

1 SB188
2 209397-2
3 By Senators Orr, Whatley, Waggoner, Butler, Allen, Albritton,
4 Williams, Melson, Livingston, Stutts, Beasley, Roberts,
5 Sessions and Reed
6 RFD: Finance and Taxation Education
7 First Read: 04-FEB-21

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8 SYNOPSIS: This bill would increase the salaries of
9 public education employees.

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11 A BILL
12 TO BE ENTITLED
13 AN ACT

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15 Relating to the salaries of public education
16 employees; to provide for a revision of the State Minimum
17 Salary Schedule to reflect a pay increase of two percent
18 beginning with the fiscal year 2021-2022; to provide that each
19 employee of certain boards of education shall receive the pay
20 increase according to placement on the appropriate salary
21 step; to require the appropriate increases on the State
22 Minimum Salary Schedule; to provide support employees with a
23 two percent pay increase beginning with the fiscal year
24 2021-2022; to require salary schedules; to provide the
25 employees of certain other public educational institutions and
26 schools with a two percent pay increase for the 2021-2022
27 fiscal year; to provide for an across the board salary

1 increase on all two-year postsecondary salary schedules, to
2 establish other requirements on the two-year postsecondary
3 salary schedules; and to establish miscellaneous pay
4 provisions relating to public education.

5 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

6 Section 1. PAY INCREASES, FY 2021-2022. (a) The
7 State Budget Officer shall allocate to the State Board of
8 Education, the Board of Trustees of the Alabama Institute for
9 Deaf and Blind, the Board of Youth Services School District,
10 the Board of Directors of the Alabama School of Fine Arts, the
11 Board of Directors for the Alabama School of Cyber Technology
12 and Engineering, and the Board of Trustees of the Alabama
13 School of Mathematics and Science and for disbursement to the
14 employees thereof funds based on the criteria established in
15 this act. It is not the intent of this act to make
16 appropriations, but the appropriations required by this act
17 shall be made in the annual Education Trust Fund budget act
18 for the designated fiscal year.

19 (1) Certificated Personnel (K-12). For the fiscal
20 year beginning October 1, 2021, and each year thereafter, each
21 certificated employee at all city and county school systems
22 and the teachers at the Department of Youth Services School
23 District shall receive a two percent salary increase. Each
24 step and cell on the State Minimum Salary Schedule contained
25 in the annual budget act for the public schools shall be in-
26 creased by the amounts below for fiscal year 2021-2022, the

1 State Minimum Salary Schedule shall reflect the following per-
2 centage increase:

3	Step	Years of Experience	Increase
4	1	Less than 3	2.00%
5	2	3 but less than 6	2.00%
6	3	6 but less than 9	2.00%
7	4	9 but less than 12	2.00%
8	5	12 but less than 15	2.00%
9	6	15 but less than 18	2.00%
10	7	18 but less than 21	2.00%
11	8	21 or greater	2.00%
12	9	24 but less than 27	2.00%
13	10	27 or more	2.00%

14 All certificated employees, including the Adult
15 Basic Education and Science in Motion employees, shall be
16 guaranteed pay increases in the amounts indicated above for
17 their years of experience and degrees earned and the
18 corresponding pay increases shall be reflected in the
19 appropriate local salary schedule and paid to each
20 certificated employee. The provisions and requirements of this
21 act shall be in addition to the provisions of Section
22 16-13-231.1, Code of Alabama 1975, relating to the State

1 Minimum Salary Schedule. Each certificated employee shall be
2 properly placed on the local salary schedule according to
3 degree earned and years of public education service (either
4 in-state or out-of-state), which shall be not less than the
5 amounts appropriated for the State Minimum Salary Schedule.
6 The employee shall be paid according to degree earned and
7 length of public education experience. The pay increase shall
8 be given to each person employed for the 2021-2022 fiscal year
9 in addition to any state or local step increase to which the
10 employee is otherwise entitled. The local board of education
11 shall transmit to the State Department of Education the
12 appropriate notice of the earned advanced degree for each
13 employee in a timely fashion; thereafter, the employee shall
14 be paid for the advanced degree as soon as the degree is
15 certified to the State Department of Education as being
16 earned.

17 (2) Education Support Personnel (K-12). A two
18 percent pay increase, beginning with the fiscal year
19 2021-2022, shall be paid to each public education support
20 worker and adult bus driver, including Adult Basic Education
21 and Science in Motion personnel, employed for the 2021-2022
22 fiscal year in addition to the salary received during the
23 2020-2021 fiscal year, except employees covered under the
24 state's Merit System at the Department of Youth Services
25 District. Each governing body or authority shall establish and
26 maintain a salary schedule for each class and type of employee
27 and each step of each salary schedule shall be increased to

1 reflect a two percent pay increase beginning with fiscal year
2 2021-2022, which shall be given to the person employed
3 full-time for the 2021-2022 fiscal year and each year employed
4 full-time thereafter. The base rate of pay for part-time
5 support employees shall be increased by two percent beginning
6 with fiscal year 2021-2022. A separate local salary schedule
7 shall be established and maintained for each specific job
8 performed.

9 (3) AIDB. For the fiscal year 2021-2022, employees
10 at the Alabama Institute for Deaf and Blind shall receive a
11 pay increase which shall be in excess of their salaries
12 received during the 2020-2021 fiscal year. The increase shall
13 be as follows:

14 a. Certificated. The salary schedule for certifi-
15 cated employees shall be revised to reflect at least the fol-
16 lowing percentage increase beginning with the fiscal year
17 2021-2022:

18	Step	Years of Experience	Increase
19	1	Less than 3	2.00%
20	2	3 but less than 6	2.00%
21	3	6 but less than 9	2.00%
22	4	9 but less than 12	2.00%
23	5	12 but less than 15	2.00%
24	6	15 but less than 18	2.00%

1	7	18 but less than 21	2.00%
2	8	21 or greater	2.00%
3	9	24 but less than 27	2.00%
4	10	27 or more	2.00%

5 b. Education Support Personnel (K-12). A two percent
6 pay increase, beginning with the 2021-2022 fiscal year, shall
7 be given to each support worker employed full-time by the
8 Alabama Institute for Deaf and Blind. A separate local salary
9 schedule shall be established and maintained for each specific
10 job performed. The pay increase in this act shall be
11 incorporated into the support employees' salary schedules. The
12 base rate of pay for part-time support employees shall be
13 increased by two percent for the 2021-2022 fiscal year.

14 c. Miscellaneous Requirements. The AIDB board shall
15 establish and maintain a salary schedule for each class and
16 type of employee and each step of each salary schedule for
17 fiscal year 2021-2022 shall be increased to reflect the pay
18 increase above to be given to each person employed for the
19 2021-2022 fiscal year and each year employed thereafter. The
20 pay increase contained in this subsection shall be paid to
21 each employee.

22 (4) Two-Year Postsecondary Institutions. The Board
23 of Trustees of the Community College System shall revise all
24 salary schedules of the two-year postsecondary institutions to

1 reflect an increase of two percent for the 2021-2022 fiscal
2 year. The pay increase shall be given to each person employed
3 in addition to any step increase to which the employee is
4 otherwise entitled. The Postsecondary Education Department
5 shall take proper steps to ensure that employees on all salary
6 schedules are given full credit for prior work experience in
7 the public schools and colleges, and shall take care to ensure
8 proper placements on the salary schedules. Placement on the
9 revised salary schedules shall be in accordance with the
10 employee's length of service in public education. No pay
11 increase shall be given to any two-year postsecondary employee
12 in excess of two percent, except as specifically provided in
13 this act.

14 (5) Miscellaneous provisions. The following
15 provisions are hereby established:

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

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

25 c. Local Increment. Any cost-of-living adjustment
26 and/or increase on the State Minimum Salary Schedule for
27 teachers as provided in this act shall be exclusive of any

1 local pay increase granted or due to teachers under provisions
2 of any local salary schedule. Any cost-of-living adjustment
3 and/or pay increase required by this act for public school
4 support personnel shall be in addition to any pay increase due
5 or granted to the employee under provisions of any local
6 salary schedules. The pay increase provisions of this act
7 shall not apply to any salary supplements granted by local
8 boards of education, bonuses earned for certification by the
9 National Board of Professional Teaching Standards, or the
10 federal portion of the salary paid to a Junior Reserve Officer
11 Training Corps (JROTC) instructor employed by a local school
12 board.

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

19 e. Local Chief Executive Officers. The pay increase
20 provisions of this act shall not apply to superintendents of
21 education of any school system or institution. Any pay
22 increase given to the superintendent shall be by majority
23 recorded vote of the governing body or authority.

24 Section 2. The pay increase granted in this act
25 shall begin in fiscal year 2021-2022 and continue in
26 subsequent years. Nothing in this act shall authorize
27 additional pay increases in subsequent years.

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

5 Section 4. This act shall become effective
6 immediately following its passage and approval by the
7 Governor, or its otherwise becoming law.