

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:

5 This bill would increase the salaries of public
6 education employees.

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9 A BILL
10 TO BE ENTITLED
11 AN ACT

12
13 Relating to the salaries of public education employees;
14 to provide for a revision of the State Minimum Salary Schedule
15 to reflect a pay increase of two percent beginning with the
16 fiscal year 2026-2027; to provide that each employee of
17 certain boards of education shall receive the pay increase
18 according to placement on the appropriate salary step; to
19 require the appropriate increases on the State Minimum Salary
20 Schedule; to provide support employees with a two percent pay
21 increase beginning with the fiscal year 2026-2027; to require
22 salary schedules; to provide the employees of certain other
23 public educational institutions and schools with a two percent
24 pay increase for the 2026-2027 fiscal year; to provide for an
25 across the board salary increase on all two-year postsecondary
26 salary schedules, to establish other requirements on the
27 two-year postsecondary salary schedules; and to establish
28 miscellaneous pay provisions relating to public education.

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BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. PAY INCREASES, FY 2026-2027. (a) The State Budget Officer shall allocate to the State Board of Education, the Board of Trustees of the Alabama Institute for Deaf and Blind, the Board of Youth Services School District, the Board of Directors of the Alabama School of Fine Arts, the Board of Directors for the Alabama School of Cyber Technology and Engineering, the Board of Trustees of the Alabama School of Mathematics and Science, the Board of Trustees of the Alabama School of Healthcare Sciences and for disbursement to the employees thereof funds based on the criteria established in this act. It is not the intent of this act to make appropriations, but the appropriations required by this act shall be made in the annual Education Trust Fund budget act for the designated fiscal year.

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

Years of Experience	Increase
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%

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

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

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

a. Certificated. The salary schedule for certificated

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

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

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

c. Miscellaneous Requirements. The AIDB board shall establish and maintain a salary schedule for each class and type of employee and each step of each salary schedule for 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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contracts which extend beyond 187 days, or the hourly equivalent thereof, shall be given a pro rata salary increment for each or partial day of work extending beyond 187 days.

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

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

e. Local Chief Executive Officers. The pay increase provisions of this act shall not apply to superintendents of education of any school system or institution. Any pay increase given to the superintendent shall be by majority 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.