



1 JOR6YF-2
2 By Senator Orr
3 RFD: Transportation and Energy
4 First Read: 21-Mar-23
5 2023 Regular Session

ACT #2023 - 374





SB85 Enrolled

1 Enrolled, An Act,

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3 Relating to the salaries of public education employees;
4 to provide for a revision of the State Minimum Salary Schedule
5 to reflect a pay increase of two percent beginning with the
6 fiscal year 2023-2024; to provide that each employee of
7 certain boards of education shall receive the pay increase
8 according to placement on the appropriate salary step; to
9 require the appropriate increases on the State Minimum Salary
10 Schedule; to provide support employees with a two percent pay
11 increase beginning with the fiscal year 2023-2024; to require
12 salary schedules; to provide the employees of certain other
13 public educational institutions and schools with a two percent
14 pay increase for the 2023-2024 fiscal year; to provide for an
15 across the board salary increase on all two-year postsecondary
16 salary schedules, to establish other requirements on the
17 two-year postsecondary salary schedules; and to establish
18 miscellaneous pay provisions relating to public education.

19 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

20 Section 1. PAY INCREASES, FY 2023-2024. (a) The State
21 Budget Officer shall allocate to the State Board of Education,
22 the Board of Trustees of the Alabama Institute for Deaf and
23 Blind, the Board of Youth Services School District, the Board
24 of Directors of the Alabama School of Fine Arts, the Board of
25 Directors for the Alabama School of Cyber Technology and
26 Engineering, and the Board of Trustees of the Alabama School
27 of Mathematics and Science and for disbursement to the
28 employees thereof funds based on the criteria established in



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29 this act. It is not the intent of this act to make
30 appropriations, but the appropriations required by this act
31 shall be made in the annual Education Trust Fund budget act
32 for the designated fiscal year.

33 (1) Certificated Personnel (K-12). For the fiscal year
34 beginning October 1, 2023, and each year thereafter, each
35 certificated employee at all city and county school systems
36 and the teachers at the Department of Youth Services School
37 District shall receive a two percent salary increase. Each
38 step and cell on the State Minimum Salary Schedule contained
39 in the annual budget act for the public schools shall be
40 increased by the amounts below for fiscal year 2023-2024, the
41 State Minimum Salary Schedule shall reflect the following
42 percentage increase:

43	44	Years of Experience	Increase
45		0	2.00%
46		1	2.00%
47		2	2.00%
48		3	2.00%
49		4	2.00%
50		5	2.00%
51		6	2.00%
52		7	2.00%
53		8	2.00%
54		9	2.00%
55		10	2.00%
56		11	2.00%



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57	12	2.00%
58	13	2.00%
59	14	2.00%
60	15	2.00%
61	16	2.00%
62	17	2.00%
63	18	2.00%
64	19	2.00%
65	20	2.00%
66	21	2.00%
67	22	2.00%
68	23	2.00%
69	24	2.00%
70	25	2.00%
71	26	2.00%
72	27	2.00%
73	28	2.00%
74	29	2.00%
75	30	2.00%
76	31	2.00%
77	32	2.00%
78	33	2.00%
79	34	2.00%
80	35	2.00%

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All certificated employees, including the Adult Basic Education and Science in Motion employees, shall be guaranteed pay increases in the amounts indicated above for their years

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85 of experience and degrees earned and the corresponding pay
86 increases shall be reflected in the appropriate local salary
87 schedule and paid to each certificated employee. The
88 provisions and requirements of this act shall be in addition
89 to the provisions of Section 16-13-231.1, Code of Alabama
90 1975, relating to the State Minimum Salary Schedule. Each
91 certificated employee shall be properly placed on the local
92 salary schedule according to degree earned and years of public
93 education service (either in-state or out-of-state), which
94 shall be not less than the amounts appropriated for the State
95 Minimum Salary Schedule. The employee shall be paid according
96 to degree earned and length of public education experience.
97 The pay increase shall be given to each person employed for
98 the 2023-2024 fiscal year in addition to any state or local
99 step increase to which the employee is otherwise entitled. The
100 local board of education shall transmit to the State
101 Department of Education the appropriate notice of the earned
102 advanced degree for each employee in a timely fashion;
103 thereafter, the employee shall be paid for the advanced degree
104 as soon as the degree is certified to the State Department of
105 Education as being earned.

106 (2) Education Support Personnel (K-12). A two percent
107 pay increase, beginning with the fiscal year 2023-2024, shall
108 be paid to each public education support worker and adult bus
109 driver, including Adult Basic Education and Science in Motion
110 personnel, employed for the 2023-2024 fiscal year in addition
111 to the salary received during the 2022-2023 fiscal year,
112 except employees covered under the state's Merit System at the



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113 Department of Youth Services School District. Each governing
114 body or authority shall establish and maintain a salary
115 schedule for each class and type of employee and each step of
116 each salary schedule shall be increased to reflect a two
117 percent pay increase beginning with fiscal year 2023-2024,
118 which shall be given to the person employed full-time for the
119 2023-2024 fiscal year and each year employed full-time
120 thereafter. The base rate of pay for part-time support
121 employees shall be increased by two percent beginning with
122 fiscal year 2023-2024. A separate local salary schedule shall
123 be established and maintained for each specific job performed.

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

129 a. Certificated. The salary schedule for certificated
130 employees shall be revised to reflect at least the following
131 percentage increase beginning with the fiscal year 2023-2024:
132

133	Step	Years of Experience	Increase
134	1	Less than 3	2.00%
135	2	3 but less than 6	2.00%
136	3	6 but less than 9	2.00%
137	4	9 but less than 12	2.00%
138	5	12 but less than 15	2.00%
139	6	15 but less than 18	2.00%
140	7	18 but less than 21	2.00%



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141	8	21 or greater	2.00%
142	9	24 but less than 27	2.00%
143	10	27 or more	2.00%

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145 b. Education Support Personnel (K-12). A two percent
146 pay increase, beginning with the 2023-2024 fiscal year, shall
147 be given to each support worker employed full-time by the
148 Alabama Institute for Deaf and Blind. A separate local salary
149 schedule shall be established and maintained for each specific
150 job performed. The pay increase in this act shall be
151 incorporated into the support employees' salary schedules. The
152 base rate of pay for part-time support employees shall be
153 increased by two percent for the 2023-2024 fiscal year.

154 c. Miscellaneous Requirements. The AIDB board shall
155 establish and maintain a salary schedule for each class and
156 type of employee and each step of each salary schedule for
157 fiscal year 2023-2024 shall be increased to reflect the pay
158 increase above to be given to each person employed for the
159 2023-2024 fiscal year and each year employed thereafter. The
160 pay increase contained in this subsection shall be paid to
161 each employee.

162 (4) Two-Year Postsecondary Institutions. The Board of
163 Trustees of the Community College System shall revise all
164 salary schedules of the two-year postsecondary institutions to
165 reflect an increase of two percent for the 2023-2024 fiscal
166 year. The pay increase shall be given to each person employed
167 in addition to any step increase to which the employee is
168 otherwise entitled. The Alabama Community College System shall

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169 take proper steps to ensure that employees on all salary
170 schedules are given full credit for prior work experience in
171 the public schools and colleges, and shall take care to ensure
172 proper placements on the salary schedules. Placement on the
173 revised salary schedules shall be in accordance with the
174 employee's length of service in public education. No pay
175 increase shall be given to any two-year postsecondary employee
176 in excess of two percent, except as specifically provided in
177 this act.

178 (5) Miscellaneous provisions. The following provisions
179 are hereby established:

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

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

189 c. Local Increment. Any cost-of-living adjustment
190 and/or increase on the State Minimum Salary Schedule for
191 teachers as provided in this act shall be exclusive of any
192 local pay increase granted or due to teachers under provisions
193 of any local salary schedule. Any cost-of-living adjustment
194 and/or pay increase required by this act for public school
195 support personnel shall be in addition to any pay increase due
196 or granted to the employee under provisions of any local



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197 salary schedules. The pay increase provisions of this act
198 shall not apply to any salary supplements granted by local
199 boards of education, bonuses earned for certification by the
200 National Board of Professional Teaching Standards, or the
201 federal portion of the salary paid to a Junior Reserve Officer
202 Training Corps (JROTC) instructor employed by a local school
203 board.

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

209 e. Local Chief Executive Officers. The pay increase
210 provisions of this act shall not apply to superintendents of
211 education of any school system or institution. Any pay
212 increase given to the superintendent shall be by majority
213 recorded vote of the governing body or authority.

214 Section 2. The pay increase granted in this act shall
215 begin in fiscal year 2023-2024 and continue in subsequent
216 years. Nothing in this act shall authorize additional pay
217 increases in subsequent years.


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

221 Section 4. This act shall become effective immediately
222 following its passage and approval by the Governor, or its
223 otherwise becoming law.

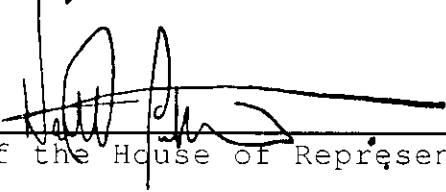


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President and Presiding Officer of the Senate



Speaker of the House of Representatives

SB85
Senate 04-May-23
I hereby certify that the within Act originated in and passed
the Senate.

Patrick Harris,
Secretary.

House of Representatives
Passed: 25-May-23

By: Senator Orr

APPROVED 6-1-2023

TIME 10:30 am



GOVERNOR

Alabama Secretary Of State
Act Num....: 2023-376
Bill Num...: S-85
Recv'd 06/01/23 02:39pmSLF

SPONSORS

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SENATE ACTION

DATE: 3/21 2023
RD 1 RFD FETE

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&T 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 1 days 0 abstain 0 this 3 day of May, 2023, Chairperson _____

DATE: 5-3 2023
RF: F&T 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 85 years 34 nays 0 abstain 0
PATRICK HARRIS, Secretary

DATE: 5-23 RD 3 at length
PASSED PASSED AS AMENDED
years 34 nays 0 abstain 0
And was ordered sent forthwith to the House.
PATRICK HARRIS, Secretary

HOUSE ACTION

DATE: 5-4 2023
RD 1 RFD WLDME

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) _____ w/sub _____ this 24 day of May, 20 23.
John Treadwell, Chairperson

DATE: 5-24 2023
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 85.
YEAS 103 NAYS 0
JOHN TREADWELL, Clerk

FURTHER HOUSE ACTION (OVER)