

1 **CHAPTER 6. GENERAL PROVISIONS RESPECTING OFFICERS.**

2 **ARTICLE 7. COMPENSATION AND ALLOWANCES.**

3 **§6-7-2a. Terms of certain appointive state officers; appointment;**
4 **qualifications; powers and salaries of such officers.**

5 (a) Each of the following appointive state officers named in
6 this subsection shall be appointed by the Governor, by and with the
7 advice and consent of the Senate. Each of the appointive state
8 officers serves at the will and pleasure of the Governor for the
9 term for which the Governor was elected and until the respective
10 state officers' successors have been appointed and qualified. Each
11 of the appointive state officers are subject to the existing
12 qualifications for holding each respective office and each has and
13 is hereby granted all of the powers and authority and shall perform
14 all of the functions and services heretofore vested in and
15 performed by virtue of existing law respecting each office.

16 Prior to July 1, 2006, each such named appointive state
17 officer shall continue to receive the annual salaries they were
18 receiving as of the effective date of the enactment of this section
19 in 2006 and thereafter, notwithstanding any other provision of this
20 code to the contrary, the annual salary of each named appointive
21 state officer shall be as follows:

22 Commissioner, Division of Highways, \$92,500; Commissioner,
23 Division of Corrections, \$80,000; Director, Division of Natural
24 Resources, \$75,000; Superintendent, State Police, \$85,000;
25 Commissioner, Division of Banking, \$75,000; Commissioner, Division

1 of Culture and History, \$65,000; Commissioner, Alcohol Beverage
2 Control Commission, \$75,000; Commissioner, Division of Motor
3 Vehicles, \$75,000; Chairman, Health Care Authority, \$80,000;
4 members, Health Care Authority, \$75,000; Director, Human Rights
5 Commission, \$55,000; Commissioner, Division of Labor, \$70,000;
6 Director, Division of Veterans' Affairs, \$65,000; Chairperson,
7 Board of Parole, \$55,000; members, Board of Parole, \$50,000;
8 members, Employment Security Review Board, \$17,000; and
9 Commissioner, Bureau of Employment Programs, \$75,000. Secretaries
10 of the departments shall be paid an annual salary as follows:
11 Health and Human Resources, \$95,000; Transportation, \$95,000:
12 *Provided*, That if the same person is serving as both the Secretary
13 of Transportation and the Commissioner of Highways, he or she shall
14 be paid \$120,000; Revenue, \$95,000; Military Affairs and Public
15 Safety, \$95,000; Administration, \$95,000; Education and the Arts,
16 \$95,000; Commerce, \$95,000; and Environmental Protection, \$95,000:
17 *Provided, however*, That any increase in the salary of any current
18 appointive state officer named in this subsection pursuant to the
19 reenactment of this subsection during the regular session of the
20 Legislature in 2006 that exceeds \$5,000 shall be paid to such
21 officer or his or her successor beginning on July 1, 2006, in
22 annual increments of \$5,000 per fiscal year, up to the maximum
23 salary provided in this subsection: *Provided further*, That if the
24 same person is serving as both the Secretary of Transportation and
25 the Commissioner of Highways, then the annual increments of \$5,000
26 per fiscal year do not apply.

1 (b) Each of the state officers named in this subsection shall
2 continue to be appointed in the manner prescribed in this code and,
3 prior to July 1, 2006, each of the state officers named in this
4 subsection shall continue to receive the annual salaries he or she
5 was receiving as of the effective date of the enactment of this
6 section in 2006 and shall thereafter, notwithstanding any other
7 provision of this code to the contrary, be paid an annual salary as
8 follows:

9 Director, Board of Risk and Insurance Management, \$80,000;
10 Director, Division of Rehabilitation Services, \$70,000; Director,
11 Division of Personnel, \$70,000; Executive Director, Educational
12 Broadcasting Authority, \$75,000; Secretary, Library Commission,
13 \$72,000; Director, Geological and Economic Survey, \$75,000;
14 Executive Director, Prosecuting Attorneys Institute, \$70,000;
15 Executive Director, Public Defender Services, \$70,000;
16 Commissioner, Bureau of Senior Services, \$75,000; Director, State
17 Rail Authority, \$65,000; Executive Director, Women's Commission,
18 \$55,000; Director, Hospital Finance Authority, \$35,000; member,
19 Racing Commission, \$12,000; Chairman, Public Service Commission,
20 \$85,000; members, Public Service Commission, \$85,000; Director,
21 Division of Forestry, \$75,000; Director, Division of Juvenile
22 Services, \$80,000; and Executive Director, Regional Jail and
23 Correctional Facility Authority, \$80,000: *Provided*, That any
24 increase in the salary of any current appointive state officer
25 named in this subsection pursuant to the reenactment of this
26 subsection during the regular session of the Legislature in 2006

1 that exceeds \$5,000 shall be paid to such officer or his or her
2 successor beginning on July 1, 2006, in annual increments of \$5,000
3 per fiscal year, up to the maximum salary provided in this
4 subsection.

5 (c) Each of the following appointive state officers named in
6 this subsection shall be appointed by the Governor, by and with the
7 advice and consent of the Senate. Each of the appointive state
8 officers serves at the will and pleasure of the Governor for the
9 term for which the Governor was elected and until the respective
10 state officers' successors have been appointed and qualified. Each
11 of the appointive state officers are subject to the existing
12 qualifications for holding each respective office and each has and
13 is hereby granted all of the powers and authority and shall perform
14 all of the functions and services heretofore vested in and
15 performed by virtue of existing law respecting each office.

16 Prior to July 1, 2006, each such named appointive state
17 officer shall continue to receive the annual salaries they were
18 receiving as of the effective date of the enactment of this section
19 in 2006 and thereafter, notwithstanding any other provision of this
20 code to the contrary, the annual salary of each named appointive
21 state officer shall be as follows:

22 Commissioner, State Tax Division, \$92,500; Commissioner,
23 Insurance Commission, \$92,500; Director, Lottery Commission,
24 \$92,500; Director, Division of Homeland Security and Emergency
25 Management, \$65,000; and Adjutant General, ~~\$92,500~~ \$125,000.

26 (d) No increase in the salary of any appointive state officer

1 pursuant to this section shall be paid until and unless the
2 appointive state officer has first filed with the State Auditor and
3 the Legislative Auditor a sworn statement, on a form to be
4 prescribed by the Attorney General, certifying that his or her
5 spending unit is in compliance with any general law providing for
6 a salary increase for his or her employees. The Attorney General
7 shall prepare and distribute the form to the affected spending
8 units.

9 **CHAPTER 15. PUBLIC SAFETY.**

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

11 **§15-2-5. Career progression system; salaries; exclusion from wages
12 and hour law, with supplemental payment; bond; leave
13 time for members called to duty in guard or reserves.**

14 (a) The superintendent shall establish within the West
15 Virginia State Police a system to provide for: The promotion of
16 members to the supervisory ranks of sergeant, first sergeant,
17 second lieutenant and first lieutenant; the classification of
18 nonsupervisory members within the field operations force to the
19 ranks of trooper, senior trooper, trooper first class or corporal;
20 the classification of members assigned to the forensic laboratory
21 as criminalist ~~I-VII~~ I-VIII; and the temporary reclassification of
22 members assigned to administrative duties as administrative support
23 specialist I-VIII.

24 (b) The superintendent may propose legislative rules for
25 promulgation in accordance with article three, chapter

1 twenty-nine-a of this code for the purpose of ensuring consistency,
2 predictability and independent review of any system developed under
3 the provisions of this section.

4 (c) The superintendent shall provide to each member a written
5 manual governing any system established under the provisions of
6 this section and specific procedures shall be identified for the
7 evaluation and testing of members for promotion or reclassification
8 and the subsequent placement of any members on a promotional
9 eligibility or reclassification recommendation list.

10 (d) ~~Beginning July 1, 2007 until and including June 30, 2008~~
11 ~~members shall receive annual salaries as follows:~~

12 ~~**ANNUAL SALARY SCHEDULE (BASE PAY)**~~

13 ~~**SUPERVISORY AND NONSUPERVISORY RANKS**~~

14	Cadet During Training..	2,550.50 Mo.	\$30,606
15	Cadet Trooper After Training.	3,138.17 Mo.	37,658
16	Trooper Second Year..		39,122
17	Trooper Third Year.		39,494
18	Senior Trooper.		39,882
19	Trooper First Class..		40,470
20	Corporal.		41,058
21	Sergeant		45,234
22	First Sergeant.		47,322
23	Second Lieutenant..		49,410
24	First Lieutenant.		51,498
25	Captain..		53,586
26	Major..		55,674

1 Lieutenant Colonel. 57,762

2 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

3 ~~ADMINISTRATION SUPPORT~~

4 ~~SPECIALIST CLASSIFICATION~~

5 I. \$39,494

6 II. 39,882

7 III. 40,470

8 IV. 41,058

9 V. 45,234

10 VI. 47,322

11 VII. 49,410

12 VIII. 51,498

13 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

14 ~~CRIMINALIST CLASSIFICATION~~

15 I. \$39,494

16 II. 39,882

17 III. 40,470

18 IV. 41,058

19 V. 45,244

20 VI. 47,322

21 VII. 49,410

22 VIII. 51,498

23 Beginning on July 1, 2008, ~~and continuing thereafter~~ through
24 June 30, 2011, members shall receive annual salaries as follows:

25 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

SUPERVISORY AND NONSUPERVISORY RANKS

1			
2	Cadet During Training..	\$ 2,752 Mo.	\$ 33,024
3	Cadet Trooper After Training.	3,357.33 Mo.	40,288
4	Trooper Second Year..		41,296
5	Trooper Third Year.		41,679
6	Senior Trooper.		42,078
7	Trooper First Class..		42,684
8	Corporal.		43,290
9	Sergeant.		47,591
10	First Sergeant.		49,742
11	Second Lieutenant..		51,892
12	First Lieutenant.		54,043
13	Captain..		56,194
14	Major..		58,344
15	Lieutenant Colonel.		60,495

ANNUAL SALARY SCHEDULE (BASE PAY)

ADMINISTRATION SUPPORT

SPECIALIST CLASSIFICATION

19	I..	\$ 41,679
20	II	42,078
21	III.. . . .	42,684
22	IV	43,290
23	V..	47,591
24	VI	49,742
25	VII.. . . .	51,892

1	<u>First Lieutenant.</u>	<u>55,124</u>
2	<u>Captain..</u>	<u>57,318</u>
3	<u>Major..</u>	<u>59,511</u>
4	<u>Lieutenant Colonel.</u>	<u>61,705</u>

ANNUAL SALARY SCHEDULE (BASE PAY)

ADMINISTRATION SUPPORT

SPECIALIST CLASSIFICATION

9	<u>I..</u>	<u>42,513</u>
10	<u>II</u>	<u>42,920</u>
11	<u>III..</u>	<u>43,538</u>
12	<u>IV</u>	<u>44,156</u>
13	<u>V..</u>	<u>48,543</u>
14	<u>VI</u>	<u>50,737</u>
15	<u>VII..</u>	<u>52,930</u>
16	<u>VIII</u>	<u>55,124</u>

ANNUAL SALARY SCHEDULE (BASE PAY)

CRIMINALIST CLASSIFICATION

19	<u>I..</u>	<u>42,513</u>
20	<u>II</u>	<u>42,920</u>
21	<u>III..</u>	<u>43,538</u>
22	<u>IV</u>	<u>44,156</u>
23	<u>V..</u>	<u>48,543</u>
24	<u>VI</u>	<u>50,737</u>
25	<u>VII..</u>	<u>52,930</u>

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

7 (e) Each member of the West Virginia State Police whose salary
8 is fixed and specified pursuant to this section shall receive, and
9 is entitled to, an increase in salary over that set forth in
10 subsection (d) of this section for grade in rank, based on length
11 of service, including that service served before and after the
12 effective date of this section with the West Virginia State Police
13 as follows: At the end of two years of service with the West
14 Virginia State Police, the member shall receive a salary increase
15 of \$400 to be effective during his or her next year of service and
16 a like increase at yearly intervals thereafter, with the increases
17 to be cumulative.

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

24 (g) The Legislature finds and declares that because of the
25 unique duties of members of the West Virginia State Police, it is
26 not appropriate to apply the provisions of state wage and hour laws

1 to them. Accordingly, members of the West Virginia State Police
2 are excluded from the provisions of state wage and hour law. This
3 express exclusion shall not be construed as any indication that the
4 members were or were not covered by the wage and hour law prior to
5 this exclusion.

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

12 The authority of the superintendent to propose a legislative
13 rule or amendment thereto for promulgation in accordance with
14 article three, chapter twenty-nine-a of this code to establish the
15 number of hours per month which constitute the standard work month
16 for the members of the West Virginia State Police is hereby
17 continued. The rule shall further establish, on a graduated hourly
18 basis, the criteria for receipt of a portion or all of supplemental
19 payment when hours are worked in excess of the standard work month.
20 The superintendent shall certify monthly to the West Virginia State
21 Police's payroll officer the names of those members who have worked
22 in excess of the standard work month and the amount of their
23 entitlement to supplemental payment. The supplemental payment may
24 not exceed \$236 monthly. The superintendent and civilian employees
25 of the West Virginia State Police are not eligible for any
26 supplemental payments.

1 (h) Each member of the West Virginia State Police, except the
2 superintendent and civilian employees, shall execute, before
3 entering upon the discharge of his or her duties, a bond with
4 security in the sum of \$5,000 payable to the State of West
5 Virginia, conditioned upon the faithful performance of his or her
6 duties, and the bond shall be approved as to form by the Attorney
7 General and as to sufficiency by the Governor. (i) In consideration
8 for compensation paid by the West Virginia State Police to its
9 members during those members' participation in the West Virginia
10 State Police Cadet Training Program pursuant to section eight,
11 article twenty-nine, chapter thirty of this code, the West Virginia
12 State Police may require of its members by written agreement
13 entered into with each of them in advance of such participation in
14 the program that, if a member should voluntarily discontinue
15 employment any time within one year immediately following
16 completion of the training program, he or she shall be obligated to
17 pay to the West Virginia State Police a pro rata portion of such
18 compensation equal to that part of such year which the member has
19 chosen not to remain in the employ of the West Virginia State
20 Police.

21 (i) Any member of the West Virginia State Police who is called
22 to perform active duty training or inactive duty training in the
23 National Guard or any reserve component of the armed forces of the
24 United States annually shall be granted, upon request, leave time
25 not to exceed thirty calendar days for the purpose of performing
26 the active duty training or inactive duty training and the time

1 granted may not be deducted from any leave accumulated as a member
2 of the West Virginia State Police.

3 **CHAPTER 18A. SCHOOL PERSONNEL.**

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

5 **§18A-4-2. State minimum salaries for teachers.**

6 (a) ~~Effective July 1, 2007, through June 30, 2008, each~~
7 ~~teacher shall receive the amount prescribed in the 2007-08 State~~
8 ~~Minimum Salary Schedule as set forth in this section, specific~~
9 ~~additional amounts prescribed in this section or article and any~~
10 ~~county supplement in effect in a county pursuant to section five-a~~
11 ~~of this article during the contract year.~~

12 Effective July 1, 2008, through June 30, 2011, and
13 ~~thereafter,~~ each teacher shall receive the amount prescribed in
14 the 2008-09 State Minimum Salary Schedule as set forth in this
15 section, specific additional amounts prescribed in this section or
16 article and any county supplement in effect in a county pursuant
17 to section five-a of this article during the contract year.

18 Beginning July 1, 2011, and continuing thereafter, each
19 teacher shall receive the amount prescribed in the 2011-12 State
20 Minimum Salary Schedule as set forth in this section, specific
21 additional amounts prescribed in this section or article and any
22 county supplement in effect in a county pursuant to section five-a
23 of this article during the contract year.

~~2007-08 STATE MINIMUM SALARY SCHEDULE~~

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Years	4th	3rd	2nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doctor
Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	ate
0	24,051	24,711	24,975	26,227	26,988	28,755	29,516	30,277	31,038	32,073
1	24,379	25,039	25,303	26,745	27,506	29,274	30,035	30,795	31,556	32,591
2	24,708	25,367	25,631	27,264	28,025	29,792	30,553	31,314	32,075	33,110
3	25,036	25,695	25,959	27,783	28,543	30,311	31,072	31,832	32,593	33,628
4	25,608	26,267	26,531	28,545	29,306	31,074	31,835	32,595	33,356	34,391
5	25,936	26,595	26,859	29,064	29,825	31,592	32,353	33,114	33,875	34,910
6	26,264	26,923	27,187	29,582	30,343	32,111	32,872	33,632	34,393	35,428
7	26,592	27,252	27,515	30,101	30,862	32,629	33,390	34,151	34,912	35,947
8	26,920	27,580	27,844	30,619	31,380	33,148	33,909	34,669	35,430	36,465
9	27,248	27,908	28,172	31,138	31,899	33,666	34,427	35,188	35,949	36,984
10	27,577	28,236	28,500	31,657	32,417	34,185	34,946	35,706	36,467	37,502
11	27,905	28,564	28,828	32,175	32,936	34,704	35,464	36,225	36,986	38,021
12	28,233	28,892	29,156	32,694	33,454	35,222	35,983	36,744	37,504	38,539
13	28,561	29,220	29,484	33,212	33,973	35,741	36,501	37,262	38,023	39,058
14	28,561	29,548	29,812	33,731	34,491	36,259	37,020	37,781	38,541	39,576
15	28,561	29,876	30,140	34,249	35,010	36,778	37,538	38,299	39,060	40,095
16	28,561	29,876	30,468	34,768	35,528	37,296	38,057	38,818	39,578	40,613
17	28,561	29,876	30,796	35,286	36,047	37,815	38,575	39,336	40,097	41,132
18	28,561	29,876	30,796	35,805	36,566	38,333	39,094	39,855	40,615	41,650
19	28,561	29,876	30,796	36,323	37,084	38,852	39,613	40,373	41,134	42,169
20	28,561	29,876	30,796	36,842	37,603	39,370	40,131	40,892	41,653	42,688

1	21	28,561	29,876	30,796	36,842	37,603	39,889	40,650	41,410	42,171	43,206
2	22	28,561	29,876	30,796	36,842	37,603	40,407	41,168	41,929	42,690	43,725
3	23	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,447	43,208	44,243
4	24	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,966	43,727	44,762
5	25	28,561	29,876	30,796	36,842	37,603	40,926	41,687	43,484	44,245	45,280
6	26	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
7	27	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
8	28	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
9	29	28,889	30,204	31,125	37,360	38,121	41,445	42,205	44,522	45,282	46,317
10	30	29,217	30,533	31,453	37,879	38,640	41,963	42,724	45,040	45,801	46,836
11	31	29,545	30,861	31,781	38,397	39,158	42,482	43,242	45,559	46,319	47,354
12	32	29,873	31,189	32,109	38,916	39,677	43,000	43,761	46,077	46,838	47,873
13	33	30,201	31,517	32,437	39,435	40,195	43,519	44,279	46,596	47,356	48,391
14	34	30,529	31,845	32,765	39,953	40,714	44,037	44,798	47,114	47,875	48,910
15	35	30,857	32,173	33,093	40,472	41,232	44,556	45,316	47,633	48,393	49,428

2008-09 STATE MINIMUM SALARY SCHEDULE

17	18	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
19	20	Years	4th	3rd	2nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doc-
21	22	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
22	0		25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
23	1		25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
24	2		26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
25	3		26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
26	4		27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
27	5		27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
28	6		27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
29	7		28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547

1	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
2	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
3	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
4	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
5	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
6	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
7	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
8	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
9	16	31,145	31,804	32,068	36,369	37,129	38,897	39,658	40,419	41,179	42,214
								<u>39,658</u>			
10	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
11	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
12	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
13	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
14	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
15	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
16	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
17	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
18	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
19	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
20	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
21	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
22	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
23	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
24	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
25	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
26	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
27	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
28	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

2011-12 STATE MINIMUM SALARY SCHEDULE

31	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
32	Years	4th	3rd	2nd				M.A.		M.A.	Doc-
33	Exp.				A.B.	A.B. +15	M.A.	+15	M.A. +30	+45	torate
34	<u>0</u>	<u>26,917</u>	<u>27,606</u>	<u>27,872</u>	<u>29,315</u>	<u>30,076</u>	<u>31,843</u>	<u>32,604</u>	<u>33,365</u>	<u>34,126</u>	<u>35,161</u>

1	<u>1</u>	<u>27,245</u>	<u>27,934</u>	<u>28,200</u>	<u>29,833</u>	<u>30,594</u>	<u>32,362</u>	<u>33,123</u>	<u>33,883</u>	<u>34,644</u>	<u>35,679</u>
2	<u>2</u>	<u>27,574</u>	<u>28,262</u>	<u>28,528</u>	<u>30,352</u>	<u>31,113</u>	<u>32,880</u>	<u>33,641</u>	<u>34,402</u>	<u>35,163</u>	<u>36,198</u>
3	<u>3</u>	<u>27,902</u>	<u>28,590</u>	<u>28,856</u>	<u>30,871</u>	<u>31,631</u>	<u>33,399</u>	<u>34,160</u>	<u>34,920</u>	<u>35,681</u>	<u>36,716</u>
4	<u>4</u>	<u>28,474</u>	<u>29,162</u>	<u>29,428</u>	<u>31,633</u>	<u>32,394</u>	<u>34,162</u>	<u>34,923</u>	<u>35,683</u>	<u>36,444</u>	<u>37,479</u>
5	<u>5</u>	<u>28,802</u>	<u>29,490</u>	<u>29,756</u>	<u>32,152</u>	<u>32,913</u>	<u>34,680</u>	<u>35,441</u>	<u>36,202</u>	<u>36,963</u>	<u>37,998</u>
6	<u>6</u>	<u>29,130</u>	<u>29,818</u>	<u>30,084</u>	<u>32,670</u>	<u>33,431</u>	<u>35,199</u>	<u>35,960</u>	<u>36,720</u>	<u>37,481</u>	<u>38,516</u>
7	<u>7</u>	<u>29,458</u>	<u>30,147</u>	<u>30,412</u>	<u>33,189</u>	<u>33,950</u>	<u>35,717</u>	<u>36,478</u>	<u>37,239</u>	<u>38,000</u>	<u>39,035</u>
8	<u>8</u>	<u>29,786</u>	<u>30,475</u>	<u>30,741</u>	<u>33,707</u>	<u>34,468</u>	<u>36,236</u>	<u>36,997</u>	<u>37,757</u>	<u>38,518</u>	<u>39,553</u>
9	<u>9</u>	<u>30,114</u>	<u>30,803</u>	<u>31,069</u>	<u>34,226</u>	<u>34,987</u>	<u>36,754</u>	<u>37,515</u>	<u>38,276</u>	<u>39,037</u>	<u>40,072</u>
10	<u>10</u>	<u>30,443</u>	<u>31,131</u>	<u>31,397</u>	<u>34,746</u>	<u>35,506</u>	<u>37,274</u>	<u>38,035</u>	<u>38,796</u>	<u>39,556</u>	<u>40,591</u>
11	<u>11</u>	<u>30,771</u>	<u>31,459</u>	<u>31,725</u>	<u>35,264</u>	<u>36,025</u>	<u>37,793</u>	<u>38,553</u>	<u>39,314</u>	<u>40,075</u>	<u>41,110</u>
12	<u>12</u>	<u>31,099</u>	<u>31,787</u>	<u>32,053</u>	<u>35,783</u>	<u>36,543</u>	<u>38,311</u>	<u>39,072</u>	<u>39,833</u>	<u>40,593</u>	<u>41,628</u>
13	<u>13</u>	<u>31,427</u>	<u>32,115</u>	<u>32,381</u>	<u>36,301</u>	<u>37,062</u>	<u>38,830</u>	<u>39,590</u>	<u>40,351</u>	<u>41,112</u>	<u>42,147</u>
14	<u>14</u>	<u>31,755</u>	<u>32,443</u>	<u>32,709</u>	<u>36,820</u>	<u>37,580</u>	<u>39,348</u>	<u>40,109</u>	<u>40,870</u>	<u>41,630</u>	<u>42,665</u>
15	<u>15</u>	<u>32,083</u>	<u>32,771</u>	<u>33,037</u>	<u>37,338</u>	<u>38,099</u>	<u>39,867</u>	<u>40,627</u>	<u>41,388</u>	<u>42,149</u>	<u>43,184</u>
16	<u>16</u>	<u>32,411</u>	<u>33,099</u>	<u>33,365</u>	<u>37,857</u>	<u>38,617</u>	<u>40,385</u>	<u>41,146</u>	<u>41,907</u>	<u>42,667</u>	<u>43,702</u>
17	<u>17</u>	<u>32,739</u>	<u>33,428</u>	<u>33,693</u>	<u>38,375</u>	<u>39,136</u>	<u>40,904</u>	<u>41,665</u>	<u>42,425</u>	<u>43,186</u>	<u>44,221</u>
18	<u>18</u>	<u>33,067</u>	<u>33,756</u>	<u>34,022</u>	<u>38,894</u>	<u>39,655</u>	<u>41,422</u>	<u>42,183</u>	<u>42,944</u>	<u>43,705</u>	<u>44,740</u>
19	<u>19</u>	<u>33,395</u>	<u>34,084</u>	<u>34,350</u>	<u>39,412</u>	<u>40,173</u>	<u>41,941</u>	<u>42,702</u>	<u>43,462</u>	<u>44,223</u>	<u>45,258</u>
20	<u>20</u>	<u>33,723</u>	<u>34,412</u>	<u>34,678</u>	<u>39,931</u>	<u>40,692</u>	<u>42,459</u>	<u>43,220</u>	<u>3,981</u>	<u>44,742</u>	<u>45,777</u>
21	<u>21</u>	<u>34,052</u>	<u>34,740</u>	<u>35,006</u>	<u>40,449</u>	<u>41,210</u>	<u>42,978</u>	<u>43,739</u>	<u>44,499</u>	<u>45,260</u>	<u>46,295</u>
22	<u>22</u>	<u>34,380</u>	<u>35,068</u>	<u>35,334</u>	<u>40,968</u>	<u>41,729</u>	<u>43,496</u>	<u>44,257</u>	<u>45,018</u>	<u>45,779</u>	<u>46,814</u>
23	<u>23</u>	<u>34,708</u>	<u>35,396</u>	<u>35,662</u>	<u>41,487</u>	<u>42,247</u>	<u>44,015</u>	<u>44,776</u>	<u>45,536</u>	<u>46,297</u>	<u>47,332</u>
24	<u>24</u>	<u>35,036</u>	<u>35,724</u>	<u>35,990</u>	<u>42,005</u>	<u>42,766</u>	<u>44,534</u>	<u>45,294</u>	<u>46,055</u>	<u>46,816</u>	<u>47,851</u>
25	<u>25</u>	<u>35,364</u>	<u>36,052</u>	<u>36,318</u>	<u>42,524</u>	<u>43,284</u>	<u>45,052</u>	<u>45,813</u>	<u>46,574</u>	<u>47,334</u>	<u>48,369</u>
26	<u>26</u>	<u>35,692</u>	<u>36,380</u>	<u>36,646</u>	<u>43,042</u>	<u>43,803</u>	<u>45,571</u>	<u>46,331</u>	<u>47,092</u>	<u>47,853</u>	<u>48,888</u>
27	<u>27</u>	<u>36,020</u>	<u>36,708</u>	<u>36,974</u>	<u>43,561</u>	<u>44,321</u>	<u>46,089</u>	<u>46,850</u>	<u>47,611</u>	<u>48,371</u>	<u>49,406</u>
28	<u>28</u>	<u>36,348</u>	<u>37,037</u>	<u>37,302</u>	<u>44,079</u>	<u>44,840</u>	<u>46,608</u>	<u>47,368</u>	<u>48,129</u>	<u>48,890</u>	<u>49,925</u>
29	<u>29</u>	<u>36,676</u>	<u>37,365</u>	<u>37,631</u>	<u>44,598</u>	<u>45,358</u>	<u>47,126</u>	<u>47,887</u>	<u>48,648</u>	<u>49,408</u>	<u>50,443</u>
30	<u>30</u>	<u>37,004</u>	<u>37,693</u>	<u>37,959</u>	<u>45,116</u>	<u>45,877</u>	<u>47,645</u>	<u>48,405</u>	<u>49,166</u>	<u>49,927</u>	<u>50,962</u>
31	<u>31</u>	<u>37,333</u>	<u>38,021</u>	<u>38,287</u>	<u>45,635</u>	<u>46,396</u>	<u>48,163</u>	<u>48,924</u>	<u>49,685</u>	<u>50,445</u>	<u>51,480</u>
32	<u>32</u>	<u>37,661</u>	<u>38,349</u>	<u>38,615</u>	<u>46,153</u>	<u>46,914</u>	<u>48,682</u>	<u>49,443</u>	<u>50,203</u>	<u>50,964</u>	<u>51,999</u>
33	<u>33</u>	<u>37,989</u>	<u>38,677</u>	<u>38,943</u>	<u>46,672</u>	<u>47,433</u>	<u>49,200</u>	<u>49,961</u>	<u>50,722</u>	<u>51,483</u>	<u>52,518</u>
34	<u>34</u>	<u>38,317</u>	<u>39,005</u>	<u>39,271</u>	<u>47,190</u>	<u>47,951</u>	<u>49,719</u>	<u>50,480</u>	<u>51,240</u>	<u>52,001</u>	<u>53,036</u>
35	<u>35</u>	<u>38,645</u>	<u>39,333</u>	<u>39,599</u>	<u>47,709</u>	<u>48,470</u>	<u>50,237</u>	<u>50,998</u>	<u>51,759</u>	<u>52,520</u>	<u>53,555</u>

36

1 (b) Six hundred dollars shall be paid annually to each
2 classroom teacher who has at least twenty years of teaching
3 experience. The payments: (i) Shall be in addition to any amounts
4 prescribed in the applicable state minimum salary schedule; (ii)
5 shall be paid in equal monthly installments; and (iii) shall be
6 considered a part of the state minimum salaries for teachers.

7 **§18A-4-5. Salary equity among the counties; state salary**
8 **supplement.**

9 (a) For the purposes of this section, salary equity among the
10 counties means that the salary potential of school employees
11 employed by the various districts throughout the state does not
12 differ by greater than ten percent between those offering the
13 highest salaries and those offering the lowest salaries. In the
14 case of professional educators, the difference shall be calculated
15 utilizing the average of the professional educator salary
16 schedules, degree classifications B.A. through doctorate and the
17 years of experience provided for in the most recent state minimum
18 salary schedule for teachers, in effect in the five counties
19 offering the highest salary schedules compared to the lowest salary
20 schedule in effect among the fifty-five counties. In the case of
21 school service personnel, the difference shall be calculated
22 utilizing the average of the school service personnel salary
23 schedules, pay grades "A" through "H" and the years of experience
24 provided for in the most recent state minimum pay scale pay grade
25 for service personnel, in effect in the five counties offering the
26 highest salary schedules compared to the lowest salary schedule in

1 effect among the fifty-five counties. Effective July 1, 2013, for
2 both professional educators and school service personnel, the
3 differences shall be calculated as otherwise required by this
4 subsection except that the ten counties offering the highest salary
5 schedules shall be compared to the lowest salary schedule in effect
6 among the fifty-five counties.

7 ~~For the school year beginning July 1, 1994, and thereafter, in~~
8 ~~the counties that jointly support a multicounty vocational school,~~
9 ~~salary equity funding shall be distributed to nonfiscal agent~~
10 ~~counties based on: (1) Calculating the amount of salary equity~~
11 ~~funding each nonfiscal agent county would receive for the employees~~
12 ~~for which it is charged in the public school support program, as~~
13 ~~provided in section four, article nine-a, chapter eighteen of this~~
14 ~~code, if this salary equity funding were distributed to nonfiscal~~
15 ~~agent counties; and (2) deducting the salary equity funding to be~~
16 ~~received by the fiscal agent county in the public school support~~
17 ~~program for those employees for which the nonfiscal agent county is~~
18 ~~charged in the public school support program.~~

19 (b) To assist the state in meeting its objective of salary
20 equity among the counties, as defined in subsection (a) of this
21 section, on and after July 1, 1984, subject to available state
22 appropriations and the conditions set forth herein, each teacher
23 and school service personnel shall receive a supplemental amount in
24 addition to the amount from the state minimum salary schedules
25 provided for in this article.

1 (c) State funds for this purpose shall be paid within the West
2 Virginia public school support plan in accordance with article
3 nine-a, chapter eighteen of this code. The amount allocated for
4 salary equity shall be apportioned between teachers and school
5 service personnel in direct proportion to that amount necessary to
6 support the professional salaries and service personnel salaries
7 statewide under sections four, ~~and five~~ and eight, article nine-a,
8 chapter eighteen of this code. ~~Provided, That in making this~~
9 ~~division an adequate amount of state equity funds shall be reserved~~
10 ~~to finance the appropriate foundation allowances and staffing~~
11 ~~incentives provided for in article nine-a, chapter eighteen of this~~
12 ~~code.~~

13 (d) Pursuant to this section, each teacher and school service
14 personnel shall receive the amount that is the difference between
15 their authorized state minimum salary and ninety-five percent of
16 the maximum salary schedules prescribed in sections five-a and
17 five-b of this article, reduced by any amount provided by the
18 county as a salary supplement for teachers and school service
19 personnel on January 1, 1984. ~~of the fiscal year immediately~~
20 ~~preceding that in which the salary equity appropriation is~~
21 ~~distributed: Provided, That~~

22 (e) The amount received pursuant to this section shall not be
23 decreased as a result of any county supplement increase instituted
24 after January 1, 1984: ~~until the objective of salary equity is~~
25 ~~reached: Provided, however,~~ That any amount received pursuant to
26 this section may be reduced proportionately based upon the amount

1 of funds appropriated for this purpose. No county may reduce any
2 salary supplement that was in effect on January 1, 1984, except as
3 permitted by sections five-a and five-b of this article.

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

5 (a) The minimum monthly pay for each service employee shall be
6 as follows:

7 (1) The Effective July 1, 2010, through June 30, 2011, the
8 minimum monthly pay for each service employee whose employment is
9 for a period of more than three and one-half hours a day shall be
10 at least the amounts indicated in the 2010-2011 State Minimum Pay
11 Scale Pay Grade and the minimum monthly pay for each service
12 employee whose employment is for a period of three and one-half
13 hours or less a day shall be at least one-half the amount indicated
14 in the 2010-2011 State Minimum Pay Scale Pay Grade set forth in
15 this ~~section~~ subdivision.

16 Beginning July 1, 2011, and continuing thereafter, the minimum
17 monthly pay for each service employee whose employment is for a
18 period of more than three and one-half hours a day shall be at
19 least the amounts indicated in the 2011-2012 State Minimum Pay
20 Scale Pay Grade and the minimum monthly pay for each service
21 employee whose employment is for a period of three and one-half
22 hours or less a day shall be at least one-half the amount indicated
23 in the 2011-2012 State Minimum Pay Scale Pay Grade set forth in
24 this section subdivision.

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years	Exp.	A	B	C	D	E	F	G	H
0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	
8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165	
9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197	
10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229	
11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261	
12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293	
13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325	
14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357	
15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389	
16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422	
17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454	
18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486	
19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518	
20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550	
21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582	
22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614	
23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646	
24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678	
25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710	
26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742	
27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774	
28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807	
29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839	
30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871	

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years

1	Exp. 31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
2	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
3	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
4	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
5	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
6	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
7	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
8	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
9	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
10	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

2011-2012 STATE MINIMUM PAY SCALE PAY GRADE

Years

Exp.

		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
14									
15	<u>0</u>	<u>1,627</u>	<u>1,648</u>	<u>1,689</u>	<u>1,741</u>	<u>1,793</u>	<u>1,855</u>	<u>1,886</u>	<u>1,958</u>
16	<u>1</u>	<u>1,659</u>	<u>1,680</u>	<u>1,721</u>	<u>1,773</u>	<u>1,825</u>	<u>1,887</u>	<u>1,918</u>	<u>1,990</u>
17	<u>2</u>	<u>1,691</u>	<u>1,712</u>	<u>1,753</u>	<u>1,805</u>	<u>1,857</u>	<u>1,919</u>	<u>1,950</u>	<u>2,022</u>
18	<u>3</u>	<u>1,723</u>	<u>1,744</u>	<u>1,785</u>	<u>1,837</u>	<u>1,889</u>	<u>1,951</u>	<u>1,982</u>	<u>2,054</u>
19	<u>4</u>	<u>1,755</u>	<u>1,776</u>	<u>1,817</u>	<u>1,869</u>	<u>1,921</u>	<u>1,983</u>	<u>2,014</u>	<u>2,087</u>
20	<u>5</u>	<u>1,787</u>	<u>1,808</u>	<u>1,849</u>	<u>1,901</u>	<u>1,953</u>	<u>2,015</u>	<u>2,046</u>	<u>2,119</u>
21	<u>6</u>	<u>1,819</u>	<u>1,840</u>	<u>1,882</u>	<u>1,933</u>	<u>1,985</u>	<u>2,047</u>	<u>2,078</u>	<u>2,151</u>
22	<u>7</u>	<u>1,852</u>	<u>1,872</u>	<u>1,914</u>	<u>1,965</u>	<u>2,017</u>	<u>2,079</u>	<u>2,110</u>	<u>2,183</u>
23	<u>8</u>	<u>1,884</u>	<u>1,904</u>	<u>1,946</u>	<u>1,997</u>	<u>2,049</u>	<u>2,111</u>	<u>2,142</u>	<u>2,215</u>
24	<u>9</u>	<u>1,916</u>	<u>1,936</u>	<u>1,978</u>	<u>2,030</u>	<u>2,081</u>	<u>2,143</u>	<u>2,174</u>	<u>2,247</u>
25	<u>10</u>	<u>1,948</u>	<u>1,969</u>	<u>2,010</u>	<u>2,062</u>	<u>2,113</u>	<u>2,176</u>	<u>2,207</u>	<u>2,279</u>
26	<u>11</u>	<u>1,980</u>	<u>2,001</u>	<u>2,042</u>	<u>2,094</u>	<u>2,145</u>	<u>2,208</u>	<u>2,239</u>	<u>2,311</u>
27	<u>12</u>	<u>2,012</u>	<u>2,033</u>	<u>2,074</u>	<u>2,126</u>	<u>2,178</u>	<u>2,240</u>	<u>2,271</u>	<u>2,343</u>
28	<u>13</u>	<u>2,044</u>	<u>2,065</u>	<u>2,106</u>	<u>2,158</u>	<u>2,210</u>	<u>2,272</u>	<u>2,303</u>	<u>2,375</u>
29	<u>14</u>	<u>2,076</u>	<u>2,097</u>	<u>2,138</u>	<u>2,190</u>	<u>2,242</u>	<u>2,304</u>	<u>2,335</u>	<u>2,407</u>
30	<u>15</u>	<u>2,108</u>	<u>2,129</u>	<u>2,170</u>	<u>2,222</u>	<u>2,274</u>	<u>2,336</u>	<u>2,367</u>	<u>2,439</u>
31	<u>16</u>	<u>2,140</u>	<u>2,161</u>	<u>2,202</u>	<u>2,254</u>	<u>2,306</u>	<u>2,368</u>	<u>2,399</u>	<u>2,472</u>
32	<u>17</u>	<u>2,172</u>	<u>2,193</u>	<u>2,235</u>	<u>2,286</u>	<u>2,338</u>	<u>2,400</u>	<u>2,431</u>	<u>2,504</u>

1	<u>18</u>	<u>2,204</u>	<u>2,225</u>	<u>2,267</u>	<u>2,318</u>	<u>2,370</u>	<u>2,432</u>	<u>2,463</u>	<u>2,536</u>
2	<u>19</u>	<u>2,237</u>	<u>2,257</u>	<u>2,299</u>	<u>2,350</u>	<u>2,402</u>	<u>2,464</u>	<u>2,495</u>	<u>2,568</u>
3	<u>20</u>	<u>2,269</u>	<u>2,289</u>	<u>2,331</u>	<u>2,383</u>	<u>2,434</u>	<u>2,496</u>	<u>2,527</u>	<u>2,600</u>
4	<u>21</u>	<u>2,301</u>	<u>2,321</u>	<u>2,363</u>	<u>2,415</u>	<u>2,466</u>	<u>2,528</u>	<u>2,559</u>	<u>2,632</u>
5	<u>22</u>	<u>2,333</u>	<u>2,354</u>	<u>2,395</u>	<u>2,447</u>	<u>2,498</u>	<u>2,561</u>	<u>2,592</u>	<u>2,664</u>
6	<u>23</u>	<u>2,365</u>	<u>2,386</u>	<u>2,427</u>	<u>2,479</u>	<u>2,531</u>	<u>2,593</u>	<u>2,624</u>	<u>2,696</u>
7	<u>24</u>	<u>2,397</u>	<u>2,418</u>	<u>2,459</u>	<u>2,511</u>	<u>2,563</u>	<u>2,625</u>	<u>2,656</u>	<u>2,728</u>
8	<u>25</u>	<u>2,429</u>	<u>2,450</u>	<u>2,491</u>	<u>2,543</u>	<u>2,595</u>	<u>2,657</u>	<u>2,688</u>	<u>2,760</u>
9	<u>26</u>	<u>2,461</u>	<u>2,482</u>	<u>2,523</u>	<u>2,575</u>	<u>2,627</u>	<u>2,689</u>	<u>2,720</u>	<u>2,792</u>
10	<u>27</u>	<u>2,493</u>	<u>2,514</u>	<u>2,555</u>	<u>2,607</u>	<u>2,659</u>	<u>2,721</u>	<u>2,752</u>	<u>2,824</u>
11	<u>28</u>	<u>2,525</u>	<u>2,546</u>	<u>2,587</u>	<u>2,639</u>	<u>2,691</u>	<u>2,753</u>	<u>2,784</u>	<u>2,857</u>
12	<u>29</u>	<u>2,557</u>	<u>2,578</u>	<u>2,620</u>	<u>2,671</u>	<u>2,723</u>	<u>2,785</u>	<u>2,816</u>	<u>2,889</u>
13	<u>30</u>	<u>2,590</u>	<u>2,610</u>	<u>2,652</u>	<u>2,703</u>	<u>2,755</u>	<u>2,817</u>	<u>2,848</u>	<u>2,921</u>
14	<u>31</u>	<u>2,622</u>	<u>2,642</u>	<u>2,684</u>	<u>2,735</u>	<u>2,787</u>	<u>2,849</u>	<u>2,880</u>	<u>2,953</u>
15	<u>32</u>	<u>2,654</u>	<u>2,674</u>	<u>2,716</u>	<u>2,768</u>	<u>2,819</u>	<u>2,881</u>	<u>2,912</u>	<u>2,985</u>
16	<u>33</u>	<u>2,686</u>	<u>2,706</u>	<u>2,748</u>	<u>2,800</u>	<u>2,851</u>	<u>2,913</u>	<u>2,945</u>	<u>3,017</u>
17	<u>34</u>	<u>2,718</u>	<u>2,739</u>	<u>2,780</u>	<u>2,832</u>	<u>2,883</u>	<u>2,946</u>	<u>2,977</u>	<u>3,049</u>
18	<u>35</u>	<u>2,750</u>	<u>2,771</u>	<u>2,812</u>	<u>2,864</u>	<u>2,916</u>	<u>2,978</u>	<u>3,009</u>	<u>3,081</u>
19	<u>36</u>	<u>2,782</u>	<u>2,803</u>	<u>2,844</u>	<u>2,896</u>	<u>2,948</u>	<u>3,010</u>	<u>3,041</u>	<u>3,113</u>
20	<u>37</u>	<u>2,814</u>	<u>2,835</u>	<u>2,876</u>	<u>2,928</u>	<u>2,980</u>	<u>3,042</u>	<u>3,073</u>	<u>3,145</u>
21	<u>38</u>	<u>2,846</u>	<u>2,867</u>	<u>2,908</u>	<u>2,960</u>	<u>3,012</u>	<u>3,074</u>	<u>3,105</u>	<u>3,177</u>
22	<u>39</u>	<u>2,878</u>	<u>2,899</u>	<u>2,940</u>	<u>2,992</u>	<u>3,044</u>	<u>3,106</u>	<u>3,137</u>	<u>3,209</u>
23	<u>40</u>	<u>2,910</u>	<u>2,931</u>	<u>2,972</u>	<u>3,024</u>	<u>3,076</u>	<u>3,138</u>	<u>3,169</u>	<u>3,242</u>

24
25 (2) Each service employee shall receive the amount prescribed
26 in the Minimum Pay Scale in accordance with the provisions of this
27 subsection according to their class title and pay grade as set
28 forth in this subdivision:

29	CLASS TITLE	PAY GRADE
30	Accountant I.	D
31	Accountant II.. . . .	E
32	Accountant II <u>III</u>	F
33	Accounts Payable Supervisor.. . . .	G

1	Aide I.	A
2	Aide II.. . . .	B
3	Aide III.	C
4	Aide IV.. . . .	D
5	Audiovisual Technician.	C
6	Auditor.. . . .	G
7	Autism Mentor.. . . .	F
8	Braille or Sign Language Specialist.. . . .	E
9	Bus Operator.	D
10	Buyer.. . . .	F
11	Cabinetmaker.	G
12	Cafeteria Manager.. . . .	D
13	Carpenter I.. . . .	E
14	Carpenter II.	F
15	Chief Mechanic.	G
16	Clerk I.. . . .	B
17	Clerk II.	C
18	Computer Operator.. . . .	E
19	Cook I.	A
20	Cook II.. . . .	B
21	Cook III.	C
22	Crew Leader.. . . .	F
23	Custodian I.. . . .	A
24	Custodian II.	B
25	Custodian III.. . . .	C
26	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
25	Maintenance Clerk..	C
26	Mason..	G

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

1 (b) An additional \$12 per month shall be added to the minimum
2 monthly pay of each service employee who holds a high school
3 diploma or its equivalent.

4 (c) An additional \$11 per month also shall be added to the
5 minimum monthly pay of each service employee for each of the
6 following:

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

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

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

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

19 (5) A service employee who holds sixty college hours or
20 comparable credit obtained in a trade or vocational school as
21 approved by the state board;

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

25 (7) A service employee who holds eighty-four college hours or
26 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

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

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

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

11 (d) An additional \$40 per month also shall be added to the
12 minimum monthly pay of each service employee for each of the
13 following:

14 (1) A service employee who holds an associate's degree;

15 (2) A service employee who holds a bachelor's degree;

16 (3) A service employee who holds a master's degree;

17 (4) A service employee who holds a doctorate degree.

18 (e) An additional \$11 per month shall be added to the minimum
19 monthly pay of each service employee for each of the following:

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

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

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

26 (4) A service employee who holds a master's degree plus

1 forty-five college hours; and

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

4 (f) When any part of a school service employee's daily shift
5 of work is performed between the hours of six o'clock p.m. and five
6 o'clock a.m. the following day, the employee shall be paid no less
7 than an additional \$10 per month and one half of the pay shall be
8 paid with local funds.

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

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

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

23 (j) The minimum hourly rate of pay for extra duty assignments
24 as defined in section eight-b of this article shall be no less than
25 one seventh of the employee's daily total salary for each hour the
26 employee is involved in performing the assignment and paid entirely

1 from local funds: *Provided*, That an alternative minimum hourly
2 rate of pay for performing extra duty assignments within a
3 particular category of employment may be used if the alternate
4 hourly rate of pay is approved both by the county board and by the
5 affirmative vote of a two-thirds majority of the regular full-time
6 employees within that classification category of employment within
7 that county: *Provided, however*, That the vote shall be by secret
8 ballot if requested by a service personnel employee within that
9 classification category within that county. The salary for any
10 fraction of an hour the employee is involved in performing the
11 assignment shall be prorated accordingly. When performing extra
12 duty assignments, employees who are regularly employed on a
13 one-half day salary basis shall receive the same hourly extra duty
14 assignment pay computed as though the employee were employed on a
15 full-day salary basis.

16 (k) The minimum pay for any service personnel employees
17 engaged in the removal of asbestos material or related duties
18 required for asbestos removal shall be their regular total daily
19 rate of pay and no less than an additional \$3 per hour or no less
20 than \$5 per hour for service personnel supervising asbestos removal
21 responsibilities for each hour these employees are involved in
22 asbestos related duties. Related duties required for asbestos
23 removal include, but are not limited to, travel, preparation of the
24 work site, removal of asbestos decontamination of the work site,
25 placing and removal of equipment and removal of structures from the
26 site. If any member of an asbestos crew is engaged in asbestos

1 related duties outside of the employee's regular employment county,
2 the daily rate of pay shall be no less than the minimum amount as
3 established in the employee's regular employment county for
4 asbestos removal and an additional \$30 per each day the employee is
5 engaged in asbestos removal and related duties. The additional pay
6 for asbestos removal and related duties shall be payable entirely
7 from county funds. Before service personnel employees may be used
8 in the removal of asbestos material or related duties, they shall
9 have completed a federal Environmental Protection Act approved
10 training program and be licensed. The employer shall provide all
11 necessary protective equipment and maintain all records required by
12 the Environmental Protection Act.

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

25 **CHAPTER 20. NATURAL RESOURCES.**

26 **ARTICLE 7. LAW ENFORCEMENT, MOTORBOATING, LITTER.**

1 **§20-7-1c. Natural resources police officer, ranks, salary**
2 **schedule, base pay, exceptions.**

3 (a) Notwithstanding any provision of this code to the
4 contrary, the ranks within the law-enforcement section of the
5 Division of Natural Resources are colonel, lieutenant colonel,
6 major, captain, lieutenant, sergeant, corporal, natural resources
7 police officer first class, senior natural resources police
8 officer, natural resources police officer and natural resources
9 police officer-in-training. Each officer while in uniform shall
10 wear the insignia of rank as provided by the chief natural
11 resources police officer.

12 (b) Beginning on July 1, 2002, ~~and continuing thereafter~~
13 through June 30, 2011, natural resources police officers shall be
14 paid the minimum annual salaries based on the following schedule:

15 ANNUAL SALARY SCHEDULE (BASE PAY)

16 SUPERVISORY AND NONSUPERVISORY RANKS

17 Natural Resources Police Officer In Training (first year until end	
18 of probation)	\$26,337
19 Natural Resources Police Officer (second year)	\$29,768
20 Natural Resources Police Officer (third year)	\$30,140
21 Senior Natural Resources Police Officer (fourth and	
22 fifth year)	\$30,440
23 Senior Natural Resources Police Officer First Class	
24 (after fifth year)	\$32,528
25 Senior Natural Resources Police Officer (after	
26 tenth year)	\$33,104

1	Senior Natural Resources Police Officer (after	
2	fifteenth year)	\$33,528
3	Corporal (after sixteenth year)	\$36,704
4	Sergeant.	\$40,880
5	First Sergeant.	\$42,968
6	Lieutenant.	\$47,144
7	Captain.	\$49,232
8	Major.	\$51,320
9	Lieutenant Colonel.	\$53,408
10	Colonel.	

11 Beginning July 1, 2011, and continuing thereafter, natural
12 resources police officers shall be paid the minimum annual salaries
13 based on the following schedule:

14 ANNUAL SALARY SCHEDULE (BASE PAY)

15 SUPERVISORY AND NONSUPERVISORY RANKS

16	<u>Natural Resources Police Officer In Training (first year until end</u>	
17	<u>of probation)</u>	<u>\$26,864</u>
18	<u>Natural Resources Police Officer (second year)</u>	<u>\$30,363</u>
19	<u>Natural Resources Police Officer (third year)</u>	<u>\$30,743</u>
20	<u>Senior Natural Resources Police Officer (fourth and</u>	
21	<u>fifth year)</u>	<u>\$31,049</u>
22	<u>Senior Natural Resources Police Officer First Class</u>	
23	<u>(after fifth year)</u>	<u>\$33,179</u>
24	<u>Senior Natural Resources Police Officer (after tenth</u>	
25	<u>year)</u>	<u>\$33,766</u>
26	<u>Senior Natural Resources Police Officer (after</u>	

1	<u>fifteenth year)</u>	<u>\$34,199</u>
2	<u>Corporal (after sixteenth year)</u>	<u>\$37,438</u>
3	<u>Sergeant.</u>	<u>\$41,698</u>
4	<u>First Sergeant.</u>	<u>\$43,827</u>
5	<u>Lieutenant.</u>	<u>\$48,087</u>
6	<u>Captain.</u>	<u>\$50,217</u>
7	<u>Major.</u>	<u>\$52,346</u>
8	<u>Lieutenant Colonel.</u>	<u>\$54,476</u>
9	<u>Colonel.</u>	

10 Natural resources police officers in service at the time the
11 amendment to this section becomes effective shall be given credit
12 for prior service and shall be paid salaries ~~as~~ the same length of
13 service ~~will entitle~~ entitles them to receive under the provisions
14 of this section.

15 (c) This section does not apply to special or emergency
16 natural resources police officers appointed under the authority of
17 section one of this article.

18 (d) Nothing in this section prohibits other pay increases as
19 provided under section two, article five, chapter five of this
20 code: *Provided*, That any across-the-board pay increase granted by
21 the Legislature or the Governor will be added to, and reflected in,
22 the minimum salaries set forth in this section; and that any merit
23 increases granted to an officer over and above the annual salary
24 schedule listed in subsection (b) of this section are retained by
25 an officer when he or she advances from one rank to another.

26 **CHAPTER 50. MAGISTRATE COURTS.**

1 **ARTICLE 1. COURTS AND OFFICERS.**

2 **§50-1-3. Salaries of magistrates.**

3 (a) The Legislature finds and declares that:

4 (1) The West Virginia Supreme Court of Appeals has held that
5 a salary system for magistrates which is based upon the population
6 that each magistrate serves does not violate the equal protection
7 clause of the Constitution of the United States;

8 (2) The West Virginia Supreme Court of Appeals has held that
9 a salary system for magistrates which is based upon the population
10 that each magistrate serves does not violate section thirty-nine,
11 article VI of the Constitution of West Virginia;

12 (3) The utilization of a two-tiered salary schedule for
13 magistrates is an equitable and rational manner by which
14 magistrates should be compensated for work performed;

15 (4) Organizing the two tiers of the salary schedule into one
16 tier for magistrates serving less than eight thousand four hundred
17 in population and the second tier for magistrates serving eight
18 thousand four hundred or more in population is rational and
19 equitable given current statistical information relating to
20 population and caseload; and

21 (5) That all magistrates who fall under the same tier should
22 be compensated equally.

23 (b) The salary of each magistrate shall be paid by the state.
24 Magistrates who serve fewer than eight thousand four hundred in
25 population shall be paid annual salaries of thirty thousand six
26 hundred twenty-five dollars and magistrates who serve eight

1 thousand four hundred or more in population shall be paid annual
2 salaries of thirty-seven thousand dollars: *Provided*, That on and
3 after the first day of July, two thousand three, magistrates who
4 serve fewer than eight thousand four hundred in population shall be
5 paid annual salaries of thirty-three thousand six hundred
6 twenty-five dollars and magistrates who serve eight thousand four
7 hundred or more in population shall be paid annual salaries of
8 forty thousand dollars: *Provided, however*, That on and after the
9 first day of July, two thousand five, magistrates who serve fewer
10 than eight thousand four hundred in population shall be paid annual
11 salaries of forty-three thousand six hundred twenty-five dollars
12 and magistrates who serve eight thousand four hundred or more in
13 population shall be paid annual salaries of fifty thousand dollars.
14 *Provided further*, That on and after the first day of July, 2011,
15 magistrates who serve fewer than eight thousand four hundred in
16 population shall be paid annual salaries of \$51,125 and magistrates
17 who serve eight thousand four hundred or more in population shall
18 be paid annual salaries of \$57,500.

19 (c) For the purpose of determining the population served by
20 each magistrate, the number of magistrates authorized for each
21 county shall be divided into the population of each county. For the
22 purpose of this article, the population of each county is the
23 population as determined by the last preceding decennial census
24 taken under the authority of the United States government.

25 **CHAPTER 51. COURTS AND THEIR OFFICERS.**

1 **ARTICLE 1. SUPREME COURT OF APPEALS.**

2 **§51-1-10a. Salary of justices.**

3 The salary of each of the justices of the Supreme Court of
4 Appeals shall be \$95,000 per year: *Provided*, That beginning July,
5 1, 2005, the salary of each of the justices of the Supreme Court
6 shall be \$121,000: *Provided, however, That beginning July 1, 2011,*
7 *the annual salary of a justice of the Supreme Court shall be*
8 *\$136,000.*

9 **ARTICLE 2. CIRCUIT COURTS; CIRCUIT JUDGES.**

10 **§51-2-13. Salaries of judges of circuit courts.**

11 The salaries of the judges of the various circuit courts shall
12 be paid solely out of the State Treasury. No county, county
13 commission, board of commissioners or other political subdivision
14 shall supplement or add to such salaries.

15 The annual salary of all circuit judges shall be \$90,000 per
16 year: *Provided*, That beginning July 1,2005, the annual salary of
17 all circuit judges shall be \$116,000 per year: *Provided, however,*
18 *That beginning July 1, 2011, the annual salary of a circuit court*
19 *judge shall be \$126,000.*

20 **ARTICLE 2A. FAMILY COURTS.**

21 **§51-2A-6. Compensation and expenses of family court judges and**
22 **their staffs.**

23 (a) A family court judge is entitled to receive as
24 compensation for his or her services an annual salary of \$62,500:
25 *Provided*, That beginning July 1, 2005, a family court judge is

1 entitled to receive as compensation for his or her services an
2 annual salary of \$82,500: Provided, however, That beginning July
3 1, 2011, the annual salary of a family court judge shall be
4 \$94,500.

5 (b) The secretary-clerk of the family court judge is appointed
6 by the family court judge and serves at his or her will and
7 pleasure. The secretary-clerk of the family court judge is entitled
8 to receive an annual salary of \$27,036: *Provided*, That on and
9 after July 1, 2006, the annual salary of the secretary-clerk shall
10 be established by the administrative director of the Supreme Court
11 of Appeals, but may not exceed \$35,000. In addition, any person
12 employed as a secretary-clerk to a family court judge on the
13 effective date of the enactment of this section during the sixth
14 extraordinary session of the Legislature in the year 2001 who is
15 receiving an additional \$500 per year up to ten years of a certain
16 period of prior employment under the provisions of the prior
17 enactment of section eight of this article during the second
18 extraordinary session of the Legislature in the year 1999 shall
19 continue to receive such additional amount. Further, the
20 secretary-clerk will receive such percentage or proportional salary
21 increases as may be provided by general law for other public
22 employees and is entitled to receive the annual incremental salary
23 increase as provided in article five, chapter five of this code.

24 (c) The family court judge may employ not more than one family
25 case coordinator who serves at his or her will and pleasure. The
26 annual salary of the family case coordinator of the family court

1 judge shall be established by the Administrative Director of the
2 Supreme Court of Appeals but may not exceed \$36,000: *Provided,*
3 That on and after July 1, 2006, the annual salary of the family
4 case coordinator of the family court judge may not exceed \$46,060.
5 The family case coordinator will receive such percentage or
6 proportional salary increases as may be provided by general law for
7 other public employees and is entitled to receive the annual
8 incremental salary increase as provided in article five, chapter
9 five of this code.

10 (d) The sheriff or his or her designated deputy shall serve as
11 a bailiff for a family court judge. The sheriff of each county
12 shall serve or designate persons to serve so as to assure that a
13 bailiff is available when a family court judge determines the same
14 is necessary for the orderly and efficient conduct of the business
15 of the family court.

16 (e) Disbursement of salaries for family court judges and
17 members of their staffs are made by or pursuant to the order of the
18 Director of the Administrative Office of the Supreme Court of
19 Appeals.

20 (f) Family court judges and members of their staffs are
21 allowed their actual and necessary expenses incurred in the
22 performance of their duties. The expenses and compensation will be
23 determined and paid by the Director of the Administrative Office of
24 the Supreme Court of Appeals under such guidelines as he or she may
25 prescribe, as approved by the Supreme Court of Appeals.

26 (g) Notwithstanding any other provision of law, family court

1 judges are not eligible to participate in the retirement system for
2 judges under the provisions of article nine of this chapter.