

HB146 INTRODUCED



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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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 2024-2025; 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 2024-2025; to require salary schedules; to provide the employees of certain other public educational institutions and schools with a two percent pay increase for the 2024-2025 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.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

HB146 INTRODUCED

29 Section 1. PAY INCREASES, FY 2024-2025. (a) The State
 30 Budget Officer shall allocate to the State Board of Education,
 31 the Board of Trustees of the Alabama Institute for Deaf and
 32 Blind, the Board of Youth Services School District, the Board
 33 of Directors of the Alabama School of Fine Arts, the Board of
 34 Directors for the Alabama School of Cyber Technology and
 35 Engineering, and the Board of Trustees of the Alabama School
 36 of Mathematics and Science and for disbursement to the
 37 employees thereof funds based on the criteria established in
 38 this act. It is not the intent of this act to make
 39 appropriations, but the appropriations required by this act
 40 shall be made in the annual Education Trust Fund budget act
 41 for the designated fiscal year.

42 (1) Certificated Personnel (K-12). For the fiscal year
 43 beginning October 1, 2024, and each year thereafter, each
 44 certificated employee at all city and county school systems
 45 and the teachers at the Department of Youth Services School
 46 District shall receive a two percent salary increase. Each
 47 step and cell on the State Minimum Salary Schedule contained
 48 in the annual budget act for the public schools shall be
 49 increased by the amounts below for fiscal year 2024-2025, the
 50 State Minimum Salary Schedule shall reflect the following
 51 percentage increase:

53	Years of Experience	Increase
54	0	2.00%
55	1	2.00%
56	2	2.00%

HB146 INTRODUCED

57	3	2.00%
58	4	2.00%
59	5	2.00%
60	6	2.00%
61	7	2.00%
62	8	2.00%
63	9	2.00%
64	10	2.00%
65	11	2.00%
66	12	2.00%
67	13	2.00%
68	14	2.00%
69	15	2.00%
70	16	2.00%
71	17	2.00%
72	18	2.00%
73	19	2.00%
74	20	2.00%
75	21	2.00%
76	22	2.00%
77	23	2.00%
78	24	2.00%
79	25	2.00%
80	26	2.00%
81	27	2.00%
82	28	2.00%
83	29	2.00%
84	30	2.00%

HB146 INTRODUCED

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

90

91 All certificated employees, including the Adult Basic
92 Education and Science in Motion employees, shall be guaranteed
93 pay increases in the amounts indicated above for their years
94 of experience and degrees earned and the corresponding pay
95 increases shall be reflected in the appropriate local salary
96 schedule and paid to each certificated employee. The
97 provisions and requirements of this act shall be in addition
98 to the provisions of Section 16-13-231.1, Code of Alabama
99 1975, relating to the State Minimum Salary Schedule. Each
100 certificated employee shall be properly placed on the local
101 salary schedule according to degree earned and years of public
102 education service (either in-state or out-of-state), which
103 shall be not less than the amounts appropriated for the State
104 Minimum Salary Schedule. The employee shall be paid according
105 to degree earned and length of public education experience.
106 The pay increase shall be given to each person employed for
107 the 2024-2025 fiscal year in addition to any state or local
108 step increase to which the employee is otherwise entitled. The
109 local board of education shall transmit to the State
110 Department of Education the appropriate notice of the earned
111 advanced degree for each employee in a timely fashion;
112 thereafter, the employee shall be paid for the advanced degree

HB146 INTRODUCED

113 as soon as the degree is certified to the State Department of
114 Education as being earned.

115 (2) Education Support Personnel (K-12). A two percent
116 pay increase, beginning with the fiscal year 2024-2025, shall
117 be paid to each public education support worker and adult bus
118 driver, including Adult Basic Education and Science in Motion
119 personnel, employed for the 2024-2025 fiscal year in addition
120 to the salary received during the 2023-2024 fiscal year,
121 except employees covered under the state's Merit System at the
122 Department of Youth Services School District. Each governing
123 body or authority shall establish and maintain a salary
124 schedule for each class and type of employee and each step of
125 each salary schedule shall be increased to reflect a two
126 percent pay increase beginning with fiscal year 2024-2025,
127 which shall be given to the person employed full-time for the
128 2024-2025 fiscal year and each year employed full-time
129 thereafter. The base rate of pay for part-time support
130 employees shall be increased by two percent beginning with
131 fiscal year 2024-2025. A separate local salary schedule shall
132 be established and maintained for each specific job performed.

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

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

HB146 INTRODUCED

141

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

153

154 b. Education Support Personnel (K-12). A two percent
 155 pay increase, beginning with the 2024-2025 fiscal year, shall
 156 be given to each support worker employed full-time by the
 157 Alabama Institute for Deaf and Blind. A separate local salary
 158 schedule shall be established and maintained for each specific
 159 job performed. The pay increase in this act shall be
 160 incorporated into the support employees' salary schedules. The
 161 base rate of pay for part-time support employees shall be
 162 increased by two percent for the 2024-2025 fiscal year.

163 c. Miscellaneous Requirements. The AIDB board shall
 164 establish and maintain a salary schedule for each class and
 165 type of employee and each step of each salary schedule for
 166 fiscal year 2024-2025 shall be increased to reflect the pay
 167 increase above to be given to each person employed for the
 168 2024-2025 fiscal year and each year employed thereafter. The

HB146 INTRODUCED

169 pay increase contained in this subsection shall be paid to
170 each employee.

171 (4) Two-Year Postsecondary Institutions. The Board of
172 Trustees of the Community College System shall revise all
173 salary schedules of the two-year postsecondary institutions to
174 reflect an increase of two percent for the 2024-2025 fiscal
175 year. The pay increase shall be given to each person employed
176 in addition to any step increase to which the employee is
177 otherwise entitled. The Alabama Community College System shall
178 take proper steps to ensure that employees on all salary
179 schedules are given full credit for prior work experience in
180 the public schools and colleges, and shall take care to ensure
181 proper placements on the salary schedules. Placement on the
182 revised salary schedules shall be in accordance with the
183 employee's length of service in public education. No pay
184 increase shall be given to any two-year postsecondary employee
185 in excess of two percent, except as specifically provided in
186 this act.

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

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

194 b. Extended Work. Public K-12 school employees on
195 contracts which extend beyond 187 days, or the hourly
196 equivalent thereof, shall be given a pro rata salary increment

HB146 INTRODUCED

197 for each or partial day of work extending beyond 187 days.

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

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

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

223 Section 2. The pay increase granted in this act shall
224 begin in fiscal year 2024-2025 and continue in subsequent

HB146 INTRODUCED

225 years. Nothing in this act shall authorize additional pay
226 increases in subsequent years.

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

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