

# ACT #2021 - 330

1 SB188  
2 209397-3  
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



1 SB188

2  
3  
4 ENROLLED, An Act,

5 Relating to the salaries of public education  
6 employees; to provide for a revision of the State Minimum  
7 Salary Schedule to reflect a pay increase of two percent  
8 beginning with the fiscal year 2021-2022; to provide that each  
9 employee of certain boards of education shall receive the pay  
10 increase according to placement on the appropriate salary  
11 step; to require the appropriate increases on the State  
12 Minimum Salary Schedule; to provide support employees with a  
13 two percent pay increase beginning with the fiscal year  
14 2021-2022; to require salary schedules; to provide the  
15 employees of certain other public educational institutions and  
16 schools with a two percent pay increase for the 2021-2022  
17 fiscal year; to provide for an across the board salary  
18 increase on all two-year postsecondary salary schedules, to  
19 establish other requirements on the two-year postsecondary  
20 salary schedules; and to establish miscellaneous pay  
21 provisions relating to public education.

22 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

23 Section 1. PAY INCREASES, FY 2021-2022. (a) The  
24 State Budget Officer shall allocate to the State Board of  
25 Education, the Board of Trustees of the Alabama Institute for

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

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

Step	Years of Experience	Increase
1	Less than 3	2.00%
2	3 but less than 6	2.00%
3	6 but less than 9	2.00%

SB188

1	4	9 but less than 12	2.00%
2	5	12 but less than 15	2.00%
3	6	15 but less than 18	2.00%
4	7	18 but less than 21	2.00%
5	8	21 or greater	2.00%
6	9	24 but less than 27	2.00%
7	10	27 or more	2.00%

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

1 length of public education experience. The pay increase shall  
2 be given to each person employed for the 2021-2022 fiscal year  
3 in addition to any state or local step increase to which the  
4 employee is otherwise entitled. The local board of education  
5 shall transmit to the State Department of Education the  
6 appropriate notice of the earned advanced degree for each  
7 employee in a timely fashion; thereafter, the employee shall  
8 be paid for the advanced degree as soon as the degree is  
9 certified to the State Department of Education as being  
10 earned.

11 (2) Education Support Personnel (K-12). A two  
12 percent pay increase, beginning with the fiscal year  
13 2021-2022, shall be paid to each public education support  
14 worker and adult bus driver, including Adult Basic Education  
15 and Science in Motion personnel, employed for the 2021-2022  
16 fiscal year in addition to the salary received during the  
17 2020-2021 fiscal year, except employees covered under the  
18 state's Merit System at the Department of Youth Services  
19 District. Each governing body or authority shall establish and  
20 maintain a salary schedule for each class and type of employee  
21 and each step of each salary schedule shall be increased to  
22 reflect a two percent pay increase beginning with fiscal year  
23 2021-2022, which shall be given to the person employed  
24 full-time for the 2021-2022 fiscal year and each year employed  
25 full-time thereafter. The base rate of pay for part-time

support employees shall be increased by two percent beginning with fiscal year 2021-2022. A separate local salary schedule shall be established and maintained for each specific job performed.

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

a. Certificated. The salary schedule for certificated employees shall be revised to reflect at least the following percentage increase beginning with the fiscal year 2021-2022:

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

1	9	24 but less than 27	2.00%
2	10	27 or more	2.00%

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

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

20           (4) Two-Year Postsecondary Institutions. The Board  
21 of Trustees of the Community College System shall revise all  
22 salary schedules of the two-year postsecondary institutions to  
23 reflect an increase of two percent for the 2021-2022 fiscal

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

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

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

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

24 c. Local Increment. Any cost-of-living adjustment  
 25 and/or increase on the State Minimum Salary Schedule for



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

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

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

1           Section 2. The pay increase granted in this act  
2 shall begin in fiscal year 2021-2022 and continue in  
3 subsequent years. Nothing in this act shall authorize  
4 additional pay increases in subsequent years.

5           Section 3. The provisions of this act are severable.  
6 If any part of this act is declared invalid or  
7 unconstitutional, that declaration shall not affect the part  
8 which remains.

9           Section 4. This act shall become effective  
10 immediately following its passage and approval by the  
11 Governor, or its otherwise becoming law.

President and Presiding Officer of the Senate

Speaker of the House of Representatives

SB188

Senate 18-MAR-21

I hereby certify that the within Act originated in and passed the Senate.

Patrick Harris,  
Secretary.

House of Representatives  
Passed: 27-APR-21

By: Senator Orr

APPROVED

TIME

5-4-2021

GOVERNOR

Alabama Secretary Of State

Act Num....: 2021-330  
Bill Num....: S-188

Recv'd 05/04/21 03:13pmSLF

19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34

SPONSORS

*[Signatures of sponsors]*

SENATE ACTION

DATE: 2-4 2021  
RD 1 RFD F+TE

I hereby certify that the notice & proof is attached to the Bill, SB \_\_\_\_\_ as required in the General Acts of Alabama, 1975 Act No. 919.  
**PATRICK HARRIS,**  
Secretary

This Bill was referred to the Standing Committee of the Senate on F+TE and was acted upon by such Committee in session and is by order of the Committee returned therefrom with a favorable report w/amd(s) \_\_\_\_\_ w/sub \_\_\_\_\_ w/eng sub \_\_\_\_\_  
years 12 days 10 abstain 0  
this 16<sup>th</sup> day of March 2021, Chairperson \_\_\_\_\_

DATE: 3-16 2021  
RF F+V RD 2 CAL

I hereby certify that the Resolution as required in Section C of Act No. 81-889 was adopted and is attached to the Bill, SB 188  
years 24 days \_\_\_\_\_ abstain 0  
**PATRICK HARRIS,**  
Secretary

DATE: 3-18-21 RD 3 at length  
PASSED ☒ PASSED AS AMENDED ☐  
years 24 days 0 abstain 0

HOUSE ACTION

DATE: 3-18 2021  
RD 1 RFD KLDMC

**REPORT OF STANDING COMMITTEE**  
This bill having been referred by the House to its standing committee on Ways & Means' Education was acted upon by such Committee in session, and returned therefrom to the House with the recommendation that it be Passed, w/amd(s) 0 w/sub 0  
this 22<sup>nd</sup> day of April, 2022.  
Bill Tole, Chairperson

DATE: 4-22 2021  
RF \_\_\_\_\_ RD 2 CAL

DATE: \_\_\_\_\_ 20\_\_\_\_  
RE-REFERRED ☐ RE-COMMITTED ☐  
COMMITTEE \_\_\_\_\_

I hereby certify that the Resolution as required in Section C of Act No. 81-889 was adopted and is attached to the Bill, SB 188.  
YEAS 99 NAYS 0