

1 SB192  
2 197376-1  
3 By Senators Orr, Figures, Coleman-Madison, Sanders-Fortier,  
4 Smitherman, Sessions, Stutts, Roberts, Shelnutt, Price,  
5 Williams, Scofield, Elliott, Holley and Butler  
6 RFD: Finance and Taxation Education  
7 First Read: 02-APR-19

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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

14  
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 four percent  
18 beginning with the fiscal year 2019-2020; 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 four percent pay increase beginning with the fiscal year  
24 2019-2020; to require salary schedules; to provide the  
25 employees of certain other public educational institutions and  
26 schools with a four percent pay increase for the 2019-2020  
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 2019-2020. (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, and  
11 the Board of Trustees of the Alabama School of Mathematics and  
12 Science and for disbursement to the employees thereof funds  
13 based on the criteria established in this act. It is not the  
14 intent of this act to make appropriations, but the  
15 appropriations required by this act shall be made in the  
16 annual Education Trust Fund budget act for the designated  
17 fiscal year.

18 (1) Certificated Personnel (K-12). For the fiscal  
19 year beginning October 1, 2019, and each year thereafter, each  
20 certificated employee at all city and county school systems  
21 and the teachers at the Department of Youth Services School  
22 District shall receive a four percent salary increase. Each  
23 step and cell on the State Minimum Salary Schedule contained  
24 in the annual budget act for the public schools shall be in-  
25 creased by the amounts below for fiscal year 2019-2020, the  
26 State Minimum Salary Schedule shall reflect the following per-  
27 centage increase:

1	Step	Years of Experience	Increase
2	1	Less than 3	4.00%
3	2	3 but less than 6	4.00%
4	3	6 but less than 9	4.00%
5	4	9 but less than 12	4.00%
6	5	12 but less than 15	4.00%
7	6	15 but less than 18	4.00%
8	7	18 but less than 21	4.00%
9	8	21 or greater	4.00%
10	9	24 but less than 27	4.00%
11	10	27 or more	4.00%

12 All certificated employees, including the Adult  
13 Basic Education and Science in Motion employees, shall be  
14 guaranteed pay increases in the amounts indicated above for  
15 their years of experience and degrees earned and the  
16 corresponding pay increases shall be reflected in the  
17 appropriate local salary schedule and paid to each  
18 certificated employee. The provisions and requirements of this  
19 act shall be in addition to the provisions of Section  
20 16-13-231.1, Code of Alabama 1975, relating to the State  
21 Minimum Salary Schedule. Each certificated employee shall be  
22 properly placed on the local salary schedule according to  
23 degree earned and years of public education service (either

1 in-state or out-of-state), which shall be not less than the  
2 amounts appropriated for the State Minimum Salary Schedule.  
3 The employee shall be paid according to degree earned and  
4 length of public education experience. The pay increase shall  
5 be given to each person employed for the 2019-2020 fiscal year  
6 in addition to any state or local step increase to which the  
7 employee is otherwise entitled. The local board of education  
8 shall transmit to the State Department of Education the  
9 appropriate notice of the earned advanced degree for each  
10 employee in a timely fashion; thereafter, the employee shall  
11 be paid for the advanced degree as soon as the degree is  
12 certified to the State Department of Education as being  
13 earned.

14 (2) Education Support Personnel (K-12). A four  
15 percent pay increase, beginning with the fiscal year  
16 2019-2020, shall be paid to each public education support  
17 worker and adult bus driver, including Adult Basic Education  
18 and Science in Motion personnel, employed for the 2019-2020  
19 fiscal year in addition to the salary received during the  
20 2018-2019 fiscal year, except employees covered under the  
21 state's Merit System at the Department of Youth Services  
22 District. Each governing body or authority shall establish and  
23 maintain a salary schedule for each class and type of employee  
24 and each step of each salary schedule shall be increased to  
25 reflect a four percent pay increase beginning with fiscal year  
26 2019-2020, which shall be given to the person employed  
27 full-time for the 2019-2020 fiscal year and each year employed

1 full-time thereafter. The base rate of pay for part-time  
2 support employees shall be increased by four percent beginning  
3 with fiscal year 2019-2020. A separate local salary schedule  
4 shall be established and maintained for each specific job  
5 performed.

6 (3) AIDB. For the fiscal year 2019-2020, employees  
7 at the Alabama Institute for Deaf and Blind shall receive a  
8 pay increase which shall be in excess of their salaries  
9 received during the 2018-2019 fiscal year. The increase shall  
10 be as follows:

11 a. Certificated. The salary schedule for certifi-  
12 cated employees shall be revised to reflect at least the fol-  
13 lowing percentage increase beginning with the fiscal year  
14 2019-2020:

15	Step	Years of Experience	Increase
16	1	Less than 3	4.00%
17	2	3 but less than 6	4.00%
18	3	6 but less than 9	4.00%
19	4	9 but less than 12	4.00%
20	5	12 but less than 15	4.00%
21	6	15 but less than 18	4.00%
22	7	18 but less than 21	4.00%
23	8	21 or greater	4.00%
24	9	24 but less than 27	4.00%

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27 or more

4.00%

b. Education Support Personnel (K-12). A four percent pay increase, beginning with the 2019-2020 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 four percent for the 2019-2020 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 2019-2020 shall be increased to reflect the pay increase above to be given to each person employed for the 2019-2020 fiscal year and each year employed thereafter. The pay increase contained in this subsection shall be paid to each employee.

(4) Two-Year Postsecondary Institutions. The Board of Trustees of the Community College System shall revise all salary schedules of the two-year postsecondary institutions to reflect an increase of four percent for the 2019-2020 fiscal year. The pay increase shall be given to each person employed in addition to any step increase to which the employee is otherwise entitled. The Postsecondary Education Department

1 shall take proper steps to ensure that employees on all salary  
2 schedules are given full credit for prior work experience in  
3 the public schools and colleges, and shall take care to ensure  
4 proper placements on the salary schedules. Placement on the  
5 revised salary schedules shall be in accordance with the  
6 employee's length of service in public education. No pay  
7 increase shall be given to any two-year postsecondary employee  
8 in excess of four percent, except as specifically provided in  
9 this act.

10 (5) Miscellaneous provisions. The following  
11 provisions are hereby established:

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

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

21 c. Local Increment. Any cost-of-living adjustment  
22 and/or increase on the State Minimum Salary Schedule for  
23 teachers as provided in this act shall be exclusive of any  
24 local pay increase granted or due to teachers under provisions  
25 of any local salary schedule. Any cost-of-living adjustment  
26 and/or pay increase required by this act for public school  
27 support personnel shall be in addition to any pay increase due



1 or granted to the employee under provisions of any local  
2 salary schedules. The pay increase provisions of this act  
3 shall not apply to any salary supplements granted by local  
4 boards of education, bonuses earned for certification by the  
5 National Board of Professional Teaching Standards, or the  
6 federal portion of the salary paid to a Junior Reserve Officer  
7 Training Corps (JROTC) instructor employed by a local school  
8 board.

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

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

20 Section 2. The pay increase granted in this act  
21 shall begin in fiscal year 2019-2020 and continue in  
22 subsequent years. Nothing in this act shall authorize  
23 additional pay increases in subsequent years.

24 Section 3. The provisions of this act are severable.  
25 If any part of this act is declared invalid or  
26 unconstitutional, that declaration shall not affect the part  
27 which remains.

1                   Section 4. This act shall become effective  
2 immediately following its passage and approval by the  
3 Governor, or its otherwise becoming law.