

HB239 INTRODUCED



1 HB239
2 YMX7X26-1
3 By Representative Collins
4 RFD: Ways and Means Education
5 First Read: 14-Jan-26

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4 SYNOPSIS:

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A BILL

TO BE ENTITLED

AN ACT

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29 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

30 Section 1. PAY INCREASES, FY 2026-2027. (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, the Board of Trustees of the Alabama School of
37 Mathematics and Science, the Board of Trustees of the Alabama
38 School of Healthcare Sciences and for disbursement to the
39 employees thereof funds based on the criteria established in
40 this act. It is not the intent of this act to make
41 appropriations, but the appropriations required by this act
42 shall be made in the annual Education Trust Fund budget act
43 for the designated fiscal year.

44 (1) Certificated Personnel (K-12). For the fiscal year
45 beginning October 1, 2026, and each year thereafter, each
46 certificated employee at all city and county school systems
47 and the teachers at the Department of Youth Services School
48 District shall receive a two percent salary increase. Each
49 step and cell on the State Minimum Salary Schedule contained
50 in the annual budget act for the public schools shall be
51 increased by the amounts below for fiscal year 2026-2027, the
52 State Minimum Salary Schedule shall reflect the following
53 percentage increase:

54

55	Years of Experience	Increase
56	0	2.00%

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57	1	2.00%
58	2	2.00%
59	3	2.00%
60	4	2.00%
61	5	2.00%
62	6	2.00%
63	7	2.00%
64	8	2.00%
65	9	2.00%
66	10	2.00%
67	11	2.00%
68	12	2.00%
69	13	2.00%
70	14	2.00%
71	15	2.00%
72	16	2.00%
73	17	2.00%
74	18	2.00%
75	19	2.00%
76	20	2.00%
77	21	2.00%
78	22	2.00%
79	23	2.00%
80	24	2.00%
81	25	2.00%
82	26	2.00%
83	27	2.00%
84	28	2.00%

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85	29	2.00%
86	30	2.00%
87	31	2.00%
88	32	2.00%
89	33	2.00%
90	34	2.00%
91	35	2.00%

92

93 All certificated employees, including the Adult Basic
94 Education and Science in Motion employees, shall be guaranteed
95 pay increases in the amounts indicated above for their years
96 of experience and degrees earned and the corresponding pay
97 increases shall be reflected in the appropriate local salary
98 schedule and paid to each certificated employee. The
99 provisions and requirements of this act shall be in addition
100 to the provisions of Section 16-13-231.1, Code of Alabama
101 1975, relating to the State Minimum Salary Schedule. Each
102 certificated employee shall be properly placed on the local
103 salary schedule according to degree earned and years of public
104 education service (either in-state or out-of-state), which
105 shall be not less than the amounts appropriated for the State
106 Minimum Salary Schedule. The employee shall be paid according
107 to degree earned and length of public education experience.
108 The pay increase shall be given to each person employed for
109 the 2026-2027 fiscal year in addition to any state or local
110 step increase to which the employee is otherwise entitled. The
111 local board of education shall transmit to the State
112 Department of Education the appropriate notice of the earned

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113 advanced degree for each employee in a timely fashion;
114 thereafter, the employee shall be paid for the advanced degree
115 as soon as the degree is certified to the State Department of
116 Education as being earned.

117 (2) Education Support Personnel (K-12). A two percent
118 pay increase, beginning with the fiscal year 2026-2027, shall
119 be paid to each public education support worker and adult bus
120 driver, including Adult Basic Education and Science in Motion
121 personnel, employed for the 2026-2027 fiscal year in addition
122 to the salary received during the 2025-2026 fiscal year,
123 except employees covered under the state's Merit System at the
124 Department of Youth Services School District. Each governing
125 body or authority shall establish and maintain a salary
126 schedule for each class and type of employee and each step of
127 each salary schedule shall be increased to reflect a two
128 percent pay increase beginning with fiscal year 2026-2027,
129 which shall be given to the person employed full-time for the
130 2026-2027 fiscal year and each year employed full-time
131 thereafter. The base rate of pay for part-time support
132 employees shall be increased by two percent beginning with
133 fiscal year 2026-2027. A separate local salary schedule shall
134 be established and maintained for each specific job performed.

135 (3) AIDB. For the fiscal year 2026-2027, employees at
136 the Alabama Institute for Deaf and Blind shall receive a pay
137 increase which shall be in excess of their salaries received
138 during the 2025-2026 fiscal year. The increase shall be as
139 follows:

140 a. Certificated. The salary schedule for certificated

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141 employees shall be revised to reflect at least the following
142 percentage increase beginning with the fiscal year 2026-2027:

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%

154

155

156 b. Education Support Personnel (K-12). A two percent
157 pay increase, beginning with the 2026-2027 fiscal year, shall
158 be given to each support worker employed full-time by the
159 Alabama Institute for Deaf and Blind. A separate local salary
160 schedule shall be established and maintained for each specific
161 job performed. The pay increase in this act shall be
162 incorporated into the support employees' salary schedules. The
163 base rate of pay for part-time support employees shall be
164 increased by two percent for the 2026-2027 fiscal year.

165 c. Miscellaneous Requirements. The AIDB board shall
166 establish and maintain a salary schedule for each class and
167 type of employee and each step of each salary schedule for
168 fiscal year 2026-2027 shall be increased to reflect the pay

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169 increase above to be given to each person employed for the
170 2026-2027 fiscal year and each year employed thereafter. The
171 pay increase contained in this subsection shall be paid to
172 each employee.

173 (4) Two-Year Postsecondary Institutions. The Board of
174 Trustees of the Community College System shall revise all
175 salary schedules of the two-year postsecondary institutions to
176 reflect an increase of two percent for the 2026-2027 fiscal
177 year. The pay increase shall be given to each person employed
178 in addition to any step increase to which the employee is
179 otherwise entitled. The Alabama Community College System shall
180 take proper steps to ensure that employees on all salary
181 schedules are given full credit for prior work experience in
182 the public schools and colleges, and shall take care to ensure
183 proper placements on the salary schedules. Placement on the
184 revised salary schedules shall be in accordance with the
185 employee's length of service in public education. No pay
186 increase shall be given to any two-year postsecondary employee
187 in excess of two percent, except as specifically provided in
188 this act.

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

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

196 b. Extended Work. Public K-12 school employees on

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

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

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

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

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225 Section 2. The pay increase granted in this act shall
226 begin in fiscal year 2026-2027 and continue in subsequent
227 years. Nothing in this act shall authorize additional pay
228 increases in subsequent years.

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

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