

1 HB121
2 174896-3
3 By Representative Poole
4 RFD: Ways and Means Education
5 First Read: 03-FEB-16

1 ENGROSSED

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4 A BILL
5 TO BE ENTITLED
6 AN ACT
7

8 Relating to the salaries of public education
9 employees; to provide for a revision of the State Minimum
10 Salary Schedule to reflect pay increases beginning with the
11 fiscal year 2016-2017; to provide that each employee of
12 certain boards of education shall receive the pay increases
13 according to placement on the appropriate salary step; to
14 require the appropriate increases on the State Minimum Salary
15 Schedule; to provide support employees with a pay increase
16 beginning with the fiscal year 2016-2017; to require salary
17 schedules; to provide the employees of certain other public
18 educational institutions and schools with a pay increase for
19 the 2016-2017 fiscal year; to provide for salary increases on
20 all two-year postsecondary salary schedules; to establish
21 other requirements on the two-year postsecondary salary
22 schedules; and to establish miscellaneous pay provisions
23 relating to public education.

24 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

25 Section 1. PAY INCREASES, FY 2016-2017. (a) The
26 State Budget Officer shall allocate to the State Board of
27 Education, the Board of Trustees of the Alabama Institute for

1 Deaf and Blind, the Board of Youth Services School District,
2 the Board of Directors of the Alabama School of Fine Arts, and
3 the Board of Trustees of the Alabama School of Mathematics and
4 Science and for disbursement to the employees thereof funds
5 based on the criteria established in this act. It is not the
6 intent of this act to make appropriations, but the
7 appropriations required by this act shall be made in the
8 annual Education Trust Fund budget act for the designated
9 fiscal year.

10 (1) Certificated Personnel Earning Less than \$75,000
11 (K-12). For the fiscal year beginning October 1, 2016, and
12 each year thereafter, each certificated employee at all city
13 and county school systems and the teachers at the Department
14 of Youth Services School District earning less than \$75,000
15 annually shall receive a four percent salary increase. Each
16 step and cell on the State Minimum Salary Schedule below
17 \$75,000 contained in the annual budget act for the public
18 schools shall be increased by the amounts below for fiscal
19 year 2016-2017, the State Minimum Salary Schedule shall re-
20 flect the following percentage increase:

21	Step	Years of Experience	Increase
22	1	Less than 3	4.0%
23	2	3 but less than 6	4.0%
24	3	6 but less than 9	4.0%
25	4	9 but less than 12	4.0%

1	5	12 but less than 15	4.0%
2	6	15 but less than 18	4.0%
3	7	18 but less than 21	4.0%
4	8	21 or greater	4.0%
5	9	24 but less than 27	4.0%
6	10	27 or more	4.0%

7 All certificated employees, including the Adult
8 Basic Education and Science in Motion employees, shall be
9 guaranteed pay increases in the amounts indicated above for
10 their years of experience and degrees earned and the
11 corresponding pay increases shall be reflected in the
12 appropriate local salary schedule and paid to each
13 certificated employee earning less than \$75,000 annually. The
14 provisions and requirements of this act shall be in addition
15 to the provisions of Section 16-13-231.1, Code of Alabama
16 1975, relating to the State Minimum Salary Schedule. Each
17 certificated employee shall be properly placed on the local
18 salary schedule according to degree earned and years of public
19 education service (either in-state or out-of-state), which
20 shall be not less than the amounts appropriated for the State
21 Minimum Salary Schedule. The employee shall be paid according
22 to degree earned and length of public education experience.
23 The pay increase shall be given to each person employed for
24 the 2016-2017 fiscal year in addition to any state or local

1 step increase to which the employee is otherwise entitled. The
2 local board of education shall transmit to the State
3 Department of Education the appropriate notice of the earned
4 advanced degree for each employee in a timely fashion;
5 thereafter, the employee shall be paid for the advanced degree
6 as soon as the degree is certified to the State Department of
7 Education as being earned.

8 (2) Certificated Personnel Earning More than \$75,000
9 (K-12). For the fiscal year beginning October 1, 2016, and
10 each year thereafter, each certificated employee at all city
11 and county school systems and the teachers at the Department
12 of Youth Services School District earning more than \$75,000
13 shall receive a two percent salary increase. Each step and
14 cell on the State Minimum Salary Schedule above \$75,000 con-
15 tained in the annual budget act for the public schools shall
16 be increased by the amounts below for fiscal year 2016-2017,
17 the State Minimum Salary Schedule shall reflect the following
18 percentage increase:

19	Step	Years of Experience	Increase
20	1	Less than 3	2.0%
21	2	3 but less than 6	2.0%
22	3	6 but less than 9	2.0%
23	4	9 but less than 12	2.0%
24	5	12 but less than 15	2.0%

1	6	15 but less than 18	2.0%
2	7	18 but less than 21	2.0%
3	8	21 or greater	2.0%
4	9	24 but less than 27	2.0%
5	10	27 or more	2.0%

6 All certificated employees, including the Adult
7 Basic Education and Science in Motion employees, shall be
8 guaranteed pay increases in the amounts indicated above for
9 their years of experience and degrees earned and the
10 corresponding pay increases shall be reflected in the
11 appropriate local salary schedule and paid to each
12 certificated employee earning more than \$75,000 annually. The
13 provisions and requirements of this act shall be in addition
14 to the provisions of Section 16-13-231.1, Code of Alabama
15 1975, relating to the State Minimum Salary Schedule. Each
16 certificated employee shall be properly placed on the local
17 salary schedule according to degree earned and years of public
18 education service (either in-state or out-of-state), which
19 shall be not less than the amounts appropriated for the State
20 Minimum Salary Schedule. The employee shall be paid according
21 to degree earned and length of public education experience.
22 The pay increase shall be given to each person employed for
23 the 2016-2017 fiscal year in addition to any state or local
24 step increase to which the employee is otherwise entitled. The

1 local board of education shall transmit to the State
2 Department of Education the appropriate notice of the earned
3 advanced degree for each employee in a timely fashion;
4 thereafter, the employee shall be paid for the advanced degree
5 as soon as the degree is certified to the State Department of
6 Education as being earned.

7 (3) Education Support Personnel Earning Less than
8 \$75,000 (K-12). A four percent pay increase, beginning with
9 the fiscal year 2016-2017, shall be paid to each public
10 education support worker and adult bus driver, including Adult
11 Basic Education and Science in Motion personnel, employed for
12 the 2016-2017 fiscal year in addition to the salary received
13 during the 2015-2016 fiscal year, except employees covered
14 under the state's Merit System at the Department of Youth
15 Services District. Each governing body or authority shall
16 establish and maintain a salary schedule for each class and
17 type of employee and each step of each salary schedule shall
18 be increased to reflect a four percent pay increase beginning
19 with fiscal year 2016-2017, which shall be given to the person
20 employed full-time for the 2016-2017 fiscal year and each year
21 employed full-time thereafter. The base rate of pay for
22 part-time support employees shall be increased by four percent
23 beginning with fiscal year 2016-2017. A separate local salary
24 schedule shall be established and maintained for each specific
25 job performed.

26 (4) Education Support Personnel Earning More than
27 \$75,000 (K-12). A two percent pay increase, beginning with the

1 fiscal year 2016-2017, shall be paid to each public education
2 support worker and adult bus driver, including Adult Basic
3 Education and Science in Motion personnel, employed for the
4 2016-2017 fiscal year in addition to the salary received
5 during the 2015-2016 fiscal year, except employees covered
6 under the state's Merit System at the Department of Youth
7 Services District. Each governing body or authority shall
8 establish and maintain a salary schedule for each class and
9 type of employee and each step of each salary schedule shall
10 be increased to reflect a two percent pay increase beginning
11 with fiscal year 2016-2017, which shall be given to the person
12 employed full-time for the 2016-2017 fiscal year and each year
13 employed full-time thereafter. The base rate of pay for
14 part-time support employees shall be increased by two percent
15 beginning with fiscal year 2016-2017. A separate local salary
16 schedule shall be established and maintained for each specific
17 job performed.

18 (5) AIDB. For the fiscal year 2016-2017, employees
19 at the Alabama Institute for Deaf and Blind shall receive a
20 pay increase which shall be in excess of their salaries
21 received during the 2015-2016 fiscal year. The increase shall
22 be as follows:

23 a. Certificated Employees Earning Less than \$75,000.
24 The salary schedule for certificated employees earning less
25 than \$75,000 shall be revised to reflect at least the follow-
26 ing percentage increase beginning with the fiscal year
27 2016-2017:

1	Step	Years of Experience	Increase
2	1	Less than 3	4.0%
3	2	3 but less than 6	4.0%
4	3	6 but less than 9	4.0%
5	4	9 but less than 12	4.0%
6	5	12 but less than 15	4.0%
7	6	15 but less than 18	4.0%
8	7	18 but less than 21	4.0%
9	8	21 or greater	4.0%
10	9	24 but less than 27	4.0%
11	10	27 or more	4.0%

12 b. Certificated Employees Earning More than \$75,000.
13 The salary schedule for certified employees earning more than
14 \$75,000 shall be revised to reflect at least the following
15 percentage increase beginning with the fiscal year 2016-2017:

16	Step	Years of Experience	Increase
17	1	Less than 3	2.0%
18	2	3 but less than 6	2.0%
19	3	6 but less than 9	2.0%
20	4	9 but less than 12	2.0%
21	5	12 but less than 15	2.0%

1	6	15 but less than 18	2.0%
2	7	18 but less than 21	2.0%
3	8	21 or greater	2.0%
4	9	24 but less than 27	2.0%
5	10	27 or more	2.0%

6 c. Education Support Personnel Earning Less than
7 \$75,000 (K-12). A four percent pay increase, beginning with
8 the 2016-2017 fiscal year, shall be given to each support
9 worker employed full-time by the Alabama Institute for Deaf
10 and Blind. A separate local salary schedule shall be
11 established and maintained for each specific job performed.
12 The pay increase in this act shall be incorporated into the
13 support employees' salary schedules. The base rate of pay for
14 part-time support employees shall be increased by four percent
15 for the 2016-2017 fiscal year.

16 d. Education Support Personnel Earning More than
17 \$75,000 (K-12). A two percent pay increase, beginning with the
18 2016-2017 fiscal year, shall be given to each support worker
19 employed full-time by the Alabama Institute for Deaf and
20 Blind. A separate local salary schedule shall be established
21 and maintained for each specific job performed. The pay
22 increase in this act shall be incorporated into the support
23 employees' salary schedules. The base rate of pay for

1 part-time support employees shall be increased by two percent
2 for the 2016-2017 fiscal year.

3 e. Miscellaneous Requirements. The AIDB board shall
4 establish and maintain a salary schedule for each class and
5 type of employee and each step of each salary schedule for
6 fiscal year 2016-2017 shall be increased to reflect the pay
7 increases above to be given to each person employed for the
8 2016-2017 fiscal year and each year employed thereafter. The
9 pay increases contained in this subsection shall be paid to
10 each employee.

11 (4) Two-Year Postsecondary Institutions Employees.
12 The Board of Trustees of the Community College System shall
13 revise all salary schedules of the two-year postsecondary
14 institutions to reflect an increase of four percent for the
15 2016-2017 fiscal year. The pay increase shall be given to each
16 person employed in addition to any step increase to which the
17 employee is otherwise entitled. The Postsecondary Education
18 Department shall take proper steps to ensure that employees on
19 all salary schedules are given full credit for prior work
20 experience in the public schools and colleges, and shall take
21 care to ensure proper placements on the salary schedules.
22 Placement on the revised salary schedules shall be in
23 accordance with the employee's length of service in public
24 education. No pay increase shall be given to any two-year
25 postsecondary employee in excess of four percent, except as
26 specifically provided in this act.

1 (5) Miscellaneous provisions. The following
2 provisions are hereby established:

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

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

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

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

7 e. Local Chief Executive Officers. The pay increase
8 provisions of this act shall not apply to superintendents of
9 education of any school system or institution. Any pay
10 increase given to the superintendent shall be by majority
11 recorded vote of the governing body or authority.

12 Section 2. The pay increases granted in this act
13 shall begin in fiscal year 2016-2017 and continue in
14 subsequent years. Nothing in this act shall authorize
15 additional pay increases in subsequent years.

16 Section 3. The provisions of this act are severable.
17 If any part of this act is declared invalid or
18 unconstitutional, that declaration shall not affect the part
19 which remains.

20 Section 4. This act shall become effective
21 immediately following its passage and approval by the
22 Governor, or its otherwise becoming law.

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House of Representatives

Read for the first time and re-
ferred to the House of Representa-
tives committee on Ways and Means
Education..... 03-FEB-16

Read for the second time and placed
on the calendar with 1 substitute
and..... 03-MAR-16

Read for the third time and passed
as amended..... 08-MAR-16

Yeas 104, Nays 0, Abstains 0

Jeff Woodard
Clerk