

# **WEST VIRGINIA LEGISLATURE**

## **2024 REGULAR SESSION**

### **Committee Substitute**

**for**

### **House Bill 4883**

By Delegates Hanshaw (Mr. Speaker), Hornbuckle,

Howell, Pushkin, Vance, Nestor, and Young

(By Request of the Executive)

[Originating in the Committee on Finance; Reported

on February 22, 2024]



1 A BILL to amend and reenact §15-2-5 of the Code of West Virginia, 1931, as amended; to amend  
2 and reenact §18A-4-2 of said code; and to amend and reenact §18A-4-8a of said code, all  
3 relating to increasing annual salaries of certain employees of the state; increasing the  
4 salaries of members of the West Virginia State Police and certain personnel thereof;  
5 increasing annual salaries of public school teachers; increasing annual salaries of school  
6 service personnel; and providing an effective date for these increases.

*Be it enacted by the Legislature of West Virginia:*

## **CHAPTER 15. PUBLIC SAFETY.**

### **ARTICLE 2. WEST VIRGINIA STATE POLICE.**

#### **§15-2-5. Career progression system state; salaries; exclusion from wage and hour laws, with supplemental payment; bond; leave time for members called to duty in guard or reserves.**

1 (a) The superintendent shall establish within the West Virginia State Police a system to  
2 provide for: (1) The promotion of members to the supervisory ranks of sergeant, first sergeant,  
3 second lieutenant, and first lieutenant; (2) the classification of nonsupervisory members within the  
4 field operations force to the ranks of trooper, senior trooper, trooper first class, or corporal; and (3)  
5 the temporary reclassification of members assigned to administrative duties as administrative  
6 support specialist I-VIII. The promotion of individuals in the forensic laboratory shall include the  
7 classifications of Evidence Custodians I-IV, Forensic Technicians I-III, Forensic Scientists I-VI, and  
8 Forensic Scientist Supervisors I-IV, based on the Forensic Lab Career Progression System.

9 (b) The superintendent may propose legislative rules for promulgation in accordance with  
10 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability, and  
11 independent review of any system developed under the provisions of this section.

12 (c) The superintendent shall provide to each member a written manual governing any  
13 system established under the provisions of this section and specific procedures shall be identified

14 for the evaluation and testing of members for promotion or reclassification and the subsequent  
 15 placement of any members on a promotional eligibility or reclassification recommendation list. A  
 16 written manual shall also be provided to individuals within the forensic laboratory governing any  
 17 system established under the provisions of this section and specific procedures shall be identified  
 18 for the evaluation of promotion or reclassification of those individuals.

19 (d) Effective ~~July 1, 2023~~ July 1, 2024, members shall receive annual salaries payable at  
 20 least twice per month as follows:

ANNUAL SALARY SCHEDULE (BASE PAY)	
SUPERVISORY AND NONSUPERVISORY RANKS	
Cadet During Training	\$ <del>50,824</del> <u>\$53,724</u>
Cadet Trooper After Training	\$ <del>58,084</del> <u>\$60,984</u>
Trooper Second Year	\$ <del>59,096</del> <u>\$61,996</u>
Trooper Third Year	\$ <del>59,479</del> <u>\$62,379</u>
Senior Trooper	\$ <del>59,878</del> <u>\$62,778</u>
Trooper First Class	\$ <del>60,484</del> <u>\$63,384</u>
Corporal	\$ <del>61,090</del> <u>\$63,990</u>
Sergeant	\$ <del>65,391</del> <u>\$68,291</u>
First Sergeant	\$ <del>67,542</del> <u>\$70,442</u>
Second Lieutenant	\$ <del>69,692</del> <u>\$72,592</u>
First Lieutenant	\$ <del>71,843</del> <u>\$74,743</u>
Captain	\$ <del>73,994</del> <u>\$76,894</u>
Major	\$ <del>76,144</del> <u>\$79,044</u>
Lieutenant Colonel	\$ <del>78,295</del> <u>\$81,195</u>
ANNUAL SALARY SCHEDULE (BASE PAY)	
ADMINISTRATION SUPPORT SPECIALIST CLASSIFICATION	
I	\$ <del>59,096</del> <u>\$61,996</u>
II	\$ <del>59,878</del> <u>\$62,778</u>
III	\$ <del>60,484</del> <u>\$63,384</u>
IV	\$ <del>61,090</del> <u>\$63,990</u>
V	\$ <del>65,391</del> <u>\$68,291</u>
VI	\$ <del>67,542</del> <u>\$70,442</u>

VII	<del>\$69,692</del> <u>\$72,592</u>
VIII	<del>\$71,843</del> <u>\$74,743</u>

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Effective ~~July 1, 2023~~ July 1, 2024, designated individuals within the forensic laboratory shall receive annual base salaries payable at least twice per month as follows:

ANNUAL SALARY SCHEDULE (BASE PAY)	
EVIDENCE CUSTODIAN	
I	<del>\$47,950</del> <u>\$50,850</u>
II	<del>\$50,278</del> <u>\$53,178</u>
III	<del>\$53,939</del> <u>\$56,839</u>
IV	<del>\$56,966</del> <u>\$59,866</u>
FORENSIC TECHNICIAN	
I	<del>\$50,150</del> <u>\$53,050</u>
II	<del>\$51,844</del> <u>\$54,744</u>
III	<del>\$55,726</del> <u>\$58,626</u>
FORENSIC SCIENTIST	
I	<del>\$57,350</del> <u>\$60,250</u>
II	<del>\$59,534</del> <u>\$62,434</u>
III	<del>\$61,638</del> <u>\$64,538</u>
IV	<del>\$64,037</del> <u>\$66,937</u>
V	<del>\$67,563</del> <u>\$70,463</u>
VI	<del>\$71,363</del> <u>\$74,263</u>
FORENSIC SCIENTIST SUPERVISOR	
I	<del>\$74,062</del> <u>\$76,962</u>
II	<del>\$77,626</del> <u>\$80,526</u>
III	<del>\$81,404</del> <u>\$84,304</u>
IV	<del>\$85,408</del> <u>\$88,308</u>

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Each member of the West Virginia State Police whose salary is fixed and specified in this annual salary schedule is entitled to the length of service increases set forth in ~~§15-2-5(e)~~ subsection (e) of this code and supplemental pay as provided in ~~§15-2-5(g)~~ subsection (g) of this code.

30 (e) Each member of the West Virginia State Police whose salary is fixed and specified  
31 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in  
32 ~~§15-2-5(d) of this code~~ subsection (d) of this section for grade in rank, based on length of service,  
33 including that service served before and after the effective date of this section with the West  
34 Virginia State Police as follows: Beginning on January 1, 2015, and continuing thereafter, at the  
35 end of two years of service with the West Virginia State Police, the member shall receive a salary  
36 increase of \$500 to be effective during his or her next year of service and a like increase at yearly  
37 intervals thereafter, with the increases to be cumulative. The forensic laboratory employees  
38 whose salaries are fixed and specified pursuant to this section, shall receive, and are entitled to,  
39 an increase in salary over that set forth in ~~§15-2-5(d) of this code~~ subsection (d) of this section, in  
40 accordance with §15-2-7(h) of this code.

41 (f) In applying the salary schedules set forth in this section where salary increases are  
42 provided for length of service, members of the West Virginia State Police in service at the time the  
43 schedules become effective shall be given credit for prior service and shall be paid the salaries the  
44 same length of service entitles them to receive under the provisions of this section.

45 (g) The Legislature finds and declares that because of the unique duties of members of the  
46 West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour laws  
47 to them. Accordingly, members of the West Virginia State Police are excluded from the provisions  
48 of state wage and hour laws. This express exclusion shall not be construed as any indication that  
49 the members were or were not covered by the wage and hour laws prior to this exclusion.

50 In lieu of any overtime pay they might otherwise have received under the wage and hour  
51 laws, and in addition to their salaries and increases for length of service, members who have  
52 completed basic training and who are exempt from federal Fair Labor Standards Act guidelines  
53 may receive supplemental pay as provided in this section.

54 The authority of the superintendent to propose a legislative rule or amendment thereto for  
55 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours per

56 month which constitute the standard pay period for the members of the West Virginia State Police  
57 is hereby continued. The rule shall further establish, on a graduated hourly basis, the criteria for  
58 receipt of a portion or all of supplemental payment when hours are worked in excess of the  
59 standard pay period. The superintendent shall certify at least twice per month to the West Virginia  
60 State Police payroll officer the names of those members who have worked in excess of the  
61 standard pay period and the amount of their entitlement to supplemental payment. The  
62 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian  
63 employees of the West Virginia State Police are not eligible for any supplemental payments.

64 (h) Each member of the West Virginia State Police, except the superintendent and civilian  
65 employees, shall execute, before entering upon the discharge of his or her duties, a bond with  
66 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful  
67 performance of his or her duties, and the bond shall be approved as to form by the Attorney  
68 General and as to sufficiency by the Governor.

69 (i) In consideration for compensation paid by the West Virginia State Police to its members  
70 during those members' participation in the West Virginia State Police Cadet Training Program  
71 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by  
72 written agreement entered into with each of them in advance of such participation in the program  
73 that, if a member should voluntarily discontinue employment any time within one year immediately  
74 following completion of the training program, he or she shall be obligated to pay to the West  
75 Virginia State Police a pro rata portion of such compensation equal to that part of such year which  
76 the member has chosen not to remain in the employ of the West Virginia State Police.

77 (j) Any member of the West Virginia State Police who is called to perform active duty  
78 training or inactive duty training in the National Guard or any reserve component of the armed  
79 forces of the United States annually shall be granted, upon request, leave time not to exceed 30  
80 calendar days for the purpose of performing the active duty training or inactive duty training and

81 the time granted may not be deducted from any leave accumulated as a member of the West  
 82 Virginia State Police.

**CHAPTER 18A. SCHOOL PERSONNEL.**

**ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

**§18A-4-2. State minimum salaries for teachers.**

1 (a) For school year ~~2023-2024~~ 2024-2025, and continuing thereafter, each teacher shall  
 2 receive the amount prescribed in the State Minimum Salary Schedule as set forth in this section,  
 3 specific additional amounts prescribed in this section or article, and any county supplement in  
 4 effect in a county pursuant to §18A-4-5a of this code during the contract year.

5 STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A.	Doctorate
0	36,597	37,286	37,552	38,995	39,756	41,523	42,284	43,045	43,806	44,841
1	36,925	37,614	37,880	39,513	40,274	42,042	42,803	43,563	44,324	45,359
2	37,254	37,942	38,208	40,032	40,793	42,560	43,321	44,082	44,843	45,878
3	37,582	38,270	38,536	40,551	41,311	43,079	43,840	44,600	45,361	46,396
4	38,154	38,842	39,108	41,313	42,074	43,842	44,603	45,363	46,124	47,159
5	38,482	39,170	39,436	41,832	42,593	44,360	45,121	45,882	46,643	47,678
6	38,810	39,498	39,764	42,350	43,111	44,879	45,640	46,400	47,161	48,196
7	39,138	39,827	40,092	42,869	43,630	45,397	46,158	46,919	47,680	48,715
8	39,466	40,155	40,421	43,387	44,148	45,916	46,677	47,437	48,198	49,233
9	39,794	40,483	40,749	43,906	44,667	46,434	47,195	47,956	48,717	49,752
10	40,123	40,811	41,077	44,426	45,186	46,954	47,715	48,476	49,236	50,271
11	40,451	41,139	41,405	44,944	45,705	47,473	48,233	48,994	49,755	50,790
12	40,779	41,467	41,733	45,463	46,223	47,991	48,752	49,513	50,273	51,308
13	41,107	41,795	42,061	45,981	46,742	48,510	49,270	50,031	50,792	51,827
14	41,435	42,123	42,389	46,500	47,260	49,028	49,789	50,550	51,310	52,345
15	41,763	42,451	42,717	47,018	47,779	49,547	50,307	51,068	51,829	52,864
16	42,091	42,779	43,045	47,537	48,297	50,065	50,826	51,587	52,347	53,382
17	42,419	43,108	43,373	48,055	48,816	50,584	51,345	52,105	52,866	53,901
18	42,747	43,436	43,702	48,574	49,335	51,102	51,863	52,624	53,385	54,420
19	43,075	43,764	44,030	49,092	49,853	51,621	52,382	53,142	53,903	54,938
20	43,403	44,092	44,358	49,611	50,372	52,139	52,900	53,661	54,422	55,457
21	43,732	44,420	44,686	50,129	50,890	52,658	53,419	54,179	54,940	55,975



22	44,060	44,748	45,014	50,648	51,409	53,176	53,937	54,698	55,459	56,494
23	44,388	45,076	45,342	51,167	51,927	53,695	54,456	55,216	55,977	57,012
24	44,716	45,404	45,670	51,685	52,446	54,214	54,974	55,735	56,496	57,531
25	45,044	45,732	45,998	52,204	52,964	54,732	55,493	56,254	57,014	58,049
26	45,372	46,060	46,326	52,722	53,483	55,251	56,011	56,772	57,533	58,568
27	45,700	46,388	46,654	53,241	54,001	55,769	56,530	57,291	58,051	59,086
28	46,028	46,717	46,982	53,759	54,520	56,288	57,048	57,809	58,570	59,605
29	46,356	47,045	47,311	54,278	55,038	56,806	57,567	58,328	59,088	60,123
30	46,684	47,373	47,639	54,796	55,557	57,325	58,085	58,846	59,607	60,642
31	47,013	47,701	47,967	55,315	56,076	57,843	58,604	59,365	60,125	61,160
32	47,341	48,029	48,295	55,833	56,594	58,362	59,123	59,883	60,644	61,679
33	47,669	48,357	48,623	56,352	57,113	58,880	59,641	60,402	61,163	62,198
34	47,997	48,685	48,951	56,870	57,631	59,399	60,160	60,920	61,681	62,716
35	48,325	49,013	49,279	57,389	58,150	59,917	60,678	61,439	62,200	63,235

<u>Years Exp</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>A.B.</u>	<u>A.B. 15</u>	<u>M.A.</u>	<u>M.A. 15</u>	<u>M.A. 30</u>	<u>M.A. 45</u>	<u>Doctorate</u>
<u>0</u>	<u>39,057</u>	<u>39,746</u>	<u>40,012</u>	<u>41,455</u>	<u>42,216</u>	<u>43,983</u>	<u>44,744</u>	<u>45,505</u>	<u>46,266</u>	<u>47,301</u>
<u>1</u>	<u>39,385</u>	<u>40,074</u>	<u>40,340</u>	<u>41,973</u>	<u>42,734</u>	<u>44,502</u>	<u>45,263</u>	<u>46,023</u>	<u>46,784</u>	<u>47,819</u>
<u>2</u>	<u>39,714</u>	<u>40,402</u>	<u>40,668</u>	<u>42,492</u>	<u>43,253</u>	<u>45,020</u>	<u>45,781</u>	<u>46,542</u>	<u>47,303</u>	<u>48,338</u>
<u>3</u>	<u>40,042</u>	<u>40,730</u>	<u>40,996</u>	<u>43,011</u>	<u>43,771</u>	<u>45,539</u>	<u>46,300</u>	<u>47,060</u>	<u>47,821</u>	<u>48,856</u>
<u>4</u>	<u>40,614</u>	<u>41,302</u>	<u>41,568</u>	<u>43,773</u>	<u>44,534</u>	<u>46,302</u>	<u>47,063</u>	<u>47,823</u>	<u>48,584</u>	<u>49,619</u>
<u>5</u>	<u>40,942</u>	<u>41,630</u>	<u>41,896</u>	<u>44,292</u>	<u>45,053</u>	<u>46,820</u>	<u>47,581</u>	<u>48,342</u>	<u>49,103</u>	<u>50,138</u>
<u>6</u>	<u>41,270</u>	<u>41,958</u>	<u>42,224</u>	<u>44,810</u>	<u>45,571</u>	<u>47,339</u>	<u>48,100</u>	<u>48,860</u>	<u>49,621</u>	<u>50,656</u>
<u>7</u>	<u>41,598</u>	<u>42,287</u>	<u>42,552</u>	<u>45,329</u>	<u>46,090</u>	<u>47,857</u>	<u>48,618</u>	<u>49,379</u>	<u>50,140</u>	<u>51,175</u>
<u>8</u>	<u>41,926</u>	<u>42,615</u>	<u>42,881</u>	<u>45,847</u>	<u>46,608</u>	<u>48,376</u>	<u>49,137</u>	<u>49,897</u>	<u>50,658</u>	<u>51,693</u>
<u>9</u>	<u>42,254</u>	<u>42,943</u>	<u>43,209</u>	<u>46,366</u>	<u>47,127</u>	<u>48,894</u>	<u>49,655</u>	<u>50,416</u>	<u>51,177</u>	<u>52,212</u>
<u>10</u>	<u>42,583</u>	<u>43,271</u>	<u>43,537</u>	<u>46,886</u>	<u>47,646</u>	<u>49,414</u>	<u>50,175</u>	<u>50,936</u>	<u>51,696</u>	<u>52,731</u>
<u>11</u>	<u>42,911</u>	<u>43,599</u>	<u>43,865</u>	<u>47,404</u>	<u>48,165</u>	<u>49,933</u>	<u>50,693</u>	<u>51,454</u>	<u>52,215</u>	<u>53,250</u>
<u>12</u>	<u>43,239</u>	<u>43,927</u>	<u>44,193</u>	<u>47,923</u>	<u>48,683</u>	<u>50,451</u>	<u>51,212</u>	<u>51,973</u>	<u>52,733</u>	<u>53,768</u>
<u>13</u>	<u>43,567</u>	<u>44,255</u>	<u>44,521</u>	<u>48,441</u>	<u>49,202</u>	<u>50,970</u>	<u>51,730</u>	<u>52,491</u>	<u>53,252</u>	<u>54,287</u>
<u>14</u>	<u>43,895</u>	<u>44,583</u>	<u>44,849</u>	<u>48,960</u>	<u>49,720</u>	<u>51,488</u>	<u>52,249</u>	<u>53,010</u>	<u>53,770</u>	<u>54,805</u>
<u>15</u>	<u>44,223</u>	<u>44,911</u>	<u>45,177</u>	<u>49,478</u>	<u>50,239</u>	<u>52,007</u>	<u>52,767</u>	<u>53,528</u>	<u>54,289</u>	<u>55,324</u>
<u>16</u>	<u>44,551</u>	<u>45,239</u>	<u>45,505</u>	<u>49,997</u>	<u>50,757</u>	<u>52,525</u>	<u>53,286</u>	<u>54,047</u>	<u>54,807</u>	<u>55,842</u>
<u>17</u>	<u>44,879</u>	<u>45,568</u>	<u>45,833</u>	<u>50,515</u>	<u>51,276</u>	<u>53,044</u>	<u>53,805</u>	<u>54,565</u>	<u>55,326</u>	<u>56,361</u>
<u>18</u>	<u>45,207</u>	<u>45,896</u>	<u>46,162</u>	<u>51,034</u>	<u>51,795</u>	<u>53,562</u>	<u>54,323</u>	<u>55,084</u>	<u>55,845</u>	<u>56,880</u>
<u>19</u>	<u>45,535</u>	<u>46,224</u>	<u>46,490</u>	<u>51,552</u>	<u>52,313</u>	<u>54,081</u>	<u>54,842</u>	<u>55,602</u>	<u>56,363</u>	<u>57,398</u>
<u>20</u>	<u>45,863</u>	<u>46,552</u>	<u>46,818</u>	<u>52,071</u>	<u>52,832</u>	<u>54,599</u>	<u>55,360</u>	<u>56,121</u>	<u>56,882</u>	<u>57,917</u>
<u>21</u>	<u>46,192</u>	<u>46,880</u>	<u>47,146</u>	<u>52,589</u>	<u>53,350</u>	<u>55,118</u>	<u>55,879</u>	<u>56,639</u>	<u>57,400</u>	<u>58,435</u>

<u>22</u>	<u>46,520</u>	<u>47,208</u>	<u>47,474</u>	<u>53,108</u>	<u>53,869</u>	<u>55,636</u>	<u>56,397</u>	<u>57,158</u>	<u>57,919</u>	<u>58,954</u>
<u>23</u>	<u>46,848</u>	<u>47,536</u>	<u>47,802</u>	<u>53,627</u>	<u>54,387</u>	<u>56,155</u>	<u>56,916</u>	<u>57,676</u>	<u>58,437</u>	<u>59,472</u>
<u>24</u>	<u>47,176</u>	<u>47,864</u>	<u>48,130</u>	<u>54,145</u>	<u>54,906</u>	<u>56,674</u>	<u>57,434</u>	<u>58,195</u>	<u>58,956</u>	<u>59,991</u>
<u>25</u>	<u>47,504</u>	<u>48,192</u>	<u>48,458</u>	<u>54,664</u>	<u>55,424</u>	<u>57,192</u>	<u>57,953</u>	<u>58,714</u>	<u>59,474</u>	<u>60,509</u>
<u>26</u>	<u>47,832</u>	<u>48,520</u>	<u>48,786</u>	<u>55,182</u>	<u>55,943</u>	<u>57,711</u>	<u>58,471</u>	<u>59,232</u>	<u>59,993</u>	<u>61,028</u>
<u>27</u>	<u>48,160</u>	<u>48,848</u>	<u>49,114</u>	<u>55,701</u>	<u>56,461</u>	<u>58,229</u>	<u>58,990</u>	<u>59,751</u>	<u>60,511</u>	<u>61,546</u>
<u>28</u>	<u>48,488</u>	<u>49,177</u>	<u>49,442</u>	<u>56,219</u>	<u>56,980</u>	<u>58,748</u>	<u>59,508</u>	<u>60,269</u>	<u>61,030</u>	<u>62,065</u>
<u>29</u>	<u>48,816</u>	<u>49,505</u>	<u>49,771</u>	<u>56,738</u>	<u>57,498</u>	<u>59,266</u>	<u>60,027</u>	<u>60,788</u>	<u>61,548</u>	<u>62,583</u>
<u>30</u>	<u>49,144</u>	<u>49,833</u>	<u>50,099</u>	<u>57,256</u>	<u>58,017</u>	<u>59,785</u>	<u>60,545</u>	<u>61,306</u>	<u>62,067</u>	<u>63,102</u>
<u>31</u>	<u>49,473</u>	<u>50,161</u>	<u>50,427</u>	<u>57,775</u>	<u>58,536</u>	<u>60,303</u>	<u>61,064</u>	<u>61,825</u>	<u>62,585</u>	<u>63,620</u>
<u>32</u>	<u>49,801</u>	<u>50,489</u>	<u>50,755</u>	<u>58,293</u>	<u>59,054</u>	<u>60,822</u>	<u>61,583</u>	<u>62,343</u>	<u>63,104</u>	<u>64,139</u>
<u>33</u>	<u>50,129</u>	<u>50,817</u>	<u>51,083</u>	<u>58,812</u>	<u>59,573</u>	<u>61,340</u>	<u>62,101</u>	<u>62,862</u>	<u>63,623</u>	<u>64,658</u>
<u>34</u>	<u>50,457</u>	<u>51,145</u>	<u>51,411</u>	<u>59,330</u>	<u>60,091</u>	<u>61,859</u>	<u>62,620</u>	<u>63,380</u>	<u>64,141</u>	<u>65,176</u>
<u>35</u>	<u>50,785</u>	<u>51,473</u>	<u>51,739</u>	<u>59,849</u>	<u>60,610</u>	<u>62,377</u>	<u>63,138</u>	<u>63,899</u>	<u>64,660</u>	<u>65,695</u>

6 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
7 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed  
8 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;  
9 and (iii) shall be considered a part of the state minimum salaries for teachers.

10 (c) Effective July 1, 2019, each classroom teacher providing math instruction in the  
11 teacher's certified area of study for at least 60 percent of the time the teacher is providing  
12 instruction to students shall be considered to have three additional years of experience only for the  
13 purposes of the salary schedule set forth in subsection (a) of this section: *Provided*, That for any  
14 classroom teacher who satisfies these requirements and whose years of experience plus the three  
15 additional years due to them exceeds the years of experience provided for on the salary schedule  
16 shall be paid the additional amount equivalent to three additional years of experience  
17 notwithstanding the maximum experience provided on the salary schedule.

18 (d) Effective July 1, 2019, each classroom teacher certified in special education and  
19 employed as a full-time special education teacher, as defined by the State Superintendent, shall  
20 be considered to have three additional years of experience only for the purposes of the salary  
21 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who

22 satisfies these requirements and whose years of experience plus the three additional years due to  
23 them exceeds the years of experience provided for on the salary schedule shall be paid the  
24 additional amount equivalent to three additional years of experience notwithstanding the  
25 maximum experience provided on the salary schedule.

26 (e) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement  
27 amount as applicable for his or her classification of certification or classification of training and  
28 years of experience as follows, subject to the provisions of that section:

29 (1) For "4th Class" at zero years of experience, \$1,781. An additional \$38 shall be paid for  
30 each year of experience up to and including 35 years of experience;

31 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid for  
32 each year of experience up to and including 35 years of experience;

33 (3) For "2nd Class" at zero years of experience, \$1,877. An additional \$69 shall be paid for  
34 each year of experience up to and including 35 years of experience;

35 (4) For "A.B." at zero years of experience, \$2,360. An additional \$69 shall be paid for each  
36 year of experience up to and including 35 years of experience;

37 (5) For "A.B. + 15" at zero years of experience, \$2,452. An additional \$69 shall be paid for  
38 each year of experience up to and including 35 years of experience;

39 (6) For "M.A." at zero years of experience, \$2,644. An additional \$69 shall be paid for each  
40 year of experience up to and including 35 years of experience;

41 (7) For "M.A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid for  
42 each year of experience up to and including 35 years of experience;

43 (8) For "M.A. + 30" at zero years of experience, \$2,836. An additional \$69 shall be paid for  
44 each year of experience up to and including 35 years of experience;

45 (9) For "M.A. + 45" at zero years of experience, \$2,836. An additional \$69 shall be paid for  
46 each year of experience up to and including 35 years of experience; and

47 (10) For "Doctorate" at zero years of experience, \$2,927. An additional \$69 shall be paid  
 48 for each year of experience up to and including 35 years of experience.

49 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
 50 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
 51 and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be  
 52 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
 53 salaries for teachers.

**§18A-4-8a. Service personnel minimum monthly salaries.**

1 (a) Effective ~~July 1, 2023~~ July 1, 2024, the minimum monthly pay for each service  
 2 employee shall be as follows:

3 (1) For school year ~~2023-2024~~ 2024-2025 and continuing thereafter, the minimum monthly  
 4 pay for each service employee whose employment is for a period of more than three and one-half  
 5 hours a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade  
 6 Schedule set forth in this subdivision and the minimum monthly pay for each service employee  
 7 whose employment is for a period of three and one-half hours or less a day shall be at least one-  
 8 half the amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this  
 9 subdivision.

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
0	2,237	2,258	2,300	2,353	2,406	2,469	2,501	2,574
1	2,269	2,291	2,332	2,385	2,439	2,502	2,533	2,607
2	2,302	2,323	2,365	2,418	2,471	2,534	2,566	2,639
3	2,334	2,356	2,398	2,451	2,504	2,567	2,599	2,672
4	2,367	2,389	2,430	2,483	2,536	2,600	2,631	2,706
5	2,400	2,421	2,463	2,516	2,569	2,632	2,664	2,738
6	2,432	2,454	2,497	2,549	2,602	2,665	2,697	2,771
7	2,466	2,486	2,529	2,581	2,634	2,698	2,729	2,804
8	2,499	2,519	2,562	2,614	2,667	2,730	2,762	2,836
9	2,531	2,552	2,595	2,648	2,700	2,763	2,794	2,869
10	2,564	2,585	2,627	2,680	2,732	2,797	2,828	2,902

11	2,597	2,618	2,660	2,713	2,765	2,829	2,861	2,934
12	2,629	2,651	2,692	2,746	2,799	2,862	2,893	2,967
13	2,662	2,683	2,725	2,778	2,831	2,894	2,926	3,000
14	2,695	2,716	2,758	2,811	2,864	2,927	2,959	3,032
15	2,727	2,749	2,790	2,843	2,896	2,960	2,991	3,065
16	2,760	2,781	2,823	2,876	2,929	2,992	3,024	3,098
17	2,792	2,814	2,857	2,909	2,962	3,025	3,057	3,131
18	2,825	2,847	2,889	2,941	2,994	3,058	3,089	3,164
19	2,859	2,879	2,922	2,974	3,027	3,090	3,122	3,196
20	2,891	2,912	2,955	3,008	3,060	3,123	3,155	3,230
21	2,924	2,944	2,987	3,040	3,092	3,156	3,187	3,264
22	2,957	2,978	3,020	3,073	3,125	3,189	3,221	3,296
23	2,989	3,011	3,053	3,106	3,159	3,223	3,255	3,330
24	3,022	3,043	3,085	3,138	3,191	3,257	3,288	3,364
25	3,055	3,076	3,118	3,171	3,225	3,289	3,322	3,396
26	3,087	3,109	3,150	3,205	3,259	3,323	3,354	3,430
27	3,120	3,141	3,183	3,237	3,291	3,355	3,388	3,463
28	3,153	3,174	3,217	3,271	3,325	3,389	3,422	3,497
29	3,185	3,208	3,250	3,303	3,358	3,423	3,454	3,531
30	3,219	3,240	3,284	3,337	3,391	3,455	3,488	3,564
31	3,252	3,274	3,318	3,371	3,425	3,489	3,522	3,597
32	3,286	3,307	3,350	3,404	3,457	3,523	3,554	3,631
33	3,320	3,340	3,384	3,438	3,491	3,555	3,588	3,664
34	3,352	3,374	3,418	3,472	3,525	3,589	3,622	3,697
35	3,386	3,408	3,450	3,504	3,557	3,623	3,655	3,731
36	3,420	3,441	3,484	3,538	3,592	3,656	3,689	3,763
37	3,452	3,475	3,518	3,572	3,626	3,690	3,722	3,797
38	3,486	3,507	3,550	3,604	3,658	3,723	3,755	3,831
39	3,520	3,541	3,584	3,638	3,692	3,756	3,789	3,863
40	3,552	3,575	3,617	3,671	3,726	3,790	3,822	3,897

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
<u>0</u>	<u>2,377</u>	<u>2,398</u>	<u>2,440</u>	<u>2,493</u>	<u>2,546</u>	<u>2,609</u>	<u>2,641</u>	<u>2,714</u>
<u>1</u>	<u>2,409</u>	<u>2,431</u>	<u>2,472</u>	<u>2,525</u>	<u>2,579</u>	<u>2,642</u>	<u>2,673</u>	<u>2,747</u>
<u>2</u>	<u>2,442</u>	<u>2,463</u>	<u>2,505</u>	<u>2,558</u>	<u>2,611</u>	<u>2,674</u>	<u>2,706</u>	<u>2,779</u>
<u>3</u>	<u>2,474</u>	<u>2,496</u>	<u>2,538</u>	<u>2,591</u>	<u>2,644</u>	<u>2,707</u>	<u>2,739</u>	<u>2,812</u>
<u>4</u>	<u>2,507</u>	<u>2,529</u>	<u>2,570</u>	<u>2,623</u>	<u>2,676</u>	<u>2,740</u>	<u>2,771</u>	<u>2,846</u>
<u>5</u>	<u>2,540</u>	<u>2,561</u>	<u>2,603</u>	<u>2,656</u>	<u>2,709</u>	<u>2,772</u>	<u>2,804</u>	<u>2,878</u>
<u>6</u>	<u>2,572</u>	<u>2,594</u>	<u>2,637</u>	<u>2,689</u>	<u>2,742</u>	<u>2,805</u>	<u>2,837</u>	<u>2,911</u>

<u>7</u>	<u>2,606</u>	<u>2,626</u>	<u>2,669</u>	<u>2,721</u>	<u>2,774</u>	<u>2,838</u>	<u>2,869</u>	<u>2,944</u>
<u>8</u>	<u>2,639</u>	<u>2,659</u>	<u>2,702</u>	<u>2,754</u>	<u>2,807</u>	<u>2,870</u>	<u>2,902</u>	<u>2,976</u>
<u>9</u>	<u>2,671</u>	<u>2,692</u>	<u>2,735</u>	<u>2,788</u>	<u>2,840</u>	<u>2,903</u>	<u>2,934</u>	<u>3,009</u>
<u>10</u>	<u>2,704</u>	<u>2,725</u>	<u>2,767</u>	<u>2,820</u>	<u>2,872</u>	<u>2,937</u>	<u>2,968</u>	<u>3,042</u>
<u>11</u>	<u>2,737</u>	<u>2,758</u>	<u>2,800</u>	<u>2,853</u>	<u>2,905</u>	<u>2,969</u>	<u>3,001</u>	<u>3,074</u>
<u>12</u>	<u>2,769</u>	<u>2,791</u>	<u>2,832</u>	<u>2,886</u>	<u>2,939</u>	<u>3,002</u>	<u>3,033</u>	<u>3,107</u>
<u>13</u>	<u>2,802</u>	<u>2,823</u>	<u>2,865</u>	<u>2,918</u>	<u>2,971</u>	<u>3,034</u>	<u>3,066</u>	<u>3,140</u>
<u>14</u>	<u>2,835</u>	<u>2,856</u>	<u>2,898</u>	<u>2,951</u>	<u>3,004</u>	<u>3,067</u>	<u>3,099</u>	<u>3,172</u>
<u>15</u>	<u>2,867</u>	<u>2,889</u>	<u>2,930</u>	<u>2,983</u>	<u>3,036</u>	<u>3,100</u>	<u>3,131</u>	<u>3,205</u>
<u>16</u>	<u>2,900</u>	<u>2,921</u>	<u>2,963</u>	<u>3,016</u>	<u>3,069</u>	<u>3,132</u>	<u>3,164</u>	<u>3,238</u>
<u>17</u>	<u>2,932</u>	<u>2,954</u>	<u>2,997</u>	<u>3,049</u>	<u>3,102</u>	<u>3,165</u>	<u>3,197</u>	<u>3,271</u>
<u>18</u>	<u>2,965</u>	<u>2,987</u>	<u>3,029</u>	<u>3,081</u>	<u>3,134</u>	<u>3,198</u>	<u>3,229</u>	<u>3,304</u>
<u>19</u>	<u>2,999</u>	<u>3,019</u>	<u>3,062</u>	<u>3,114</u>	<u>3,167</u>	<u>3,230</u>	<u>3,262</u>	<u>3,336</u>
<u>20</u>	<u>3,031</u>	<u>3,052</u>	<u>3,095</u>	<u>3,148</u>	<u>3,200</u>	<u>3,263</u>	<u>3,295</u>	<u>3,370</u>
<u>21</u>	<u>3,064</u>	<u>3,084</u>	<u>3,127</u>	<u>3,180</u>	<u>3,232</u>	<u>3,296</u>	<u>3,327</u>	<u>3,404</u>
<u>22</u>	<u>3,097</u>	<u>3,118</u>	<u>3,160</u>	<u>3,213</u>	<u>3,265</u>	<u>3,329</u>	<u>3,361</u>	<u>3,436</u>
<u>23</u>	<u>3,129</u>	<u>3,151</u>	<u>3,193</u>	<u>3,246</u>	<u>3,299</u>	<u>3,363</u>	<u>3,395</u>	<u>3,470</u>
<u>24</u>	<u>3,162</u>	<u>3,183</u>	<u>3,225</u>	<u>3,278</u>	<u>3,331</u>	<u>3,397</u>	<u>3,428</u>	<u>3,504</u>
<u>25</u>	<u>3,195</u>	<u>3,216</u>	<u>3,258</u>	<u>3,311</u>	<u>3,365</u>	<u>3,429</u>	<u>3,462</u>	<u>3,536</u>
<u>26</u>	<u>3,227</u>	<u>3,249</u>	<u>3,290</u>	<u>3,345</u>	<u>3,399</u>	<u>3,463</u>	<u>3,494</u>	<u>3,570</u>
<u>27</u>	<u>3,260</u>	<u>3,281</u>	<u>3,323</u>	<u>3,377</u>	<u>3,431</u>	<u>3,495</u>	<u>3,528</u>	<u>3,603</u>
<u>28</u>	<u>3,293</u>	<u>3,314</u>	<u>3,357</u>	<u>3,411</u>	<u>3,465</u>	<u>3,529</u>	<u>3,562</u>	<u>3,637</u>
<u>29</u>	<u>3,325</u>	<u>3,348</u>	<u>3,390</u>	<u>3,443</u>	<u>3,498</u>	<u>3,563</u>	<u>3,594</u>	<u>3,671</u>
<u>30</u>	<u>3,359</u>	<u>3,380</u>	<u>3,424</u>	<u>3,477</u>	<u>3,531</u>	<u>3,595</u>	<u>3,628</u>	<u>3,704</u>
<u>31</u>	<u>3,392</u>	<u>3,414</u>	<u>3,458</u>	<u>3,511</u>	<u>3,565</u>	<u>3,629</u>	<u>3,662</u>	<u>3,737</u>
<u>32</u>	<u>3,426</u>	<u>3,447</u>	<u>3,490</u>	<u>3,544</u>	<u>3,597</u>	<u>3,663</u>	<u>3,694</u>	<u>3,771</u>
<u>33</u>	<u>3,460</u>	<u>3,480</u>	<u>3,524</u>	<u>3,578</u>	<u>3,631</u>	<u>3,695</u>	<u>3,728</u>	<u>3,804</u>
<u>34</u>	<u>3,492</u>	<u>3,514</u>	<u>3,558</u>	<u>3,612</u>	<u>3,665</u>	<u>3,729</u>	<u>3,762</u>	<u>3,837</u>
<u>35</u>	<u>3,526</u>	<u>3,548</u>	<u>3,590</u>	<u>3,644</u>	<u>3,697</u>	<u>3,763</u>	<u>3,795</u>	<u>3,871</u>
<u>36</u>	<u>3,560</u>	<u>3,581</u>	<u>3,624</u>	<u>3,678</u>	<u>3,732</u>	<u>3,796</u>	<u>3,829</u>	<u>3,903</u>
<u>37</u>	<u>3,592</u>	<u>3,615</u>	<u>3,658</u>	<u>3,712</u>	<u>3,766</u>	<u>3,830</u>	<u>3,862</u>	<u>3,937</u>
<u>38</u>	<u>3,626</u>	<u>3,647</u>	<u>3,690</u>	<u>3,744</u>	<u>3,798</u>	<u>3,863</u>	<u>3,895</u>	<u>3,971</u>
<u>39</u>	<u>3,660</u>	<u>3,681</u>	<u>3,724</u>	<u>3,778</u>	<u>3,832</u>	<u>3,896</u>	<u>3,929</u>	<u>4,003</u>
<u>40</u>	<u>3,692</u>	<u>3,715</u>	<u>3,757</u>	<u>3,811</u>	<u>3,866</u>	<u>3,930</u>	<u>3,962</u>	<u>4,037</u>

10 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay  
 11 Scale Pay Grade in accordance with the provisions of this subsection according to their class title  
 12 and pay grade as set forth in this subdivision:

CLASS TITLE	PAY GRADE
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Accountant I	D
Accountant II	E
Accountant III	F
Accounts Payable Supervisor	G
Aide I	A
Aide II	B
Aide III	C
Aide IV	D
Aide V – Temporary Authorization	E
Aide V	F
Aide VI – Temporary Authorization	E
Aide VI	F
Audiovisual Technician	C
Auditor	G
Autism Mentor	F
Braille Specialist	E
Bus Operator	D
Buyer	F
Cabinetmaker	G
Cafeteria Manager	D
Carpenter I	E
Carpenter II	F
Chief Mechanic	G
Clerk I	B
Clerk II	C
Computer Operator	E
Cook I	A
Cook II	B
Cook III	C
Crew Leader	F
Custodian I	A
Custodian II	B
Custodian III	C
Custodian IV	D
Director or Coordinator of Services	H

Draftsman	D
Early Childhood Classroom Assistant Teacher I	E
Early Childhood Classroom Assistant Teacher II	E
Early Childhood Classroom Assistant Teacher III	F
Educational Sign Language Interpreter I	F
Educational Sign Language Interpreter II	G
Electrician I	F
Electrician II	G
Electronic Technician I	F
Electronic Technician II	G
Executive Secretary	G
Food Services Supervisor	G
Foreman	G
General Maintenance	C
Glazier	D
Graphic Artist	D
Groundsman	B
Handyman	B
Heating and Air Conditioning Mechanic I	E
Heating and Air Conditioning Mechanic II	G
Heavy Equipment Operator	E
Inventory Supervisor	D
Key Punch Operator	B
Licensed Practical Nurse	F
Locksmith	G
Lubrication Man	C
Machinist	F
Mail Clerk	D
Maintenance Clerk	C
Mason	G
Mechanic	F
Mechanic Assistant	E



Office Equipment Repairman I	F
Office Equipment Repairman II	G
Painter	E
Paraprofessional	F
Payroll Supervisor	G
Plumber I	E
Plumber II	G
Printing Operator	B
Printing Supervisor	D
Programmer	H
Roofing/Sheet Metal Mechanic	F
Sanitation Plant Operator	G
School Bus Supervisor	E
Secretary I	D
Secretary II	E
Secretary III	F
Sign Support Specialist	E
Supervisor of Maintenance	H
Supervisor of Transportation	H
Switchboard Operator-Receptionist	D
Truck Driver	D
Warehouse Clerk	C
Watchman	B
Welder	F
WVEIS Data Entry and Administrative Clerk	B

13

14 (b) An additional \$12 per month is added to the minimum monthly pay of each service  
 15 person who holds a high school diploma or its equivalent.

16 (c) An additional \$11 per month also is added to the minimum monthly pay of each service  
 17 person for each of the following:

18 (1) A service person who holds 12 college hours or comparable credit obtained in a trade  
19 or vocational school as approved by the state board;

20 (2) A service person who holds 24 college hours or comparable credit obtained in a trade  
21 or vocational school as approved by the state board;

22 (3) A service person who holds 36 college hours or comparable credit obtained in a trade  
23 or vocational school as approved by the state board;

24 (4) A service person who holds 48 college hours or comparable credit obtained in a trade  
25 or vocational school as approved by the state board;

26 (5) A service employee who holds 60 college hours or comparable credit obtained in a  
27 trade or vocational school as approved by the state board;

28 (6) A service person who holds 72 college hours or comparable credit obtained in a trade  
29 or vocational school as approved by the state board;

30 (7) A service person who holds 84 college hours or comparable credit obtained in a trade  
31 or vocational school as approved by the state board;

32 (8) A service person who holds 96 college hours or comparable credit obtained in a trade  
33 or vocational school as approved by the state board;

34 (9) A service person who holds 108 college hours or comparable credit obtained in a trade  
35 or vocational school as approved by the state board;

36 (10) A service person who holds 120 college hours or comparable credit obtained in a  
37 trade or vocational school as approved by the state board.

38 (d) An additional \$40 per month also is added to the minimum monthly pay of each service  
39 person for each of the following:

40 (1) A service person who holds an associate's degree;

41 (2) A service person who holds a bachelor's degree;

42 (3) A service person who holds a master's degree;

43 (4) A service person who holds a doctorate degree.

44 (e) An additional \$11 per month is added to the minimum monthly pay of each service  
45 person for each of the following:

46 (1) A service person who holds a bachelor's degree plus 15 college hours;

47 (2) A service person who holds a master's degree plus 15 college hours;

48 (3) A service person who holds a master's degree plus 30 college hours;

49 (4) A service person who holds a master's degree plus 45 college hours; and

50 (5) A service person who holds a master's degree plus 60 college hours.

51 (f) Each service person is paid a supplement, as set forth in §18A-4-5 of this code, of \$164  
52 per month, subject to the provisions of that section. These payments: (i) Are in addition to any  
53 amounts prescribed in the applicable State Minimum Pay Scale Pay Grade, any specific additional  
54 amounts prescribed in this section and article and any county supplement in effect in a county  
55 pursuant to §18A-4-5b of this code; (ii) are paid in equal monthly installments; and (iii) are  
56 considered a part of the state minimum salaries for service personnel.

57 (g) When any part of a school service person's daily shift of work is performed between the  
58 hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an  
59 additional \$10 per month and one half of the pay is paid with local funds.

60 (h) Any service person required to work on any legal school holiday is paid at a rate one  
61 and one-half times the person's usual hourly rate.

62 (i) Any full-time service personnel required to work in excess of their normal working day  
63 during any week which contains a school holiday for which they are paid is paid for the additional  
64 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate  
65 and paid entirely from county board funds.

66 (j) A service person may not have his or her daily work schedule changed during the school  
67 year without the employee's written consent and the person's required daily work hours may not  
68 be changed to prevent the payment of time and one-half wages or the employment of another  
69 employee.

70           (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
71 this code is no less than one seventh of the person's daily total salary for each hour the person is  
72 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
73 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
74 category of employment may be used if the alternate hourly rate of pay is approved both by the  
75 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
76 within that classification category of employment within that county: *Provided, however*, That the  
77 vote is by secret ballot if requested by a service person within that classification category within  
78 that county. The salary for any fraction of an hour the employee is involved in performing the  
79 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
80 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
81 assignment pay computed as though the person were employed on a full-day salary basis.

82           (l) The minimum pay for any service personnel engaged in the removal of asbestos  
83 material or related duties required for asbestos removal is their regular total daily rate of pay and  
84 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel supervising  
85 asbestos removal responsibilities for each hour these employees are involved in asbestos-related  
86 duties. Related duties required for asbestos removal include, but are not limited to, travel,  
87 preparation of the work site, removal of asbestos, decontamination of the work site, placing and  
88 removal of equipment and removal of structures from the site. If any member of an asbestos crew  
89 is engaged in asbestos-related duties outside of the employee's regular employment county, the  
90 daily rate of pay is no less than the minimum amount as established in the employee's regular  
91 employment county for asbestos removal and an additional \$30 per each day the employee is  
92 engaged in asbestos removal and related duties. The additional pay for asbestos removal and  
93 related duties shall be payable entirely from county funds. Before service personnel may be used  
94 in the removal of asbestos material or related duties, they shall have completed a federal  
95 Environmental Protection Act-approved training program and be licensed. The employer shall

96 provide all necessary protective equipment and maintain all records required by the  
97 Environmental Protection Act.

98 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code, an  
99 aide is considered to be exercising the authority of a supervisory aide and control over pupils if the  
100 aide is required to supervise, control, direct, monitor, escort, or render service to a child or children  
101 when not under the direct supervision of a certified professional person within the classroom,  
102 library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever supervision  
103 is required. For purposes of this section, "under the direct supervision of a certified professional  
104 person" means that certified professional person is present, with and accompanying the aide.