

1 HB4
2 172261-1
3 By Representative Sells
4 RFD: Ways and Means Education
5 First Read: 02-FEB-16
6 PFD: 01/12/2016

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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 pay increases of at least three
18 percent beginning with fiscal year 2016-17; to provide that
19 each employee of certain boards of education shall receive the
20 pay 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 at
23 least a three percent salary increase; to require salary
24 schedules; to provide the employees of certain other public
25 educational institutions and schools with a three percent
26 salary increase; to provide for an across-the-board salary
27 increase on all two-year postsecondary institutions' salary

1 schedules, and to establish other requirements on the two-year
2 postsecondary institutions' salary schedules; to establish
3 miscellaneous pay provisions.

4 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

5 Section 1. PAY INCREASES, FY 2016-17. (a) The State
6 Budget Officer shall allocate to the State Board of Education,
7 the Board of Trustees of the Alabama Institute for Deaf and
8 Blind, the Board of Youth Services School District, the Board
9 of Directors of the Alabama School of Fine Arts, and the Board
10 of Trustees of the Alabama School of Mathematics and Science
11 for disbursement to the employees thereof funds based on the
12 criteria established in this act.

13 (1) Certificated Personnel (K-12). For the fiscal
14 year beginning October 1, 2016, and each year thereafter, each
15 certificated employee at all city and county school systems
16 and the teachers at the Department of Youth Services School
17 District shall receive a three percent salary increase. Each
18 step and cell on the State Minimum Salary Schedule contained
19 in the annual budget act for the public schools shall be in-
20 creased by the amounts below for fiscal year 2016-17, the
21 State Minimum Salary Schedule shall reflect the following per-
22 centage increases:

23	Step	Years of Experience	Increase
24	1	Less than 3	3.0%
25	2	3 but less than 6	3.0%

1	3	6 but less than 9	3.0%
2	4	9 but less than 12	3.0%
3	5	12 but less than 15	3.0%
4	6	15 but less than 18	3.0%
5	7	18 but less than 21	3.0%
6	8	21 or greater	3.0%
7	9	24 but less than 27	3.0%
8	10	27 or more	3.0%

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

1 be given to each person employed for the 2016-17 fiscal year
2 in addition to any state or local step increase to which the
3 employee is otherwise entitled. The local board of education
4 shall transmit to the State Department of Education the
5 appropriate notice of the earned advanced degree for each
6 employee in a timely fashion; thereafter, the employee shall
7 be paid for the advanced degree as soon as the degree is
8 certified to the State Department of Education as being
9 earned.

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

26 (3) AIDB. For the fiscal year beginning October 1,
27 2016, and each year thereafter, employees at the Alabama

1 Institute for Deaf and Blind shall receive pay increases which
2 shall be in excess of their salaries received during the
3 2015-16 fiscal year. The increases shall be as follows:

4 a. Certificated. The salary schedule for certifi-
5 cated employees shall be revised to reflect at least the fol-
6 lowing amount of raises:

7	Step	Years of Experience	Increase
8	1	Less than 3	3.0%
9	2	3 but less than 6	3.0%
10	3	6 but less than 9	3.0%
11	4	9 but less than 12	3.0%
12	5	12 but less than 15	3.0%
13	6	15 but less than 18	3.0%
14	7	18 but less than 21	3.0%
15	8	21 or greater	3.0%
16	9	24 but less than 27	3.0%
17	10	27 or more	3.0%

18 b. Support. A three percent salary increase shall be
19 given to each support worker employed full-time by the Alabama
20 Institute for Deaf and Blind. A separate local salary schedule
21 shall be established and maintained for each specific job
22 performed. The pay increase in this act shall be incorporated

1 into the support employees' salary schedules. The base rate of
2 pay for part-time support employees shall be increased by
3 three percent.

4 c. Miscellaneous Requirements. The Board of Trustees
5 of the Alabama Institute for Deaf and Blind shall establish
6 and maintain a salary schedule for each class and type of
7 employee and each step of each salary schedule for fiscal year
8 2016-17 shall be increased to reflect the pay increases above
9 to be given to each person employed for the 2016-17 fiscal
10 year and each year employed thereafter. The raises contained
11 in this subsection shall be paid to each employee.

12 (4) Two-Year Postsecondary Institutions. The Board
13 of Trustees of the Alabama Community College System shall
14 revise all salary schedules of the two-year postsecondary
15 institutions to reflect an increase of three percent for the
16 2016-17 fiscal year. The pay increase shall be given to each
17 person employed in addition to any step increase to which the
18 employee is otherwise entitled. The Alabama Community College
19 System shall take proper steps to ensure that employees on all
20 salary schedules (including the C-3 schedules) are given full
21 credit for prior work experience in the public schools and
22 colleges, and shall take care to ensure proper placement on
23 the salary schedules. Placement on the revised salary
24 schedules shall be in accordance with the employee's length of
25 service in public education. No pay increase shall be given to
26 any two-year postsecondary institution employee in excess of
27 three percent, except as 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, or
12 the hourly equivalent thereof.

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

1 d. Reduced Pay. No employee shall be dismissed or
2 have his or her work hours reduced or extended or have his or
3 her salary reduced because of the provisions of any pay raise
4 enacted by the Legislature or required by the State Board of
5 Education.

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

12 f. Local Chief Executive Officers. The pay raise
13 provisions of this act shall not apply to superintendents of
14 education of any school system or institution. Any pay
15 increase given to the superintendent shall be by majority
16 recorded vote of the governing body or authority.

17 Section 2. It is not the intent of this act to make
18 appropriations, but the appropriations required by this act
19 shall be made in the annual budget act for the public schools
20 and colleges for the designated fiscal years.

21 Section 3. This act shall take precedence over any
22 other act of law.

23 Section 4. The provisions of this act are severable.
24 If any part of this act is declared invalid or
25 unconstitutional, that declaration shall not affect the part
26 which remains.

1 Section 5. This act shall become effective
2 immediately following its passage and approval by the
3 Governor, or its otherwise becoming law.