus
108 driver, including Adult Basic Education and Science in Motion
109 personnel, employed for the 2024-2025 fiscal year in addition
110 to the salary received during the 2023-2024 fiscal year,
111 except employees covered under the state's Merit System at the
112 Department of Youth Services School District. Each governing



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113 body or authority shall establish and maintain a salary
114 schedule for each class and type of employee and each step of
115 each salary schedule shall be increased to reflect a two
116 percent pay increase beginning with fiscal year 2024-2025,
117 which shall be given to the person employed full-time for the
118 2024-2025 fiscal year and each year employed full-time
119 thereafter. The base rate of pay for part-time support
120 employees shall be increased by two percent beginning with
121 fiscal year 2024-2025. A separate local salary schedule shall
122 be established and maintained for each specific job performed.

123 (3) AIDB. For the fiscal year 2024-2025, employees at
124 the Alabama Institute for Deaf and Blind shall receive a pay
125 increase which shall be in excess of their salaries received
126 during the 2023-2024 fiscal year. The increase shall be as
127 follows:

128 a. Certificated. The salary schedule for certificated
129 employees shall be revised to reflect at least the following
130 percentage increase beginning with the fiscal year 2024-2025:

131	Step	Years of Experience	Increase
132			
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%
140	8	21 or greater	2.00%



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141	9	24 but less than 27	2.00%
142	10	27 or more	2.00%

143

144 b. Education Support Personnel (K-12). A two percent
145 pay increase, beginning with the 2024-2025 fiscal year, shall
146 be given to each support worker employed full-time by the
147 Alabama Institute for Deaf and Blind. A separate local salary
148 schedule shall be established and maintained for each specific
149 job performed. The pay increase in this act shall be
150 incorporated into the support employees' salary schedules. The
151 base rate of pay for part-time support employees shall be
152 increased by two percent for the 2024-2025 fiscal year.

153 c. Miscellaneous Requirements. The AIDB board shall
154 establish and maintain a salary schedule for each class and
155 type of employee and each step of each salary schedule for
156 fiscal year 2024-2025 shall be increased to reflect the pay
157 increase above to be given to each person employed for the
158 2024-2025 fiscal year and each year employed thereafter. The
159 pay increase contained in this subsection shall be paid to
160 each employee.

161 (4) Two-Year Postsecondary Institutions. The Board of
162 Trustees of the Community College System shall revise all
163 salary schedules of the two-year postsecondary institutions to
164 reflect an increase of two percent for the 2024-2025 fiscal
165 year. The pay increase shall be given to each person employed
166 in addition to any step increase to which the employee is
167 otherwise entitled. The Alabama Community College System shall
168 take proper steps to ensure that employees on all salary



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

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

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

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

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



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

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

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

213 Section 2. The pay increase granted in this act shall
214 begin in fiscal year 2024-2025 and continue in subsequent
215 years. Nothing in this act shall authorize additional pay
216 increases in subsequent years.

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

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



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Speaker of the House of Representatives

President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in and was passed by the House 16-Apr-24.

John Treadwell
Clerk

Senate

02-May-24

Passed