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SYNOPSIS:

This bill would increase the salaries of public education employees.

Also, under existing law, there is no provision for retirees and beneficiaries receiving monthly benefits from the Teachers' Retirement System to receive a funded longevity bonus in addition to their retirement allowances.

This bill would provide a longevity bonus payment to certain retirees and beneficiaries under the Teachers' Retirement System.

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 2026-2027; 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



29 increase beginning with the fiscal year 2026-2027; to require
30 salary schedules; to provide the employees of certain other
31 public educational institutions and schools with a two percent
32 pay increase for the 2026-2027 fiscal year; to provide for an
33 across the board salary increase on all two-year postsecondary
34 salary schedules; to establish other requirements on the
35 two-year postsecondary salary schedules; to establish
36 miscellaneous pay provisions relating to public education; and
37 to provide for a funded one-time longevity bonus payment in
38 addition to the retirement benefits of certain retirees and
39 beneficiaries of the Teachers' Retirement System.

40 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

41 Section 1. PAY INCREASES, FY 2026-2027. The State
42 Budget Officer shall allocate to the State Board of Education,
43 the Board of Trustees of the Alabama Institute for Deaf and
44 Blind, the Board of Youth Services School District, the Board
45 of Directors of the Alabama School of Fine Arts, the Board of
46 Directors for the Alabama School of Cyber Technology and
47 Engineering, the Board of Trustees of the Alabama School of
48 Mathematics and Science, the Board of Trustees of the Alabama
49 School of Healthcare Sciences and for disbursement to the
50 employees thereof funds based on the criteria established in
51 this act. It is not the intent of this act to make
52 appropriations, but the appropriations required by this act
53 shall be made in the annual Education Trust Fund budget act
54 for the designated fiscal year.

55 (1) Certificated Personnel (K-12). For the fiscal year
56 beginning October 1, 2026, and each year thereafter, each



57 certificated employee at all city and county school systems
58 and the teachers at the Department of Youth Services School
59 District shall receive a two percent salary increase. Each
60 step and cell on the State Minimum Salary Schedule contained
61 in the annual budget act for the public schools shall be
62 increased by the amounts below for fiscal year 2026-2027, the
63 State Minimum Salary Schedule shall reflect the following
64 percentage increase:

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Years of Experience	Increase
0	2.00%
1	2.00%
2	2.00%
3	2.00%
4	2.00%
5	2.00%
6	2.00%
7	2.00%
8	2.00%
9	2.00%
10	2.00%
11	2.00%
12	2.00%
13	2.00%
14	2.00%
15	2.00%
16	2.00%
17	2.00%



85	18	2.00%
86	19	2.00%
87	20	2.00%
88	21	2.00%
89	22	2.00%
90	23	2.00%
91	24	2.00%
92	25	2.00%
93	26	2.00%
94	27	2.00%
95	28	2.00%
96	29	2.00%
97	30	2.00%
98	31	2.00%
99	32	2.00%
100	33	2.00%
101	34	2.00%
102	35	2.00%

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104 All certificated employees, including the Adult Basic
105 Education and Science in Motion employees, shall be guaranteed
106 pay increases in the amounts indicated above for their years
107 of experience and degrees earned and the corresponding pay
108 increases shall be reflected in the appropriate local salary
109 schedule and paid to each certificated employee. The
110 provisions and requirements of this act shall be in addition
111 to the provisions of Section 16-13-231.1, Code of Alabama
112 1975, relating to the State Minimum Salary Schedule. Each



113 certificated employee shall be properly placed on the local
114 salary schedule according to degree earned and years of public
115 education service (either in-state or out-of-state), which
116 shall be not less than the amounts appropriated for the State
117 Minimum Salary Schedule. The employee shall be paid according
118 to degree earned and length of public education experience.
119 The pay increase shall be given to each person employed for
120 the 2026-2027 fiscal year in addition to any state or local
121 step increase to which the employee is otherwise entitled. The
122 local board of education shall transmit to the State
123 Department of Education the appropriate notice of the earned
124 advanced degree for each employee in a timely fashion;
125 thereafter, the employee shall be paid for the advanced degree
126 as soon as the degree is certified to the State Department of
127 Education as being earned.

128 (2) Education Support Personnel (K-12). A two percent
129 pay increase, beginning with the fiscal year 2026-2027, shall
130 be paid to each public education support worker and adult bus
131 driver, including Adult Basic Education and Science in Motion
132 personnel, employed for the 2026-2027 fiscal year in addition
133 to the salary received during the 2025-2026 fiscal year,
134 except employees covered under the state Merit System at the
135 Department of Youth Services School District. Each governing
136 body or authority shall establish and maintain a salary
137 schedule for each class and type of employee and each step of
138 each salary schedule shall be increased to reflect a two
139 percent pay increase beginning with fiscal year 2026-2027,
140 which shall be given to the person employed full-time for the



141 2026-2027 fiscal year and each year employed full-time
 142 thereafter. The base rate of pay for part-time support
 143 employees shall be increased by two percent beginning with
 144 fiscal year 2026-2027. A separate local salary schedule shall
 145 be established and maintained for each specific job performed.

146 (3) AIDB. For the fiscal year 2026-2027, employees at
 147 the Alabama Institute for Deaf and Blind shall receive a pay
 148 increase that shall be in excess of their salaries received
 149 during the 2025-2026 fiscal year. The increase shall be as
 150 follows:

151 a. Certificated. The salary schedule for certificated
 152 employees shall be revised to reflect at least the following
 153 percentage increase beginning with the fiscal year 2026-2027:

154	Step	Years of Experience	Increase
155	1	Less than 3	2.00%
156	2	3 but less than 6	2.00%
157	3	6 but less than 9	2.00%
158	4	9 but less than 12	2.00%
159	5	12 but less than 15	2.00%
160	6	15 but less than 18	2.00%
161	7	18 but less than 21	2.00%
162	8	21 or greater	2.00%
163	9	24 but less than 27	2.00%
164	10	27 or more	2.00%

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 167 b. Education Support Personnel (K-12). A two percent
 168 pay increase, beginning with the 2026-2027 fiscal year, shall



169 be given to each support worker employed full-time by the
170 Alabama Institute for Deaf and Blind. A separate local salary
171 schedule shall be established and maintained for each specific
172 job performed. The pay increase in this act shall be
173 incorporated into the support employees' salary schedules. The
174 base rate of pay for part-time support employees shall be
175 increased by two percent for the 2026-2027 fiscal year.

176 c. Miscellaneous Requirements. The AIDB board shall
177 establish and maintain a salary schedule for each class and
178 type of employee and each step of each salary schedule for
179 fiscal year 2026-2027 shall be increased to reflect the pay
180 increase above to be given to each person employed for the
181 2026-2027 fiscal year and each year employed thereafter. The
182 pay increase contained in this subsection shall be paid to
183 each employee.

184 (4) Two-Year Postsecondary Institutions. The Board of
185 Trustees of the Alabama Community College System shall revise
186 all salary schedules of the two-year postsecondary
187 institutions to reflect an increase of two percent for the
188 2026-2027 fiscal year. The pay increase shall be given to each
189 person employed in addition to any step increase to which the
190 employee is otherwise entitled. The Alabama Community College
191 System shall take proper steps to ensure that employees on all
192 salary schedules are given full credit for prior work
193 experience in the public schools and colleges, and shall take
194 care to ensure proper placements on the salary schedules.
195 Placement on the revised salary schedules shall be in
196 accordance with the employee's length of service in public



197 education. No pay increase shall be given to any two-year
198 postsecondary employee in excess of two percent, except as
199 specifically provided in this act.

200 (5) Miscellaneous provisions. The following provisions
201 are hereby established:

202 a. Fiscal Year. All salaries and salary increases that
203 are established by the State Board of Education shall be paid
204 in full to each person employed before the end of the
205 applicable fiscal year as defined in Section 16-1-1 of the
206 Code of Alabama 1975, as amended.

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

211 c. Local Increment. Any cost-of-living adjustment
212 and/or increase on the State Minimum Salary Schedule for
213 teachers as provided in this act shall be exclusive of any
214 local pay increase granted or due to teachers under provisions
215 of any local salary schedule. Any cost-of-living adjustment
216 and/or pay increase required by this act for public school
217 support personnel shall be in addition to any pay increase due
218 or granted to the employee under provisions of any local
219 salary schedules. The pay increase provisions of this act
220 shall not apply to any salary supplements granted by local
221 boards of education, bonuses earned for certification by the
222 National Board of Professional Teaching Standards, or the
223 federal portion of the salary paid to a Junior Reserve Officer
224 Training Corps (JROTC) instructor employed by a local school



225 board.

226 d. Community Education. Each county and city board of
227 education shall have the option to exclude from the provisions
228 of this act any part-time employees of community education or
229 school-sponsored child care or child enrichment program that
230 is supplemental to the state-required educational program.

231 e. Local Chief Executive Officers. The pay increase
232 provisions of this act shall not apply to superintendents of
233 education of any school system or institution. Any pay
234 increase given to the superintendent shall be by majority
235 recorded vote of the governing body or authority.

236 Section 2. The pay increase granted in Section 1 of
237 this act shall begin in fiscal year 2026-2027 and continue in
238 subsequent years. Nothing in this act shall authorize
239 additional pay increases in subsequent years.

240 Section 3. (a) There is provided for fiscal year
241 2026-2027 a funded one-time, lump-sum payment, hereinafter
242 referred to as "longevity bonus payment," to each individual
243 whose effective date of retirement for purposes of receiving
244 benefits from the Teachers' Retirement System is prior to May
245 1, 2026, and is receiving, or is entitled to receive, a
246 monthly allowance from the Teachers' Retirement System on
247 September 30, 2026.

248 (b) The formula for calculating the longevity bonus
249 payment shall be one dollar (\$1) per month for each year of
250 service attained by the retiree.

251 (c) Beneficiaries of deceased members or deceased
252 retirees, if the beneficiary is receiving or is entitled to



253 receive a monthly allowance from the Teachers' Retirement
254 System on September 30, 2026, shall receive a longevity bonus
255 payment of one dollar (\$1) per month for each year of service
256 of the deceased member or deceased retiree.

257 (d) For purposes of this section, service includes the
258 service under Section 16-25-1 and Article 9, commencing with
259 Section 16-25-150, Chapter 25, Title 16, Code of Alabama 1975.

260 (e) Any individual who received benefits under the
261 Medicaid program, and whose eligibility for Medicaid benefits
262 would be impaired by the longevity bonus payment provided by
263 this section, shall not be entitled to receive the
264 aforementioned increase. Any individual who subsequently
265 applies for benefits under the Medicaid program, and that
266 individual's eligibility to receive benefits is impaired by
267 the longevity bonus payment provided by this section, shall
268 not be entitled to receive the increase subsequent to the date
269 that the member files application for benefits under the
270 Medicaid program.

271 (f) The longevity bonus payments provided under this
272 section shall be paid to all eligible recipients by the
273 Teachers' Retirement System in October 2026.

274 (g) It is not the intent of this act to make
275 appropriations, but the amount required to pay the cost of the
276 lump-sum payments provided under Section 3 of this act shall
277 be appropriated to the Teachers' Retirement System in HB238 of
278 the 2026 Regular Session.

279 Section 4. The provisions of this act are severable. If
280 any part of this act is declared invalid or unconstitutional,



281 that declaration shall not affect the part that remains.

282 Section 5. This act shall become effective on October

283 1, 2026.