

1 H. B. 2496

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(By Delegates Perry, Williams and Cann)
[Introduced January 14, 2011; referred to the
Committee on Education then Finance.]

10 A BILL to amend and reenact §18A-4-8a of the Code of West Virginia,
11 1931, as amended, relating to allowing comparable credit at
12 trade or vocational schools approved by the state board to
13 count towards certain service personnel pay rates.

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

15 That §18A-4-8a of the Code of West Virginia, 1931, as amended,
16 be amended and reenacted to read as follows:

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

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

19 (a) The minimum monthly pay for each service employee whose
20 employment is for a period of more than three and one-half hours a
21 day shall be at least the amounts indicated in the state minimum
22 pay scale pay grade and the minimum monthly pay for each service
23 employee whose employment is for a period of three and one-half

1 hours or less a day shall be at least one-half the amount indicated
 2 in the state minimum pay scale pay grade set forth in this section.

3 STATE MINIMUM PAY SCALE PAY GRADE									
4 Years	PAY GRADE								
5 Exp.	A	B	C	D	E	F	G	H	
6 0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
7 1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
8 2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
9 3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
10 4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
11 5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
12 6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
13 7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	
14 8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165	
15 9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197	
16 10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229	
17 11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261	
18 12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293	
19 13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325	
20 14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357	
21 15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389	
22 16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422	
23 17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454	
24 18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486	
25 19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518	
26 20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550	
27 21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582	

1	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
2	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
3	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
4	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
5	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
6	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
7	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
8	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
9	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
10	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
11	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
12	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
13	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
14	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
15	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
16	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
17	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
18	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
19	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

20		(CLASS TITLE)	PAY GRADE	
21	Accountant I	.....		D
22	Accountant II	.....		E
23	Accountant III	.....		F
24	Accounts Payable Supervisor	.....		G
25	Aide I	.....		A
26	Aide II	.....		B

1 Aide III	C
2 Aide IV	D
3 Audiovisual Technician	C
4 Auditor	G
5 Autism Mentor	F
6 Braille or Sign Language Specialist	E
7 Bus Operator	D
8 Buyer	F
9 Cabinetmaker	G
10 Cafeteria Manager	D
11 Carpenter I	E
12 Carpenter II	F
13 Chief Mechanic	G
14 Clerk I	B
15 Clerk II.....	C
16 Computer Operator	E
17 Cook I	A
18 Cook II	B
19 Cook III	C
20 Crew Leader	F
21 Custodian I	A
22 Custodian II	B
23 Custodian III	C
24 Custodian IV	D

1	Director or Coordinator of Services	H
2	Draftsman	D
3	Electrician I	F
4	Electrician II	G
5	Electronic Technician I	F
6	Electronic Technician II	G
7	Executive Secretary	G
8	Food Services Supervisor	G
9	Foreman	G
10	General Maintenance	C
11	Glazier	D
12	Graphic Artist	D
13	Groundsman	B
14	Handyman	B
15	Heating and Air Conditioning Mechanic I	E
16	Heating and Air Conditioning Mechanic II	G
17	Heavy Equipment Operator	E
18	Inventory Supervisor	D
19	Key Punch Operator	B
20	Licensed Practical Nurse	F
21	Locksmith	G
22	Lubrication Man	C
23	Machinist	F
24	Mail Clerk	D

1	Maintenance Clerk	C
2	Mason	G
3	Mechanic	F
4	Mechanic Assistant	E
5	Office Equipment Repairman I	F
6	Office Equipment Repairman II	G
7	Painter	E
8	Paraprofessional	F
9	Payroll Supervisor	G
10	Plumber I	E
11	Plumber II	G
12	Printing Operator	B
13	Printing Supervisor	D
14	Programmer	H
15	Roofing/Sheet Metal Mechanic	F
16	Sanitation Plant Operator	G
17	School Bus Supervisor	E
18	Secretary I	D
19	Secretary II	E
20	Secretary III	F
21	Supervisor of Maintenance	H
22	Supervisor of Transportation	H
23	Switchboard Operator-Receptionist	D
24	Truck Driver	D

1	Warehouse Clerk	C
2	Watchman	B
3	Welder	F
4	WVEIS Data Entry and Administrative Clerk	B

5 (b) An additional \$12.00 per month shall be added to the
6 minimum monthly pay of each service employee who holds a high
7 school diploma or its equivalent.

8 (c) An additional \$11.00 per month also shall be added to the
9 minimum monthly pay of each service employee for each of the
10 following:

11 (1) A service employee who holds twelve college hours or
12 comparable credit obtained in a trade or vocational school as
13 approved by the state board;

14 (2) A service employee who holds twenty-four college hours or
15 comparable credit obtained in a trade or vocational school as
16 approved by the state board;

17 (3) A service employee who holds thirty-six college hours or
18 comparable credit obtained in a trade or vocational school as
19 approved by the state board;

20 (4) A service employee who holds forty-eight college hours or
21 comparable credit obtained in a trade or vocational school as
22 approved by the state board;

23 (5) A service employee who holds sixty college hours or
24 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

2 (6) A service employee who holds seventy-two college hours or
3 comparable credit obtained in a trade or vocational school as
4 approved by the state board;

5 (7) A service employee who holds eighty-four college hours or
6 comparable credit obtained in a trade or vocational school as
7 approved by the state board;

8 (8) A service employee who holds ninety-six college hours or
9 comparable credit obtained in a trade or vocational school as
10 approved by the state board;

11 (9) A service employee who holds one hundred eight college
12 hours or comparable credit obtained in a trade or vocational school
13 as approved by the state board;

14 (10) A service employee who holds one hundred twenty college
15 hours or comparable credit obtained in a trade or vocational school
16 as approved by the state board;

17 (d) An additional \$40.00 per month also shall be added to the
18 minimum monthly pay of each service employee for each of the
19 following:

20 (1) A service employee who holds an associate's degree or
21 comparable credit obtained in a trade or vocational school as
22 approved by the state board;

23 (2) A service employee who holds a bachelor's degree or
24 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

2 (3) A service employee who holds a master's degree or
3 comparable credit obtained in a trade or vocational school as
4 approved by the state board;

5 (4) A service employee who holds a doctorate degree or
6 comparable credit obtained in a trade or vocational school as
7 approved by the state board.

8 (e) An additional \$11.00 per month shall be added to the
9 minimum monthly pay of each service employee for each of the
10 following:

11 (1) A service employee who holds a bachelor's degree plus
12 fifteen college hours;

13 (2) A service employee who holds a master's degree plus
14 fifteen college hours;

15 (3) A service employee who holds a master's degree plus thirty
16 college hours;

17 (4) A service employee who holds a master's degree plus forty-
18 five college hours; and

19 (5) A service employee who holds a master's degree plus sixty
20 college hours.

21 (f) When any part of a school service employee's daily shift
22 of work is performed between the hours of six o'clock p.m. and
23 five o'clock a.m. the following day, the employee shall be paid no
24 less than an additional \$10.00 per month and one half of the pay

1 shall be paid with local funds.

2 (g) Any service employee required to work on any legal school
3 holiday shall be paid at a rate one and one-half times the
4 employee's usual hourly rate.

5 (h) Any full-time service personnel required to work in excess
6 of their normal working day during any week which contains a school
7 holiday for which they are paid shall be paid for the additional
8 hours or fraction of the additional hours at a rate of one and one-
9 half times their usual hourly rate and paid entirely from county
10 board funds.

11 (i) No service employee may have his or her daily work
12 schedule changed during the school year without the employee's
13 written consent and the employee's required daily work hours may
14 not be changed to prevent the payment of time and one-half wages or
15 the employment of another employee.

16 (j) The minimum hourly rate of pay for extra duty assignments
17 as defined in section eight-b of this article shall be no less than
18 one seventh of the employee's daily total salary for each hour the
19 employee is involved in performing the assignment and paid entirely
20 from local funds: *Provided*, That an alternative minimum hourly
21 rate of pay for performing extra duty assignments within a
22 particular category of employment may be used if the alternate
23 hourly rate of pay is approved both by the county board and by the
24 affirmative vote of a two-thirds majority of the regular full-time

1 employees within that classification category of employment within
2 that county: *Provided, however,* That the vote shall be by secret
3 ballot if requested by a service personnel employee within that
4 classification category within that county. The salary for any
5 fraction of an hour the employee is involved in performing the
6 assignment shall be prorated accordingly. When performing extra
7 duty assignments, employees who are regularly employed on a one-
8 half day salary basis shall receive the same hourly extra duty
9 assignment pay computed as though the employee were employed on a
10 full-day salary basis.

11 (k) The minimum pay for any service personnel employees
12 engaged in the removal of asbestos material or related duties
13 required for asbestos removal shall be their regular total daily
14 rate of pay and no less than an additional three dollars per hour
15 or no less than five dollars per hour for service personnel
16 supervising asbestos removal responsibilities for each hour these
17 employees are involved in asbestos related duties. Related duties
18 required for asbestos removal include, but are not limited to,
19 travel, preparation of the work site, removal of asbestos
20 decontamination of the work site, placing and removal of equipment
21 and removal of structures from the site. If any member of an
22 asbestos crew is engaged in asbestos related duties outside of the
23 employee's regular employment county, the daily rate of pay shall
24 be no less than the minimum amount as established in the employee's

1 regular employment county for asbestos removal and an additional
2 \$30.00 per each day the employee is engaged in asbestos removal and
3 related duties. The additional pay for asbestos removal and
4 related duties shall be payable entirely from county funds. Before
5 service personnel employees may be used in the removal of asbestos
6 material or related duties, they shall have completed a federal
7 Environmental Protection Act approved training program and be
8 licensed. The employer shall provide all necessary protective
9 equipment and maintain all records required by the Environmental
10 Protection Act.

11 (1) For the purpose of qualifying for additional pay as
12 provided in section eight, article five of this chapter, an aide
13 shall be considered to be exercising the authority of a supervisory
14 aide and control over pupils if the aide is required to supervise,
15 control, direct, monitor, escort or render service to a child or
16 children when not under the direct supervision of certified
17 professional personnel within the classroom, library, hallway,
18 lunchroom, gymnasium, school building, school grounds or wherever
19 supervision is required. For purposes of this section, "under the
20 direct supervision of certified professional personnel" means that
21 certified professional personnel is present, with and accompanying
22 the aide.

NOTE: The purpose of this bill is to add language to make section consistent with previous amendments that allows comparable credit at trade or vocational schools approved by the state board to count towards certain service personnel pay rates.

Strike-throughs indicate language that would be stricken from the present law, and underscoring indicates new language that would be added.