

E N G R O S S E D

COMMITTEE SUBSTITUTE

FOR

H. B. 2879

(BY MR. SPEAKER, MR. THOMPSON, AND DELEGATE ARMSTEAD)
[BY REQUEST OF THE EXECUTIVE]

(Originating in the Committee on Finance)
[February 24, 2011]

A BILL to repeal §18A-4-5c and §18A-4-5d of the Code of West Virginia, 1931, as amended; to amend and reenact §15-2-5 of said code; to amend and reenact §18A-4-2, §18A-4-5 and §18A-4-8a of said code; and to amend and reenact §20-7-1c of said code, all relating to salaries for certain public employees; increasing annual salaries for members of the state police; increasing minimum salaries of public school teachers; providing for salary equity payments; increasing minimum

salaries of school service personnel; and increasing annual salaries for members of natural resources police officers.

Be it enacted by the Legislature of West Virginia:

That §18A-4-5c and §18A-4-5d of the Code of West Virginia, 1931, as amended, be repealed; that §15-2-5 of said code be amended and reenacted; that §18A-4-2, §18A-4-5 and §18A-4-8a of said code be amended and reenacted; and that §20-7-1c of said code be amended and reenacted, all to read as follows:

CHAPTER 15. PUBLIC SAFETY.

ARTICLE 2. WEST VIRGINIA STATE POLICE.

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

- 1 (a) The superintendent shall establish within the West
- 2 Virginia State Police a system to provide for: The promotion
- 3 of members to the supervisory ranks of sergeant, first
- 4 sergeant, second lieutenant and first lieutenant; the
- 5 classification of nonsupervisory members within the field
- 6 operations force to the ranks of trooper, senior trooper,

7 trooper first class or corporal; the classification of members
8 assigned to the forensic laboratory as criminalist ~~I-VH~~ I-VIII;
9 and the temporary reclassification of members assigned to
10 administrative duties as administrative support specialist
11 I-VIII.

12 (b) The superintendent may propose legislative rules for
13 promulgation in accordance with article three, chapter
14 twenty-nine-a of this code for the purpose of ensuring
15 consistency, predictability and independent review of any
16 system developed under the provisions of this section.

17 (c) The superintendent shall provide to each member a
18 written manual governing any system established under the
19 provisions of this section and specific procedures shall be
20 identified for the evaluation and testing of members for
21 promotion or reclassification and the subsequent placement
22 of any members on a promotional eligibility or
23 reclassification recommendation list.

24 (d) ~~Beginning July 1, 2007 until and including June 30,~~
25 ~~2008 members shall receive annual salaries as follows:~~

1 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~
2 ~~SUPERVISORY AND NONSUPERVISORY RANKS~~

3	Cadet During Training.	2,550.50 Mo.	\$30,606
4	Cadet Trooper After Training.	3,138.17 Mo.	37,658
5	Trooper Second Year.		39,122
6	Trooper Third Year.		39,494
7	Senior Trooper.		39,882
8	Trooper First Class.		40,470
9	Corporal.		41,058
10	Sergeant.		45,234
11	First Sergeant.		47,322
12	Second Lieutenant.		49,410
13	First Lieutenant.		51,498
14	Captain.		53,586
15	Major.		55,674
16	Lieutenant Colonel.		57,762

17 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~
18 ~~ADMINISTRATION SUPPORT~~
19 ~~SPECIALIST CLASSIFICATION~~

20	I.		\$39,494
21	H.		39,882

22 III. 40,470
23 IV. 41,058
24 V. 45,234
25 VI. 47,322
26 VII. 49,410
27 VIII. 51,498

28 **ANNUAL SALARY SCHEDULE (BASE PAY)**
29 **CRIMINALIST CLASSIFICATION**

30 I. \$39,494
31 II. 39,882
32 III. 40,470
33 IV. 41,058
34 V. 45,244
35 VI. 47,322
36 VII. 49,410
37 VIII. 51,498

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

41 **ANNUAL SALARY SCHEDULE (BASE PAY)**
42 **SUPERVISORY AND NONSUPERVISORY RANKS**

43	Cadet During Training.	\$ 2,752 Mo.	\$ 33,024
44	Cadet Trooper After Training.	3,357.33 Mo.	40,288
45	Trooper Second Year.		41,296
46	Trooper Third Year.		41,679
47	Senior Trooper.		42,078
48	Trooper First Class.		42,684
49	Corporal.		43,290
50	Sergeant.		47,591
51	First Sergeant.		49,742
52	Second Lieutenant.		51,892
53	First Lieutenant.		54,043
54	Captain.		56,194
55	Major.		58,344
56	Lieutenant Colonel.		60,495

57 **ANNUAL SALARY SCHEDULE (BASE PAY)**
58 **ADMINISTRATION SUPPORT**
59 **SPECIALIST CLASSIFICATION**

60	I.		\$ 41,679
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61	II	42,078
62	III.	42,684
63	IV	43,290
64	V.	47,591
65	VI	49,742
66	VII.	51,892
67	VIII	54,043

68 **ANNUAL SALARY SCHEDULE (BASE PAY)**
69 **CRIMINALIST CLASSIFICATION**

70	I.	\$ 41,679
71	II	42,078
72	III.	42,684
73	IV	43,290
74	V.	47,591
75	VI	49,742
76	VII.	51,892
77	VIII	54,043

78 Beginning on July 1, 2011, and continuing thereafter,
79 members shall receive annual salaries as follows:

80 **ANNUAL SALARY SCHEDULE (BASE PAY)**
81 **SUPERVISORY AND NONSUPERVISORY RANKS**

82	<u>Cadet During Training.</u>	<u>\$ 2,833 Mo. \$ 33,994</u>
83	<u>Cadet Trooper After Training.</u>	<u>\$ 3,438 Mo. \$ 41,258</u>
84	<u>Trooper Second Year.</u>	<u>42,266</u>
85	<u>Trooper Third Year.</u>	<u>42,649</u>
86	<u>Senior Trooper.</u>	<u>43,048</u>
87	<u>Trooper First Class.</u>	<u>43,654</u>
88	<u>Corporal.</u>	<u>44,260</u>
89	<u>Sergeant.</u>	<u>48,561</u>
90	<u>First Sergeant.</u>	<u>50,712</u>
91	<u>Second Lieutenant.</u>	<u>52,862</u>
92	<u>First Lieutenant.</u>	<u>55,013</u>
93	<u>Captain.</u>	<u>57,164</u>
94	<u>Major.</u>	<u>59,314</u>
95	<u>Lieutenant Colonel.</u>	<u>61,465</u>

96 **ANNUAL SALARY SCHEDULE (BASE PAY)**
97 **ADMINISTRATION SUPPORT**
98 **SPECIALIST CLASSIFICATION**

99	<u>I.</u>	<u>42,649</u>
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100 II. 43,048
101 III. 43,654
102 IV. 44,260
103 V. 48,561
104 VI. 50,712
105 VII. 52,862
106 VIII. 55,013

107 **ANNUAL SALARY SCHEDULE (BASE PAY)**
108 **CRIMINALIST CLASSIFICATION**

109 I. 42,649
110 II. 43,048
111 III. 43,654
112 IV. 44,260
113 V. 48,561
114 VI. 50,712
115 VII. 52,862
116 VIII. 55,013

117 Each member of the West Virginia State Police whose
118 salary is fixed and specified in this annual salary schedule is

119 entitled to the length of service increases set forth in
120 subsection (e) of this section and supplemental pay as
121 provided in subsection (g) of this section.

122 (e) Each member of the West Virginia State Police whose
123 salary is fixed and specified pursuant to this section shall
124 receive, and is entitled to, an increase in salary over that set
125 forth in subsection (d) of this section for grade in rank, based
126 on length of service, including that service served before and
127 after the effective date of this section with the West Virginia
128 State Police as follows: At the end of two years of service
129 with the West Virginia State Police, the member shall receive
130 a salary increase of \$400 to be effective during his or her next
131 year of service and a like increase at yearly intervals
132 thereafter, with the increases to be cumulative.

133 (f) In applying the salary schedules set forth in this
134 section where salary increases are provided for length of
135 service, members of the West Virginia State Police in service
136 at the time the schedules become effective shall be given
137 credit for prior service and shall be paid the salaries the same

138 length of service entitles them to receive under the provisions
139 of this section.

140 (g) The Legislature finds and declares that because of the
141 unique duties of members of the West Virginia State Police,
142 it is not appropriate to apply the provisions of state wage and
143 hour laws to them. Accordingly, members of the West
144 Virginia State Police are excluded from the provisions of
145 state wage and hour law. This express exclusion shall not be
146 construed as any indication that the members were or were
147 not covered by the wage and hour law prior to this exclusion.

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

154 The authority of the superintendent to propose a
155 legislative rule or amendment thereto for promulgation in
156 accordance with article three, chapter twenty-nine-a of this

157 code to establish the number of hours per month which
158 constitute the standard work month for the members of the
159 West Virginia State Police is hereby continued. The rule
160 shall further establish, on a graduated hourly basis, the
161 criteria for receipt of a portion or all of supplemental
162 payment when hours are worked in excess of the standard
163 work month. The superintendent shall certify monthly to the
164 West Virginia State Police's payroll officer the names of
165 those members who have worked in excess of the standard
166 work month and the amount of their entitlement to
167 supplemental payment. The supplemental payment may not
168 exceed \$236 monthly. The superintendent and civilian
169 employees of the West Virginia State Police are not eligible
170 for any supplemental payments.

171 (h) Each member of the West Virginia State Police,
172 except the superintendent and civilian employees, shall
173 execute, before entering upon the discharge of his or her
174 duties, a bond with security in the sum of \$5,000 payable to
175 the State of West Virginia, conditioned upon the faithful

176 performance of his or her duties, and the bond shall be
177 approved as to form by the Attorney General and as to
178 sufficiency by the Governor. (i) In consideration for
179 compensation paid by the West Virginia State Police to its
180 members during those members' participation in the West
181 Virginia State Police Cadet Training Program pursuant to
182 section eight, article twenty-nine, chapter thirty of this code,
183 the West Virginia State Police may require of its members by
184 written agreement entered into with each of them in advance
185 of such participation in the program that, if a member should
186 voluntarily discontinue employment any time within one year
187 immediately following completion of the training program,
188 he or she shall be obligated to pay to the West Virginia State
189 Police a pro rata portion of such compensation equal to that
190 part of such year which the member has chosen not to remain
191 in the employ of the West Virginia State Police.

192 (i) Any member of the West Virginia State Police who is
193 called to perform active duty training or inactive duty
194 training in the National Guard or any reserve component of

195 the armed forces of the United States annually shall be
196 granted, upon request, leave time not to exceed thirty
197 calendar days for the purpose of performing the active duty
198 training or inactive duty training and the time granted may
199 not be deducted from any leave accumulated as a member of
200 the West Virginia State Police.

CHAPTER 18A. SCHOOL PERSONNEL.
ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

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

8 Effective July 1, 2008, and continuing thereafter, each
9 teacher shall receive the amount prescribed in the 2008-09
10 State Minimum Salary Schedule as set forth in this section,

11 specific additional amounts prescribed in this section or
12 article and any county supplement in effect in a county
13 pursuant to section five-a of this article during the contract
14 year.

15 Beginning July 1, 2011, through June 30, 2012, each
16 teacher shall receive the amount prescribed in the 2011-12
17 State Minimum Salary Schedule as set forth in this section,
18 specific additional amounts prescribed in this section or
19 article and any county supplement in effect in a county
20 pursuant to section five-a of this article during the contract
21 year.

22 Beginning July 1, 2012, and continuing thereafter, each
23 teacher shall receive the amount prescribed in the 2012-13
24 State Minimum Salary Schedule as set forth in this section,
25 specific additional amounts prescribed in this section or
26 article and any county supplement in effect in a county
27 pursuant to section five-a of this article during the contract
28 year.

29

2007-08 STATE MINIMUM SALARY SCHEDULE

30	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
31	Years	4th	3rd	2nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Docu-
32	Exp:	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
33	0	24,051	24,711	24,975	26,227	26,988	28,755	29,516	30,277	31,038	32,073
34	1	24,379	25,039	25,303	26,745	27,506	29,274	30,035	30,795	31,556	32,591
35	2	24,708	25,367	25,631	27,264	28,025	29,792	30,553	31,314	32,075	33,110
36	3	25,036	25,695	25,959	27,783	28,543	30,311	31,072	31,832	32,593	33,628
37	4	25,608	26,267	26,531	28,545	29,306	31,074	31,835	32,595	33,356	34,391
38	5	25,936	26,595	26,859	29,064	29,825	31,592	32,353	33,114	33,875	34,910
39	6	26,264	26,923	27,187	29,582	30,343	32,111	32,872	33,632	34,393	35,428
40	7	26,592	27,252	27,515	30,101	30,862	32,629	33,390	34,151	34,912	35,947
41	8	26,920	27,580	27,844	30,619	31,380	33,148	33,909	34,669	35,430	36,465
42	9	27,248	27,908	28,172	31,138	31,899	33,666	34,427	35,188	35,949	36,984
43	10	27,577	28,236	28,500	31,657	32,417	34,185	34,946	35,706	36,467	37,502
44	11	27,905	28,564	28,828	32,175	32,936	34,704	35,464	36,225	36,986	38,021
45	12	28,233	28,892	29,156	32,694	33,454	35,222	35,983	36,744	37,504	38,539
46	13	28,561	29,220	29,484	33,212	33,973	35,741	36,501	37,262	38,023	39,058
47	14	28,561	29,548	29,812	33,731	34,491	36,259	37,020	37,781	38,541	39,576
48	15	28,561	29,876	30,140	34,249	35,010	36,778	37,538	38,299	39,060	40,095
49	16	28,561	29,876	30,468	34,768	35,528	37,296	38,057	38,818	39,578	40,613

50	17	28,561	29,876	30,796	35,286	36,047	37,815	38,575	39,336	40,097	41,132
51	18	28,561	29,876	30,796	35,805	36,566	38,333	39,094	39,855	40,615	41,650
52	19	28,561	29,876	30,796	36,323	37,084	38,852	39,613	40,373	41,134	42,169
53	20	28,561	29,876	30,796	36,842	37,603	39,370	40,131	40,892	41,653	42,688
54	21	28,561	29,876	30,796	36,842	37,603	39,389	40,650	41,410	42,171	43,206
55	22	28,561	29,876	30,796	36,842	37,603	40,407	41,168	41,929	42,690	43,725
56	23	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,447	43,208	44,243
57	24	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,966	43,727	44,762
58	25	28,561	29,876	30,796	36,842	37,603	40,926	41,687	43,484	44,245	45,280
59	26	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
60	27	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
61	28	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
62	29	28,889	30,204	31,125	37,360	38,121	41,445	42,205	44,322	45,282	46,317
63	30	29,217	30,533	31,453	37,879	38,640	41,963	42,724	45,040	45,801	46,836
64	31	29,545	30,861	31,781	38,397	39,158	42,482	43,242	45,559	46,319	47,354
65	32	29,873	31,189	32,109	38,916	39,677	43,000	43,761	46,077	46,838	47,873
66	33	30,201	31,517	32,437	39,435	40,195	43,519	44,279	46,596	47,356	48,391
67	34	30,529	31,845	32,765	39,953	40,714	44,037	44,798	47,114	47,875	48,910
68	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											
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	Years	4th	3rd	2nd	A.B.	A.B.	M	M.A.	M.A.	M.A.	Doc-
	Exp.	Class	Class	Class	A.B.	+15	A.	+15	+30	+45	torate
69											
70											
71											
72											
73	0	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
74	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
75	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
76	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
77	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
78	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
79	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
80	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
81	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
82	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
83	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
84	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
85	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
86	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
87	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
88	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
89	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>			
90	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
91	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
92	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
93	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
94	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
95	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
96	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
97	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363

98	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
99	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
100	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
101	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
102	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
103	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
104	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
105	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
106	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
107	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
108	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

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110

2011-12 STATE MINIMUM SALARY SCHEDULE

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
Years	4th	3rd	2nd	A.B.	M.A.	M.A.	M.A.	M.A.	ate	Doctor	
Exp.	Class	Class	Class	A.B.	+15	M.A.	+ 15	+30	+45	ate	
113	0	26,551	27,211	27,475	28,727	29,488	31,255	32,016	32,777	33,538	34,573
114	1	26,879	27,539	27,803	29,245	30,006	31,774	32,535	33,295	34,056	35,091
115	2	27,208	27,867	28,131	29,764	30,525	32,292	33,053	33,814	34,575	35,610
116	3	27,536	28,195	28,459	30,283	31,043	32,811	33,572	34,332	35,093	36,128
117	4	28,108	28,767	29,031	31,045	31,806	33,574	34,335	35,095	35,856	36,891
118	5	28,436	29,095	29,359	31,564	32,325	34,092	34,853	35,614	36,375	37,410
119	6	28,764	29,423	29,687	32,082	32,843	34,611	35,372	36,132	36,893	37,928
120	7	29,092	29,752	30,015	32,601	33,362	35,129	35,890	36,651	37,412	38,447
121	8	29,420	30,080	30,344	33,119	33,880	35,648	36,409	37,169	37,930	38,965
122	9	29,748	30,408	30,672	33,638	34,399	36,166	36,927	37,688	38,449	39,484
123	10	30,077	30,736	31,000	34,158	34,918	36,686	37,447	38,208	38,968	40,003
124	11	30,405	31,064	31,328	34,676	35,437	37,205	37,965	38,726	39,487	40,522
125	12	30,733	31,392	31,656	35,195	35,955	37,723	38,484	39,245	40,005	41,040
126	13	31,061	31,720	31,984	35,713	36,474	38,242	39,002	39,763	40,524	41,559
127	14	31,389	32,048	32,312	36,232	36,992	38,760	39,521	40,282	41,042	42,077
128	15	31,717	32,376	32,640	36,750	37,511	39,279	40,039	40,800	41,561	42,596
129	16	32,045	32,704	32,968	37,269	38,029	39,797	40,558	41,319	42,079	43,114

130	17	<u>32,373</u>	<u>33,033</u>	<u>33,296</u>	<u>37,787</u>	<u>38,548</u>	<u>40,316</u>	<u>41,077</u>	<u>41,837</u>	<u>42,598</u>	<u>43,633</u>
131	18	<u>32,701</u>	<u>33,361</u>	<u>33,625</u>	<u>38,306</u>	<u>39,067</u>	<u>40,834</u>	<u>41,595</u>	<u>42,356</u>	<u>43,117</u>	<u>44,152</u>
132	19	<u>33,029</u>	<u>33,689</u>	<u>33,953</u>	<u>38,824</u>	<u>39,585</u>	<u>41,353</u>	<u>42,114</u>	<u>42,874</u>	<u>43,635</u>	<u>44,670</u>
133	20	<u>33,357</u>	<u>34,017</u>	<u>34,281</u>	<u>39,343</u>	<u>40,104</u>	<u>41,871</u>	<u>42,632</u>	<u>43,393</u>	<u>44,154</u>	<u>45,189</u>
134	21	<u>33,686</u>	<u>34,345</u>	<u>34,609</u>	<u>39,861</u>	<u>40,622</u>	<u>42,390</u>	<u>43,151</u>	<u>43,911</u>	<u>44,672</u>	<u>45,707</u>
135	22	<u>34,014</u>	<u>34,673</u>	<u>34,937</u>	<u>40,380</u>	<u>41,141</u>	<u>42,908</u>	<u>43,669</u>	<u>44,430</u>	<u>45,191</u>	<u>46,226</u>
136	23	<u>34,342</u>	<u>35,001</u>	<u>35,265</u>	<u>40,899</u>	<u>41,659</u>	<u>43,427</u>	<u>44,188</u>	<u>44,948</u>	<u>45,709</u>	<u>46,744</u>
137	24	<u>34,670</u>	<u>35,329</u>	<u>35,593</u>	<u>41,417</u>	<u>42,178</u>	<u>43,946</u>	<u>44,706</u>	<u>45,467</u>	<u>46,228</u>	<u>47,263</u>
138	25	<u>34,998</u>	<u>35,657</u>	<u>35,921</u>	<u>41,936</u>	<u>42,696</u>	<u>44,464</u>	<u>45,225</u>	<u>45,986</u>	<u>46,746</u>	<u>47,781</u>
139	26	<u>35,326</u>	<u>35,985</u>	<u>36,249</u>	<u>42,454</u>	<u>43,215</u>	<u>44,983</u>	<u>45,743</u>	<u>46,504</u>	<u>47,265</u>	<u>48,300</u>
140	27	<u>35,654</u>	<u>36,313</u>	<u>36,577</u>	<u>42,973</u>	<u>43,733</u>	<u>45,501</u>	<u>46,262</u>	<u>47,023</u>	<u>47,783</u>	<u>48,818</u>
141	28	<u>35,982</u>	<u>36,642</u>	<u>36,905</u>	<u>43,491</u>	<u>44,252</u>	<u>46,020</u>	<u>46,780</u>	<u>47,541</u>	<u>48,302</u>	<u>49,337</u>
142	29	<u>36,310</u>	<u>36,970</u>	<u>37,234</u>	<u>44,010</u>	<u>44,770</u>	<u>46,538</u>	<u>47,299</u>	<u>48,060</u>	<u>48,820</u>	<u>49,855</u>
143	30	<u>36,638</u>	<u>37,298</u>	<u>37,562</u>	<u>44,528</u>	<u>45,289</u>	<u>47,057</u>	<u>47,817</u>	<u>48,578</u>	<u>49,339</u>	<u>50,374</u>
144	31	<u>36,967</u>	<u>37,626</u>	<u>37,890</u>	<u>45,047</u>	<u>45,808</u>	<u>47,575</u>	<u>48,336</u>	<u>49,097</u>	<u>49,857</u>	<u>50,892</u>
145	32	<u>37,295</u>	<u>37,954</u>	<u>38,218</u>	<u>45,565</u>	<u>46,326</u>	<u>48,094</u>	<u>48,855</u>	<u>49,615</u>	<u>50,376</u>	<u>51,411</u>
146	33	<u>37,623</u>	<u>38,282</u>	<u>38,546</u>	<u>46,084</u>	<u>46,845</u>	<u>48,612</u>	<u>49,373</u>	<u>50,134</u>	<u>50,895</u>	<u>51,930</u>
147	34	<u>37,951</u>	<u>38,610</u>	<u>38,874</u>	<u>46,602</u>	<u>47,363</u>	<u>49,131</u>	<u>49,892</u>	<u>50,652</u>	<u>51,413</u>	<u>52,448</u>
148	35	<u>38,279</u>	<u>38,938</u>	<u>39,202</u>	<u>47,121</u>	<u>47,882</u>	<u>49,649</u>	<u>50,410</u>	<u>51,171</u>	<u>51,932</u>	<u>52,967</u>

149

2012-13 STATE MINIMUM SALARY SCHEDULE

150	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
151	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M .A.	Doctor
152	Exp.	Class	Class	Class	A.B.	+15	M.A. + 15	+30	+45		ate
153	0	<u>27,451</u>	<u>28,111</u>	<u>28,375</u>	<u>29,627</u>	<u>30,388</u>	<u>32,155</u>	<u>32,916</u>	<u>33,677</u>	<u>34,438</u>	<u>35,473</u>
154	1	<u>27,779</u>	<u>28,439</u>	<u>28,703</u>	<u>30,145</u>	<u>30,906</u>	<u>32,674</u>	<u>33,435</u>	<u>34,195</u>	<u>34,956</u>	<u>35,991</u>
155	2	<u>28,108</u>	<u>28,767</u>	<u>29,031</u>	<u>30,664</u>	<u>31,425</u>	<u>33,192</u>	<u>33,953</u>	<u>34,714</u>	<u>35,475</u>	<u>36,510</u>
156	3	<u>28,436</u>	<u>29,095</u>	<u>29,359</u>	<u>31,183</u>	<u>31,943</u>	<u>33,711</u>	<u>34,472</u>	<u>35,232</u>	<u>35,993</u>	<u>37,028</u>
157	4	<u>29,008</u>	<u>29,667</u>	<u>29,931</u>	<u>31,945</u>	<u>32,706</u>	<u>34,474</u>	<u>35,235</u>	<u>35,995</u>	<u>36,756</u>	<u>37,791</u>
158	5	<u>29,336</u>	<u>29,995</u>	<u>30,259</u>	<u>32,464</u>	<u>33,225</u>	<u>34,992</u>	<u>35,753</u>	<u>36,514</u>	<u>37,275</u>	<u>38,310</u>
159	6	<u>29,664</u>	<u>30,323</u>	<u>30,587</u>	<u>32,982</u>	<u>33,743</u>	<u>35,511</u>	<u>36,272</u>	<u>37,032</u>	<u>37,793</u>	<u>38,828</u>
160	7	<u>29,992</u>	<u>30,652</u>	<u>30,915</u>	<u>33,501</u>	<u>34,262</u>	<u>36,029</u>	<u>36,790</u>	<u>37,551</u>	<u>38,312</u>	<u>39,347</u>
161	8	<u>30,320</u>	<u>30,980</u>	<u>31,244</u>	<u>34,019</u>	<u>34,780</u>	<u>36,548</u>	<u>37,309</u>	<u>38,069</u>	<u>38,830</u>	<u>39,865</u>

162	<u>9</u>	<u>30,648</u>	<u>31,308</u>	<u>31,572</u>	<u>34,538</u>	<u>35,299</u>	<u>37,066</u>	<u>37,827</u>	<u>38,588</u>	<u>39,349</u>	<u>40,384</u>
163	<u>10</u>	<u>30,977</u>	<u>31,636</u>	<u>31,900</u>	<u>35,058</u>	<u>35,818</u>	<u>37,586</u>	<u>38,347</u>	<u>39,108</u>	<u>39,868</u>	<u>40,903</u>
164	<u>11</u>	<u>31,305</u>	<u>31,964</u>	<u>32,228</u>	<u>35,576</u>	<u>36,337</u>	<u>38,105</u>	<u>38,865</u>	<u>39,626</u>	<u>40,387</u>	<u>41,422</u>
165	<u>12</u>	<u>31,633</u>	<u>32,292</u>	<u>32,556</u>	<u>36,095</u>	<u>36,855</u>	<u>38,623</u>	<u>39,384</u>	<u>40,145</u>	<u>40,905</u>	<u>41,940</u>
166	<u>13</u>	<u>31,961</u>	<u>32,620</u>	<u>32,884</u>	<u>36,613</u>	<u>37,374</u>	<u>39,142</u>	<u>39,902</u>	<u>40,663</u>	<u>41,424</u>	<u>42,459</u>
167	<u>14</u>	<u>32,289</u>	<u>32,948</u>	<u>33,212</u>	<u>37,132</u>	<u>37,892</u>	<u>39,660</u>	<u>40,421</u>	<u>41,182</u>	<u>41,942</u>	<u>42,977</u>
168	<u>15</u>	<u>32,617</u>	<u>33,276</u>	<u>33,540</u>	<u>37,650</u>	<u>38,411</u>	<u>40,179</u>	<u>40,939</u>	<u>41,700</u>	<u>42,461</u>	<u>43,496</u>
169	<u>16</u>	<u>32,945</u>	<u>33,604</u>	<u>33,868</u>	<u>38,169</u>	<u>38,929</u>	<u>40,697</u>	<u>41,458</u>	<u>42,219</u>	<u>42,979</u>	<u>44,014</u>
170	<u>17</u>	<u>33,273</u>	<u>33,933</u>	<u>34,196</u>	<u>38,687</u>	<u>39,448</u>	<u>41,216</u>	<u>41,977</u>	<u>42,737</u>	<u>43,498</u>	<u>44,533</u>
171	<u>18</u>	<u>33,601</u>	<u>34,261</u>	<u>34,525</u>	<u>39,206</u>	<u>39,967</u>	<u>41,734</u>	<u>42,495</u>	<u>43,256</u>	<u>44,017</u>	<u>45,052</u>
172	<u>19</u>	<u>33,929</u>	<u>34,589</u>	<u>34,853</u>	<u>39,724</u>	<u>40,485</u>	<u>42,253</u>	<u>43,014</u>	<u>43,774</u>	<u>44,535</u>	<u>45,570</u>
173	<u>20</u>	<u>34,257</u>	<u>34,917</u>	<u>35,181</u>	<u>40,243</u>	<u>41,004</u>	<u>42,771</u>	<u>43,532</u>	<u>44,293</u>	<u>45,054</u>	<u>46,089</u>
174	<u>21</u>	<u>34,586</u>	<u>35,245</u>	<u>35,509</u>	<u>40,761</u>	<u>41,522</u>	<u>43,290</u>	<u>44,051</u>	<u>44,811</u>	<u>45,572</u>	<u>46,607</u>
175	<u>22</u>	<u>34,914</u>	<u>35,573</u>	<u>35,837</u>	<u>41,280</u>	<u>42,041</u>	<u>43,808</u>	<u>44,569</u>	<u>45,330</u>	<u>46,091</u>	<u>47,126</u>
176	<u>23</u>	<u>35,242</u>	<u>35,901</u>	<u>36,165</u>	<u>41,799</u>	<u>42,559</u>	<u>44,327</u>	<u>45,088</u>	<u>45,848</u>	<u>46,609</u>	<u>47,644</u>
177	<u>24</u>	<u>35,570</u>	<u>36,229</u>	<u>36,493</u>	<u>42,317</u>	<u>43,078</u>	<u>44,846</u>	<u>45,606</u>	<u>46,367</u>	<u>47,128</u>	<u>48,163</u>
178	<u>25</u>	<u>35,898</u>	<u>36,557</u>	<u>36,821</u>	<u>42,836</u>	<u>43,596</u>	<u>45,364</u>	<u>46,125</u>	<u>46,886</u>	<u>47,646</u>	<u>48,681</u>
179	<u>26</u>	<u>36,226</u>	<u>36,885</u>	<u>37,149</u>	<u>43,354</u>	<u>44,115</u>	<u>45,883</u>	<u>46,643</u>	<u>47,404</u>	<u>48,165</u>	<u>49,200</u>
180	<u>27</u>	<u>36,554</u>	<u>37,213</u>	<u>37,477</u>	<u>43,873</u>	<u>44,633</u>	<u>46,401</u>	<u>47,162</u>	<u>47,923</u>	<u>48,683</u>	<u>49,718</u>
181	<u>28</u>	<u>36,882</u>	<u>37,542</u>	<u>37,805</u>	<u>44,391</u>	<u>45,152</u>	<u>46,920</u>	<u>47,680</u>	<u>48,441</u>	<u>49,202</u>	<u>50,237</u>
182	<u>29</u>	<u>37,210</u>	<u>37,870</u>	<u>38,134</u>	<u>44,910</u>	<u>45,670</u>	<u>47,438</u>	<u>48,199</u>	<u>48,960</u>	<u>49,720</u>	<u>50,755</u>
183	<u>30</u>	<u>37,538</u>	<u>38,198</u>	<u>38,462</u>	<u>45,428</u>	<u>46,189</u>	<u>47,957</u>	<u>48,717</u>	<u>49,478</u>	<u>50,239</u>	<u>51,274</u>
184	<u>31</u>	<u>37,867</u>	<u>38,526</u>	<u>38,790</u>	<u>45,947</u>	<u>46,708</u>	<u>48,475</u>	<u>49,236</u>	<u>49,997</u>	<u>50,757</u>	<u>51,792</u>
185	<u>32</u>	<u>38,195</u>	<u>38,854</u>	<u>39,118</u>	<u>46,465</u>	<u>47,226</u>	<u>48,994</u>	<u>49,755</u>	<u>50,515</u>	<u>51,276</u>	<u>52,311</u>
186	<u>33</u>	<u>38,523</u>	<u>39,182</u>	<u>39,446</u>	<u>46,984</u>	<u>47,745</u>	<u>49,512</u>	<u>50,273</u>	<u>51,034</u>	<u>51,795</u>	<u>52,830</u>
187	<u>34</u>	<u>38,851</u>	<u>39,510</u>	<u>39,774</u>	<u>47,502</u>	<u>48,263</u>	<u>50,031</u>	<u>50,792</u>	<u>51,552</u>	<u>52,313</u>	<u>53,348</u>
188	<u>35</u>	<u>39,179</u>	<u>39,838</u>	<u>40,102</u>	<u>48,021</u>	<u>48,782</u>	<u>50,549</u>	<u>51,310</u>	<u>52,071</u>	<u>52,832</u>	<u>53,867</u>

189 (b) Six hundred dollars shall be paid annually to each
190 classroom teacher who has at least twenty years of teaching
191 experience. The payments: (i) Shall be in addition to any
192 amounts prescribed in the applicable state minimum salary

193 schedule; (ii) shall be paid in equal monthly installments; and
194 (iii) shall be considered a part of the state minimum salaries
195 for teachers.

196 (c) To implement provisions to assist the state in meeting
197 its objective of salary equity among the counties, each
198 teacher shall be paid a salary supplement as set forth in
199 section five of this article, applicable for their classification
200 of certification or classification of training and years of
201 experience as follows, subject to the provisions of said
202 section five:

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

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

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

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

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

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

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

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

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

230 (10) For “Doctorate” at zero years of experience \$2,927.
231 An additional \$69 shall be paid for each year of experience
232 up to and including 35 years of experience.
233 These payments (A) shall be in addition to any amounts
234 prescribed in the applicable State Minimum Salary Schedule,
235 any specific additional amounts prescribed in this section and
236 article and any county supplement in effect in a county
237 pursuant to section five-a of this article; (B) shall be paid in
238 equal monthly installments; and (C) shall be considered a
239 part of the state minimum salaries for teachers.

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

1 (a) For the purposes of this section, salary equity among
2 the counties means that the salary potential of school
3 employees employed by the various districts throughout the
4 state does not differ by greater than ten percent between those
5 offering the highest salaries and those offering the lowest
6 salaries. In the case of professional educators, the difference
7 shall be calculated utilizing the average of the professional

8 educator salary schedules, degree classifications B.A.
9 through doctorate and the years of experience provided for in
10 the most recent state minimum salary schedule for teachers,
11 in effect in the ~~five~~ ten counties offering the highest salary
12 schedules compared to the lowest salary schedule in effect
13 among the fifty-five counties. In the case of school service
14 personnel, the difference shall be calculated utilizing the
15 average of the school service personnel salary schedules, pay
16 grades “A” through “H” and the years of experience provided
17 for in the most recent state minimum pay scale pay grade for
18 service personnel, in effect in the ~~five~~ ten counties offering
19 the highest salary schedules compared to the lowest salary
20 schedule in effect among the fifty-five counties.

21 ~~For the school year beginning July 1, 1994, and~~
22 ~~thereafter, in the counties that jointly support a multicounty~~
23 ~~vocational school, salary equity funding shall be distributed~~
24 ~~to nonfiscal agent counties based on: (1) Calculating the~~
25 ~~amount of salary equity funding each nonfiscal agent county~~
26 ~~would receive for the employees for which it is charged in~~

27 ~~the public school support program, as provided in section~~
28 ~~four, article nine-a, chapter eighteen of this code, if this~~
29 ~~salary equity funding were distributed to nonfiscal agent~~
30 ~~counties, and (2) deducting the salary equity funding to be~~
31 ~~received by the fiscal agent county in the public school~~
32 ~~support program for those employees for which the nonfiscal~~
33 ~~agent county is charged in the public school support program.~~

34 (b) To assist the state in meeting its objective of salary
35 equity among the counties, as defined in subsection (a) of this
36 section, on and after July 1, 1984, subject to available state
37 appropriations and the conditions set forth herein, each
38 teacher and school service personnel shall receive a
39 supplemental amount in addition to the amount from the state
40 minimum salary schedules provided for in this article.

41 (c) State funds for this purpose shall be paid within the
42 West Virginia public school support plan in accordance with
43 article nine-a, chapter eighteen of this code. The amount
44 allocated for salary equity shall be apportioned between
45 teachers and school service personnel in direct proportion to

46 that amount necessary to support the professional salaries and
47 service personnel salaries statewide under sections four, ~~and~~
48 five and eight, article nine-a, chapter eighteen of this code.

49 ~~Provided, That in making this division an adequate amount~~
50 ~~of state equity funds shall be reserved to finance the~~
51 ~~appropriate foundation allowances and staffing incentives~~
52 ~~provided for in article nine-a, chapter eighteen of this code.~~

53 (d) Pursuant to this section, each teacher and school
54 service personnel shall receive the amount specified on the
55 applicable equity salary schedule maintained by the State
56 Board in accordance with subsection (c), section two, and
57 subsection (m), section eight-a of this article ~~that is the~~
58 ~~difference between their authorized state minimum salary and~~
59 ~~ninety-five percent of the maximum salary schedules~~
60 ~~prescribed in sections five-a and five-b of this article, reduced~~
61 ~~by any amount provided by the county as a salary supplement~~
62 ~~for teachers and school service personnel on January 1, 1984.~~
63 ~~of the fiscal year immediately preceding that in which the~~
64 ~~salary equity appropriation is distributed: *Provided, That*~~

65 (e) The amount received pursuant to this section shall not
66 be decreased as a result of any county supplement increase
67 instituted after January 1, 1984; ~~until the objective of salary~~
68 ~~equity is reached.~~ *Provided, however,* That any amount
69 received pursuant to this section may be reduced
70 proportionately based upon the amount of funds appropriated
71 for this purpose. No county may reduce any salary
72 supplement that was in effect on January 1, 1984, except as
73 permitted by sections five-a and five-b of this article.

74 (f) Nothing in this section requires any specific level of
75 appropriation by the Legislature except as required to pay the
76 equity salary supplements as provided in sections two and
77 eight-a of this article in accordance with the provisions of this
78 section.

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

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

3 (1) The Effective July 1, 2010, through June 30, 2011,
4 the minimum monthly pay for each service employee whose

5 employment is for a period of more than three and one-half
6 hours a day shall be at least the amounts indicated in the
7 2010-2011 State Minimum Pay Scale Pay Grade and the
8 minimum monthly pay for each service employee whose
9 employment is for a period of three and one-half hours or less
10 a day shall be at least one-half the amount indicated in the
11 2010-2011 State Minimum Pay Scale Pay Grade set forth in
12 this ~~section~~ subdivision.

13 Beginning July 1, 2011, through June 30, 2012, the
14 minimum monthly pay for each service employee whose
15 employment is for a period of more than three and one-half
16 hours a day shall be at least the amounts indicated in the
17 2011-2012 State Minimum Pay Scale Pay Grade and the
18 minimum monthly pay for each service employee whose
19 employment is for a period of three and one-half hours or less
20 a day shall be at least one-half the amount indicated in the
21 2011-2012 State Minimum Pay Scale Pay Grade set forth in
22 this section subdivision.

23 Beginning July 1, 2012, and continuing thereafter, the
 24 minimum monthly pay for each service employee whose
 25 employment is for a period of more than three and one-half
 26 hours a day shall be at least the amounts indicated in the
 27 2012-2013 State Minimum Pay Scale Pay Grade and the
 28 minimum monthly pay for each service employee whose
 29 employment is for a period of three and one-half hours or less
 30 a day shall be at least one-half the amount indicated in the
 31 2012-2013 State Minimum Pay Scale Pay Grade set forth in
 32 this section subdivision.

33 2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

34 Years									
35 Exp.	AB		C	D	E	F	G	H	
36 0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
37 1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
38 2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
39 3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
40 4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
41 5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
42 6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
43 7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

	Years								
44	Exp. 8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
45	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
46	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
47	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
48	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
49	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
50	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
51	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
52	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
53	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
54	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
55	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
56	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
57	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
58	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
59	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
60	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
61	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
62	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
63	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
64	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
65	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
66	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									
	Exp.								
67	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
68	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
69	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
70	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
71	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
72	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
73	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
74	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
75	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
76	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.	AB	—	C	D	E	F	G	H	—
80	<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>	
81	<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>	
82	<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>	
83	<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>	
84	<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>	
85	<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>	
86	<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>	
87	<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>	
88	<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>	

89	<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>
90	<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>
91	<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>
92	<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>
93	<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>
94	<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>
95	<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>
96	<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>
97	<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>
98	<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>
99	<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>
100	<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>
101	<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>
102	<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>
103	<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>
104	<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>
105	<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>
106	<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>
107	<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>
108	<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>
109	<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>
110	<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>
111	<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>
112	<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>
113	<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>
114	<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>

115	<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>
116	<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>
117	<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>
118	<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>
119	<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>
120	<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>

121

2012-2013 STATE MINIMUM PAY SCALE PAY GRADE

122 Years

123 Exp.

		<u>AB</u>	<u>—</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>—</u>
124	<u>0</u>	<u>1,677</u>	<u>1,698</u>	<u>1,739</u>	<u>1,791</u>	<u>1,843</u>	<u>1,905</u>	<u>1,936</u>	<u>2,008</u>	
125	<u>1</u>	<u>1,709</u>	<u>1,730</u>	<u>1,771</u>	<u>1,823</u>	<u>1,875</u>	<u>1,937</u>	<u>1,968</u>	<u>2,040</u>	
126	<u>2</u>	<u>1,741</u>	<u>1,762</u>	<u>1,803</u>	<u>1,855</u>	<u>1,907</u>	<u>1,969</u>	<u>2,000</u>	<u>2,072</u>	
127	<u>3</u>	<u>1,773</u>	<u>1,794</u>	<u>1,835</u>	<u>1,887</u>	<u>1,939</u>	<u>2,001</u>	<u>2,032</u>	<u>2,104</u>	
128	<u>4</u>	<u>1,805</u>	<u>1,826</u>	<u>1,867</u>	<u>1,919</u>	<u>1,971</u>	<u>2,033</u>	<u>2,064</u>	<u>2,137</u>	
129	<u>5</u>	<u>1,837</u>	<u>1,858</u>	<u>1,899</u>	<u>1,951</u>	<u>2,003</u>	<u>2,065</u>	<u>2,096</u>	<u>2,169</u>	
130	<u>6</u>	<u>1,869</u>	<u>1,890</u>	<u>1,932</u>	<u>1,983</u>	<u>2,035</u>	<u>2,097</u>	<u>2,128</u>	<u>2,201</u>	
131	<u>7</u>	<u>1,902</u>	<u>1,922</u>	<u>1,964</u>	<u>2,015</u>	<u>2,067</u>	<u>2,129</u>	<u>2,160</u>	<u>2,233</u>	
132	<u>8</u>	<u>1,934</u>	<u>1,954</u>	<u>1,996</u>	<u>2,047</u>	<u>2,099</u>	<u>2,161</u>	<u>2,192</u>	<u>2,265</u>	
133	<u>9</u>	<u>1,966</u>	<u>1,986</u>	<u>2,028</u>	<u>2,080</u>	<u>2,131</u>	<u>2,193</u>	<u>2,224</u>	<u>2,297</u>	
134	<u>10</u>	<u>1,998</u>	<u>2,019</u>	<u>2,060</u>	<u>2,112</u>	<u>2,163</u>	<u>2,226</u>	<u>2,257</u>	<u>2,329</u>	
135	<u>11</u>	<u>2,030</u>	<u>2,051</u>	<u>2,092</u>	<u>2,144</u>	<u>2,195</u>	<u>2,258</u>	<u>2,289</u>	<u>2,361</u>	
136	<u>12</u>	<u>2,062</u>	<u>2,083</u>	<u>2,124</u>	<u>2,176</u>	<u>2,228</u>	<u>2,290</u>	<u>2,321</u>	<u>2,393</u>	
137	<u>13</u>	<u>2,094</u>	<u>2,115</u>	<u>2,156</u>	<u>2,208</u>	<u>2,260</u>	<u>2,322</u>	<u>2,353</u>	<u>2,425</u>	
138	<u>14</u>	<u>2,126</u>	<u>2,147</u>	<u>2,188</u>	<u>2,240</u>	<u>2,292</u>	<u>2,354</u>	<u>2,385</u>	<u>2,457</u>	

139	<u>15</u>	<u>2,158</u>	<u>2,179</u>	<u>2,220</u>	<u>2,272</u>	<u>2,324</u>	<u>2,386</u>	<u>2,417</u>	<u>2,489</u>
140	<u>16</u>	<u>2,190</u>	<u>2,211</u>	<u>2,252</u>	<u>2,304</u>	<u>2,356</u>	<u>2,418</u>	<u>2,449</u>	<u>2,522</u>
141	<u>17</u>	<u>2,222</u>	<u>2,243</u>	<u>2,285</u>	<u>2,336</u>	<u>2,388</u>	<u>2,450</u>	<u>2,481</u>	<u>2,554</u>
142	<u>18</u>	<u>2,254</u>	<u>2,275</u>	<u>2,317</u>	<u>2,368</u>	<u>2,420</u>	<u>2,482</u>	<u>2,513</u>	<u>2,586</u>
143	<u>19</u>	<u>2,287</u>	<u>2,307</u>	<u>2,349</u>	<u>2,400</u>	<u>2,452</u>	<u>2,514</u>	<u>2,545</u>	<u>2,618</u>
144	<u>20</u>	<u>2,319</u>	<u>2,339</u>	<u>2,381</u>	<u>2,433</u>	<u>2,484</u>	<u>2,546</u>	<u>2,577</u>	<u>2,650</u>
145	<u>21</u>	<u>2,351</u>	<u>2,371</u>	<u>2,413</u>	<u>2,465</u>	<u>2,516</u>	<u>2,578</u>	<u>2,609</u>	<u>2,682</u>
146	<u>22</u>	<u>2,383</u>	<u>2,404</u>	<u>2,445</u>	<u>2,497</u>	<u>2,548</u>	<u>2,611</u>	<u>2,642</u>	<u>2,714</u>
147	<u>23</u>	<u>2,415</u>	<u>2,436</u>	<u>2,477</u>	<u>2,529</u>	<u>2,581</u>	<u>2,643</u>	<u>2,674</u>	<u>2,746</u>
148	<u>24</u>	<u>2,447</u>	<u>2,468</u>	<u>2,509</u>	<u>2,561</u>	<u>2,613</u>	<u>2,675</u>	<u>2,706</u>	<u>2,778</u>
149	<u>25</u>	<u>2,479</u>	<u>2,500</u>	<u>2,541</u>	<u>2,593</u>	<u>2,645</u>	<u>2,707</u>	<u>2,738</u>	<u>2,810</u>
150	<u>26</u>	<u>2,511</u>	<u>2,532</u>	<u>2,573</u>	<u>2,625</u>	<u>2,677</u>	<u>2,739</u>	<u>2,770</u>	<u>2,842</u>
151	<u>27</u>	<u>2,543</u>	<u>2,564</u>	<u>2,605</u>	<u>2,657</u>	<u>2,709</u>	<u>2,771</u>	<u>2,802</u>	<u>2,874</u>
152	<u>28</u>	<u>2,575</u>	<u>2,596</u>	<u>2,637</u>	<u>2,689</u>	<u>2,741</u>	<u>2,803</u>	<u>2,834</u>	<u>2,907</u>
153	<u>29</u>	<u>2,607</u>	<u>2,628</u>	<u>2,670</u>	<u>2,721</u>	<u>2,773</u>	<u>2,835</u>	<u>2,866</u>	<u>2,939</u>
154	<u>30</u>	<u>2,640</u>	<u>2,660</u>	<u>2,702</u>	<u>2,753</u>	<u>2,805</u>	<u>2,867</u>	<u>2,898</u>	<u>2,971</u>
155	<u>31</u>	<u>2,672</u>	<u>2,692</u>	<u>2,734</u>	<u>2,785</u>	<u>2,837</u>	<u>2,899</u>	<u>2,930</u>	<u>3,003</u>
156	<u>32</u>	<u>2,704</u>	<u>2,724</u>	<u>2,766</u>	<u>2,818</u>	<u>2,869</u>	<u>2,931</u>	<u>2,962</u>	<u>3,035</u>
157	<u>33</u>	<u>2,736</u>	<u>2,756</u>	<u>2,798</u>	<u>2,850</u>	<u>2,901</u>	<u>2,963</u>	<u>2,995</u>	<u>3,067</u>
158	<u>34</u>	<u>2,768</u>	<u>2,789</u>	<u>2,830</u>	<u>2,882</u>	<u>2,933</u>	<u>2,996</u>	<u>3,027</u>	<u>3,099</u>
159	<u>35</u>	<u>2,800</u>	<u>2,821</u>	<u>2,862</u>	<u>2,914</u>	<u>2,966</u>	<u>3,028</u>	<u>3,059</u>	<u>3,131</u>
160	<u>36</u>	<u>2,832</u>	<u>2,853</u>	<u>2,894</u>	<u>2,946</u>	<u>2,998</u>	<u>3,060</u>	<u>3,091</u>	<u>3,163</u>
161	<u>37</u>	<u>2,864</u>	<u>2,885</u>	<u>2,926</u>	<u>2,978</u>	<u>3,030</u>	<u>3,092</u>	<u>3,123</u>	<u>3,195</u>
162	<u>38</u>	<u>2,896</u>	<u>2,917</u>	<u>2,958</u>	<u>3,010</u>	<u>3,062</u>	<u>3,124</u>	<u>3,155</u>	<u>3,227</u>
163	<u>39</u>	<u>2,928</u>	<u>2,949</u>	<u>2,990</u>	<u>3,042</u>	<u>3,094</u>	<u>3,156</u>	<u>3,187</u>	<u>3,259</u>
164	<u>40</u>	<u>2,960</u>	<u>2,981</u>	<u>3,022</u>	<u>3,074</u>	<u>3,126</u>	<u>3,188</u>	<u>3,219</u>	<u>3,292</u>

165 (2) Each service employee shall receive the amount
166 prescribed in the Minimum Pay Scale in accordance with the
167 provisions of this subsection according to their class title and
168 pay grade as set forth in this subdivision:

169	CLASS TITLE	PAY GRADE
170	Accountant I.....	D
171	Accountant II.....	E
172	Accountant H <u>III</u>	F
173	Accounts Payable Supervisor.....	G
174	Aide I.....	A
175	Aide II.....	B
176	Aide III.....	C
177	Aide IV.....	D
178	Audiovisual Technician.....	C
179	Auditor.....	G
180	Autism Mentor.....	F
181	Braille or Sign Language Specialist.....	E
182	Bus Operator.....	D
183	Buyer.....	F

184	Cabinetmaker.....	G
185	Cafeteria Manager.....	D
186	Carpenter I.....	E
187	Carpenter II.....	F
188	Chief Mechanic.....	G
189	Clerk I.....	B
190	Clerk II.....	C
191	Computer Operator.....	E
192	Cook I.....	A
193	Cook II.....	B
194	Cook III.....	C
195	Crew Leader.....	F
196	Custodian I.....	A
197	Custodian II.....	B
198	Custodian III.....	C
199	Custodian IV.....	D
200	Director or Coordinator of Services.....	H
201	Draftsman.....	D
202	Electrician I.....	F

203	Electrician II.....	G
204	Electronic Technician I.	F
205	Electronic Technician II.....	G
206	Executive Secretary.	G
207	Food Services Supervisor.....	G
208	Foreman.	G
209	General Maintenance.	C
210	Glazier.	D
211	Graphic Artist.....	D
212	Groundsman.....	B
213	Handyman.	B
214	Heating and Air Conditioning Mechanic I.....	E
215	Heating and Air Conditioning Mechanic II.	G
216	Heavy Equipment Operator.	E
217	Inventory Supervisor.	D
218	Key Punch Operator.....	B
219	Licensed Practical Nurse.	F
220	Locksmith.	G
221	Lubrication Man.....	C

222	Machinist.	F
223	Mail Clerk.	D
224	Maintenance Clerk.	C
225	Mason.	G
226	Mechanic.	F
227	Mechanic Assistant.	E
228	Office Equipment Repairman I.	F
229	Office Equipment Repairman II.	G
230	Painter.	E
231	Paraprofessional.	F
232	Payroll Supervisor.	G
233	Plumber I.	E
234	Plumber II.	G
235	Printing Operator.	B
236	Printing Supervisor.	D
237	Programmer.	H
238	Roofing/Sheet Metal Mechanic.	F
239	Sanitation Plant Operator.	G
240	School Bus Supervisor.	E

241	Secretary I.	D
242	Secretary II.	E
243	Secretary III.	F
244	Supervisor of Maintenance.	H
245	Supervisor of Transportation.	H
246	Switchboard Operator-Receptionist.	D
247	Truck Driver.	D
248	Warehouse Clerk.	C
249	Watchman.	B
250	Welder.	F
251	WVEIS Data Entry and Administrative Clerk.	B

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

322 (i) No service employee may have his or her daily work
323 schedule changed during the school year without the
324 employee's written consent and the employee's required
325 daily work hours may not be changed to prevent the payment
326 of time and one-half wages or the employment of another
327 employee.

328 (j) The minimum hourly rate of pay for extra duty
329 assignments as defined in section eight-b of this article shall
330 be no less than one seventh of the employee's daily total
331 salary for each hour the employee is involved in performing
332 the assignment and paid entirely from local funds: *Provided,*
333 That an alternative minimum hourly rate of pay for
334 performing extra duty assignments within a particular

335 category of employment may be used if the alternate hourly
336 rate of pay is approved both by the county board and by the
337 affirmative vote of a two-thirds majority of the regular
338 full-time employees within that classification category of
339 employment within that county: *Provided, however,* That the
340 vote shall be by secret ballot if requested by a service
341 personnel employee within that classification category within
342 that county. The salary for any fraction of an hour the
343 employee is involved in performing the assignment shall be
344 prorated accordingly. When performing extra duty
345 assignments, employees who are regularly employed on a
346 one-half day salary basis shall receive the same hourly extra
347 duty assignment pay computed as though the employee were
348 employed on a full-day salary basis.

349 (k) The minimum pay for any service personnel
350 employees engaged in the removal of asbestos material or
351 related duties required for asbestos removal shall be their
352 regular total daily rate of pay and no less than an additional
353 \$3 per hour or no less than \$5 per hour for service personnel

354 supervising asbestos removal responsibilities for each hour
355 these employees are involved in asbestos related duties.
356 Related duties required for asbestos removal include, but are
357 not limited to, travel, preparation of the work site, removal of
358 asbestos decontamination of the work site, placing and
359 removal of equipment and removal of structures from the
360 site. If any member of an asbestos crew is engaged in
361 asbestos related duties outside of the employee's regular
362 employment county, the daily rate of pay shall be no less than
363 the minimum amount as established in the employee's
364 regular employment county for asbestos removal and an
365 additional \$30 per each day the employee is engaged in
366 asbestos removal and related duties. The additional pay for
367 asbestos removal and related duties shall be payable entirely
368 from county funds. Before service personnel employees may
369 be used in the removal of asbestos material or related duties,
370 they shall have completed a federal Environmental Protection
371 Act approved training program and be licensed. The
372 employer shall provide all necessary protective equipment

373 and maintain all records required by the Environmental
374 Protection Act.

375 (l) For the purpose of qualifying for additional pay as
376 provided in section eight, article five of this chapter, an aide
377 shall be considered to be exercising the authority of a
378 supervisory aide and control over pupils if the aide is
379 required to supervise, control, direct, monitor, escort or
380 render service to a child or children when not under the direct
381 supervision of certified professional personnel within the
382 classroom, library, hallway, lunchroom, gymnasium, school
383 building, school grounds or wherever supervision is required.
384 For purposes of this section, “under the direct supervision of
385 certified professional personnel” means that certified
386 professional personnel is present, with and accompanying the
387 aide.

388 (m) To implement provisions to assist the state in
389 meeting its objective of salary equity among the counties,
390 each service employee shall be paid a salary supplement as
391 set forth in section five of this article of \$115 per month,

392 subject to the provisions of said section five: *Provided*, That
393 beginning with the school year commencing on July 1, 2011,
394 each service employee shall be paid an equity salary
395 supplement of \$152 per month, subject to the provisions of
396 said section five. These payments (1) shall be in addition to
397 any amounts prescribed in the applicable State Minimum Pay
398 Scale Pay Grade, any specific additional amounts prescribed
399 in this section and article and any county supplement in effect
400 in a county pursuant to section five-b of this article; (2) shall
401 be paid in equal monthly installments; and (3) shall be
402 considered a part of the state minimum salaries for service
403 personnel.

CHAPTER 20. NATURAL RESOURCES.

ARTICLE 7. LAW ENFORCEMENT, MOTORBOATING, LITTER.

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

- 1 (a) Notwithstanding any provision of this code to the
- 2 contrary, the ranks within the law-enforcement section of the
- 3 Division of Natural Resources are colonel, lieutenant colonel,

4 major, captain, lieutenant, sergeant, corporal, natural
5 resources police officer first class, senior natural resources
6 police officer, natural resources police officer and natural
7 resources police officer-in-training. Each officer while in
8 uniform shall wear the insignia of rank as provided by the
9 chief natural resources police officer.

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

14 ANNUAL SALARY SCHEDULE (BASE PAY)

15 SUPERVISORY AND NONSUPERVISORY RANKS

16	Natural Resources Police Officer In Training	
17	(first year until end of probation).	\$26,337
18	Natural Resources Police Officer (second year). . .	\$29,768
19	Natural Resources Police Officer (third year). . . .	\$30,140
20	Senior Natural Resources Police Officer	
21	(fourth and fifth year).	\$30,440

22	Senior Natural Resources Police Officer First Class	
23	(after fifth year).	\$32,528
24	Senior Natural Resources Police Officer (after	
25	tenth year).	\$33,104
26	Senior Natural Resources Police Officer (after	
27	fifteenth year).	\$33,528
28	Corporal (after sixteenth year).	\$36,704
29	Sergeant.	\$40,880
30	First Sergeant.	\$42,968
31	Lieutenant.	\$47,144
32	Captain.	\$49,232
33	Major.	\$51,320
34	Lieutenant Colonel.	\$53,408
35	Colonel.	

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

39 ANNUAL SALARY SCHEDULE (BASE PAY)
40 SUPERVISORY AND NONSUPERVISORY RANKS

41	<u>Natural Resources Police Officer In Training</u>	
42	<u>(first year until end of probation).</u>	<u>\$31,222</u>
43	<u>Natural Resources Police Officer (second year).</u> . .	<u>\$34,881</u>
44	<u>Natural Resources Police Officer (third year).</u> . . .	<u>\$35,277</u>
45	<u>Senior Natural Resources Police Officer</u>	
46	<u>(fourth and fifth year).</u>	<u>\$35,601</u>
47	<u>Senior Natural Resources Police Officer First Class</u>	
48	<u>(after fifth year).</u>	<u>\$37,797</u>
49	<u>Senior Natural Resources Police Officer (after tenth</u>	
50	<u>year).</u>	<u>\$38,397</u>
51	<u>Senior Natural Resources Police Officer (after</u>	
52	<u>fifteenth year).</u>	<u>\$38,833</u>
53	<u>Corporal (after sixteenth year).</u>	<u>\$42,105</u>
54	<u>Sergeant.</u>	<u>\$46,401</u>
55	<u>First Sergeant.</u>	<u>\$48,549</u>
56	<u>Lieutenant.</u>	<u>\$52,857</u>
57	<u>Captain.</u>	<u>\$55,005</u>
58	<u>Major.</u>	<u>\$57,153</u>
59	<u>Lieutenant Colonel.</u>	<u>\$59,301</u>

60 Colonel. _

61 Natural resources police officers in service at the time the
62 amendment to this section becomes effective shall be given
63 credit for prior service and shall be paid salaries as the same
64 length of service ~~will entitle~~ entitles them to receive under the
65 provisions of this section.

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

69 (d) Nothing in this section prohibits other pay increases
70 as provided under section two, article five, chapter five of
71 this code: *Provided*, That any across-the-board pay increase
72 granted by the Legislature or the Governor will be added to,
73 and reflected in, the minimum salaries set forth in this
74 section; and that any merit increases granted to an officer
75 over and above the annual salary schedule listed in
76 subsection (b) of this section are retained by an officer when
77 he or she advances from one rank to another: *Provided*,
78 *however*, That any natural resources police officer who

79 receives an increase in compensation pursuant to the
80 amendment and reenactment of this section in 2011 shall not
81 receive any across-the-board pay increase granted by the
82 Legislature or the Governor in 2011.