

1 **H. B. 4435**

2  
3 (By Delegates Smith, Perry, Shaver and Lawrence)  
4 [Introduced February 6, 2012; referred to the  
5 Committee on Education then Finance.]  
6  
7  
8  
9

10 A BILL to amend and reenact §18A-4-8a of the Code of West Virginia,  
11 1931, as amended, relating to school service personnel minimum  
12 monthly salaries; increasing the education increment.

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

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

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

17 **§18A-4-8a. Service personnel minimum monthly salaries.**

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

20 (1) ~~Effective July 1, 2010, through June 30, 2011, the minimum~~  
21 ~~monthly pay for each service employee whose employment is for a~~  
22 ~~period of more than three and one-half hours a day shall be at~~  
23 ~~least the amounts indicated in the 2010-2011 State Minimum Pay~~

~~1 Scale Pay Grade and the minimum monthly pay for each service  
2 employee whose employment is for a period of three and one-half  
3 hours or less a day shall be at least one-half the amount indicated  
4 in the 2010-2011 State Minimum Pay Scale Pay Grade set forth in  
5 this subdivision.~~

~~6       Beginning July 1, 2011, and continuing thereafter, the minimum  
7 monthly pay for each service employee whose employment is for a  
8 period of more than three and one-half hours a day shall be at  
9 least the amounts indicated in the 2011-2012 State Minimum Pay  
10 Scale Pay Grade and the minimum monthly pay for each service  
11 employee whose employment is for a period of three and one-half  
12 hours or less a day shall be at least one-half the amount indicated  
13 in the 2011-2012 State Minimum Pay Scale Pay Grade set forth in  
14 this section subdivision.~~

15       The minimum monthly pay for each service employee whose  
16 employment is for a period of more than three and one-half hours a  
17 day shall be at least the amounts indicated in the state minimum  
18 pay scale pay grade and the minimum monthly pay for each service  
19 employee whose employment is for a period of three and one-half  
20 hours or less a day shall be at least one-half the amount indicated  
21 in the state minimum pay scale pay grade set forth in this section.

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE									
Years									
Exp.	Pay Grade								
	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	

## 2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years

	Exp.	Pay Grade							
1	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
2	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
3	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
4	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
5	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
6	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
7	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
8	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
9	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
10	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
11	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
12	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

## 13 2011-2012 STATE MINIMUM PAY SCALE PAY GRADE

14 Years

15	Exp.	Pay Grade							
16		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
17	0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
18	1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
19	2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
20	3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054
21	4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
22	5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
23	6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
24	7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
25	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
26	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
27	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
28	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
29	12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343

1	13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
2	14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
3	15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
4	16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472
5	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
6	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
7	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
8	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
9	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
10	22	2,333	2,354	2,395	2,447	2,498	2,561	2,593	2,666
11	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
12	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
13	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
14	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
15	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
16	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
17	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
18	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
19	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
20	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
21	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
22	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059
23	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
24	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
25	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
26	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
27	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
28	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

29

30 (2) Each service employee shall receive the amount prescribed  
31 in the Minimum Pay Scale in accordance with the provisions of this

1 subsection according to their class title and pay grade as set  
 2 forth in this subdivision:

3 CLASS TITLE	PAY GRADE
4 Accountant I. . . . .	D
5 Accountant II.. . . .	E
6 Accountant III. . . . .	F
7 Accounts Payable Supervisor.. . . .	G
8 Aide I. . . . .	A
9 Aide II.. . . .	B
10 Aide III. . . . .	C
11 Aide IV.. . . .	D
12 Audiovisual Technician. . . . .	C
13 Auditor.. . . .	G
14 Autism Mentor.. . . .	F
15 Braille or Sign Language Specialist.. . . .	E
16 Bus Operator. . . . .	D
17 Buyer.. . . .	F
18 Cabinetmaker. . . . .	G
19 Cafeteria Manager.. . . .	D
20 Carpenter I.. . . .	E
21 Carpenter II. . . . .	F
22 Chief Mechanic. . . . .	G
23 Clerk I.. . . .	B
24 Clerk II. . . . .	C

1	Computer Operator.. . . . .	E
2	Cook I. . . . .	A
3	Cook II.. . . . .	B
4	Cook III. . . . .	C
5	Crew Leader.. . . . .	F
6	Custodian I.. . . . .	A
7	Custodian II. . . . .	B
8	Custodian III.. . . . .	C
9	Custodian IV. . . . .	D
10	Director or Coordinator of Services.. . . . .	H
11	Draftsman.. . . . .	D
12	Electrician I.. . . . .	F
13	Electrician II. . . . .	G
14	Electronic Technician I.. . . . .	F
15	Electronic Technician II. . . . .	G
16	Executive Secretary.. . . . .	G
17	Food Services Supervisor. . . . .	G
18	Foreman.. . . . .	G
19	General Maintenance.. . . . .	C
20	Glazier.. . . . .	D
21	Graphic Artist. . . . .	D
22	Groundsman. . . . .	B
23	Handyman. . . . .	B
24	Heating and Air Conditioning Mechanic I.. . . . .	E

1 Heating and Air Conditioning Mechanic II. . . . .	G
2 Heavy Equipment Operator. . . . .	E
3 Inventory Supervisor. . . . .	D
4 Key Punch Operator. . . . .	B
5 Licensed Practical Nurse. . . . .	F
6 Locksmith.. . . .	G
7 Lubrication Man.. . . .	C
8 Machinist.. . . .	F
9 Mail Clerk. . . . .	D
10 Maintenance Clerk.. . . .	C
11 Mason.. . . .	G
12 Mechanic. . . . .	F
13 Mechanic Assistant. . . . .	E
14 Office Equipment Repairman I. . . . .	F
15 Office Equipment Repairman II.. . . .	G
16 Painter.. . . .	E
17 Paraprofessional. . . . .	F
18 Payroll Supervisor. . . . .	G
19 Plumber I.. . . .	E
20 Plumber II. . . . .	G
21 Printing Operator.. . . .	B
22 Printing Supervisor.. . . .	D
23 Programmer. . . . .	H
24 Roofing/Sheet Metal Mechanic. . . . .	F



1 Sanitation Plant Operator.. . . . .	G
2 School Bus Supervisor.. . . . .	E
3 Secretary I.. . . . .	D
4 Secretary II.. . . . .	E
5 Secretary III.. . . . .	F
6 Supervisor of Maintenance.. . . . .	H
7 Supervisor of Transportation. . . . .	H
8 Switchboard Operator-Receptionist.. . . . .	D
9 Truck Driver. . . . .	D
10 Warehouse Clerk.. . . . .	C
11 Watchman. . . . .	B
12 Welder. . . . .	F
13 WVEIS Data Entry and Administrative Clerk.. . . . .	B

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

17           (c) An additional ~~\$11~~ \$15 per month also shall be added to the  
18 minimum monthly pay of each service employee for each of the  
19 following:

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

23           (2) A service employee who holds twenty-four college hours or  
24 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

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

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

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

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

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

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

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

23 (10) A service employee who holds one hundred twenty college  
24 hours or comparable credit obtained in a trade or vocational school

1 as approved by the state board;

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

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

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

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

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

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

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

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

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

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

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

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

1 paid with local funds.

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

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

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

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

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

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

1 asbestos removal and an additional \$30 per each day the employee is  
2 engaged in asbestos removal and related duties. The additional pay  
3 for asbestos removal and related duties shall be payable entirely  
4 from county funds. Before service personnel employees may be used  
5 in the removal of asbestos material or related duties, they shall  
6 have completed a federal Environmental Protection Act approved  
7 training program and be licensed. The employer shall provide all  
8 necessary protective equipment and maintain all records required by  
9 the Environmental Protection Act.

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

NOTE: The purpose of this bill is to increase the educational  
increment for school service personnel from \$11 per month to \$15  
per month.

Strike-throughs indicate language that would be stricken from

the present law, and underscoring indicates new language that would be added.