



SB85 INTRODUCED

1 JOR6YF-1  
2 By Senator Orr  
3 RFD: Finance and Taxation Education  
4 First Read: 21-Mar-23  
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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 2023-2024; 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 2023-2024; to require salary schedules; to provide the employees of certain other public educational institutions and schools with a two percent pay increase for the 2023-2024 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.

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29 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

30 Section 1. PAY INCREASES, FY 2023-2024. (a) The State  
 31 Budget Officer shall allocate to the State Board of Education,  
 32 the Board of Trustees of the Alabama Institute for Deaf and  
 33 Blind, the Board of Youth Services School District, the Board  
 34 of Directors of the Alabama School of Fine Arts, the Board of  
 35 Directors for the Alabama School of Cyber Technology and  
 36 Engineering, and the Board of Trustees of the Alabama School  
 37 of Mathematics and Science and for disbursement to the  
 38 employees thereof funds based on the criteria established in  
 39 this act. It is not the intent of this act to make  
 40 appropriations, but the appropriations required by this act  
 41 shall be made in the annual Education Trust Fund budget act  
 42 for the designated fiscal year.

43 (1) Certificated Personnel (K-12). For the fiscal year  
 44 beginning October 1, 2023, and each year thereafter, each  
 45 certificated employee at all city and county school systems  
 46 and the teachers at the Department of Youth Services School  
 47 District shall receive a two percent salary increase. Each  
 48 step and cell on the State Minimum Salary Schedule contained  
 49 in the annual budget act for the public schools shall be  
 50 increased by the amounts below for fiscal year 2023-2024, the  
 51 State Minimum Salary Schedule shall reflect the following  
 52 percentage increase:

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

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57	2	2.00%
58	3	2.00%
59	4	2.00%
60	5	2.00%
61	6	2.00%
62	7	2.00%
63	8	2.00%
64	9	2.00%
65	10	2.00%
66	11	2.00%
67	12	2.00%
68	13	2.00%
69	14	2.00%
70	15	2.00%
71	16	2.00%
72	17	2.00%
73	18	2.00%
74	19	2.00%
75	20	2.00%
76	21	2.00%
77	22	2.00%
78	23	2.00%
79	24	2.00%
80	25	2.00%
81	26	2.00%
82	27	2.00%
83	28	2.00%
84	29	2.00%

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85	30	2.00%
86	31	2.00%
87	32	2.00%
88	33	2.00%
89	34	2.00%
90	35	2.00%

91

92 All certificated employees, including the Adult Basic  
93 Education and Science in Motion employees, shall be guaranteed  
94 pay increases in the amounts indicated above for their years  
95 of experience and degrees earned and the corresponding pay  
96 increases shall be reflected in the appropriate local salary  
97 schedule and paid to each certificated employee. The  
98 provisions and requirements of this act shall be in addition  
99 to the provisions of Section 16-13-231.1, Code of Alabama  
100 1975, relating to the State Minimum Salary Schedule. Each  
101 certificated employee shall be properly placed on the local  
102 salary schedule according to degree earned and years of public  
103 education service (either in-state or out-of-state), which  
104 shall be not less than the amounts appropriated for the State  
105 Minimum Salary Schedule. The employee shall be paid according  
106 to degree earned and length of public education experience.  
107 The pay increase shall be given to each person employed for  
108 the 2023-2024 fiscal year in addition to any state or local  
109 step increase to which the employee is otherwise entitled. The  
110 local board of education shall transmit to the State  
111 Department of Education the appropriate notice of the earned  
112 advanced degree for each employee in a timely fashion;

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113 thereafter, the employee shall be paid for the advanced degree  
114 as soon as the degree is certified to the State Department of  
115 Education as being earned.

116 (2) Education Support Personnel (K-12). A two percent  
117 pay increase, beginning with the fiscal year 2023-2024, shall  
118 be paid to each public education support worker and adult bus  
119 driver, including Adult Basic Education and Science in Motion  
120 personnel, employed for the 2023-2024 fiscal year in addition  
121 to the salary received during the 2022-2023 fiscal year,  
122 except employees covered under the state's Merit System at the  
123 Department of Youth Services School District. Each governing  
124 body or authority shall establish and maintain a salary  
125 schedule for each class and type of employee and each step of  
126 each salary schedule shall be increased to reflect a two  
127 percent pay increase beginning with fiscal year 2023-2024,  
128 which shall be given to the person employed full-time for the  
129 2023-2024 fiscal year and each year employed full-time  
130 thereafter. The base rate of pay for part-time support  
131 employees shall be increased by two percent beginning with  
132 fiscal year 2023-2024. A separate local salary schedule shall  
133 be established and maintained for each specific job performed.

134 (3) AIDB. For the fiscal year 2023-2024, employees at  
135 the Alabama Institute for Deaf and Blind shall receive a pay  
136 increase which shall be in excess of their salaries received  
137 during the 2022-2023 fiscal year. The increase shall be as  
138 follows:

139 a. Certificated. The salary schedule for certificated  
140 employees shall be revised to reflect at least the following

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141 percentage increase beginning with the fiscal year 2023-2024:

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143	Step	Years of Experience	Increase
144	1	Less than 3	2.00%
145	2	3 but less than 6	2.00%
146	3	6 but less than 9	2.00%
147	4	9 but less than 12	2.00%
148	5	12 but less than 15	2.00%
149	6	15 but less than 18	2.00%
150	7	18 but less than 21	2.00%
151	8	21 or greater	2.00%
152	9	24 but less than 27	2.00%
153	10	27 or more	2.00%

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155           b. Education Support Personnel (K-12). A two percent  
 156 pay increase, beginning with the 2023-2024 fiscal year, shall  
 157 be given to each support worker employed full-time by the  
 158 Alabama Institute for Deaf and Blind. A separate local salary  
 159 schedule shall be established and maintained for each specific  
 160 job performed. The pay increase in this act shall be  
 161 incorporated into the support employees' salary schedules. The  
 162 base rate of pay for part-time support employees shall be  
 163 increased by two percent for the 2023-2024 fiscal year.

164           c. Miscellaneous Requirements. The AIDB board shall  
 165 establish and maintain a salary schedule for each class and  
 166 type of employee and each step of each salary schedule for  
 167 fiscal year 2023-2024 shall be increased to reflect the pay  
 168 increase above to be given to each person employed for the

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169 2023-2024 fiscal year and each year employed thereafter. The  
170 pay increase contained in this subsection shall be paid to  
171 each employee.

172 (4) Two-Year Postsecondary Institutions. The Board of  
173 Trustees of the Community College System shall revise all  
174 salary schedules of the two-year postsecondary institutions to  
175 reflect an increase of two percent for the 2023-2024 fiscal  
176 year. The pay increase shall be given to each person employed  
177 in addition to any step increase to which the employee is  
178 otherwise entitled. The Alabama Community College System shall  
179 take proper steps to ensure that employees on all salary  
180 schedules are given full credit for prior work experience in  
181 the public schools and colleges, and shall take care to ensure  
182 proper placements on the salary schedules. Placement on the  
183 revised salary schedules shall be in accordance with the  
184 employee's length of service in public education. No pay  
185 increase shall be given to any two-year postsecondary employee  
186 in excess of two percent, except as specifically provided in  
187 this act.

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

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

195 b. Extended Work. Public K-12 school employees on  
196 contracts which extend beyond 187 days, or the hourly

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197 equivalent thereof, shall be given a pro rata salary increment  
198 for each or partial day of work extending beyond 187 days.

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

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

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

224 Section 2. The pay increase granted in this act shall

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225 begin in fiscal year 2023-2024 and continue in subsequent  
226 years. Nothing in this act shall authorize additional pay  
227 increases in subsequent years.

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

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