

Senate Bill No. 186

(By Senators Plymale, Wells, Browning, Edgell, Boley, Stollings,
Jenkins, Foster, Yost and Beach)

[Introduced January 16, 2012; referred to the Committee on
Education; and then to the Committee on Finance.]

**Interim
Bill**

**FISCAL
NOTE**

A BILL to amend and reenact §18A-4-2, §18A-4-5 and §18A-4-8a of the
Code of West Virginia, 1931, as amended, all relating to
providing salary equity supplement payments to teachers and
service personnel in order to achieve salary equity among the
counties; specifying the amounts of those equity supplements;
requiring the Department of Education to request additional
funds if it determines the equity objective is not being met;
clarifying the amount of equity supplement to be paid from
state funds; and deleting obsolete provisions.

Be it enacted by the Legislature of West Virginia:

That §18A-4-2, §18A-4-5 and §18A-4-8a of the Code of West
Virginia, 1931, as amended, be amended and reenacted, all to read
as follows:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

1 **§18A-4-2. State minimum salaries for teachers.**

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

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

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

20 ~~**2008-09 STATE MINIMUM SALARY SCHEDULE**~~

21											
22	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
23	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doc-
24	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate

25

1	0	25,651	26,311	26,575	27,027	28,588	30,355	31,116	31,877	32,638	33,673
2	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
3	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
4	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
5	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
6	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
7	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
8	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
9	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
10	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
11	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
12	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
13	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
14	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
15	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
16	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
17	16	31,145	31,804	32,068	36,369	37,129	38,897	39,658	40,419	41,179	42,214
18	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
19	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
20	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
21	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
22	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
23	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
24	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
25	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
26	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
27	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
28	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
29	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
30	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
31	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
32	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992

1	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
2	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
3	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
4	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

7	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
8	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doc-
9	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
10	0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
11	1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
12	2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
13	3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
14	4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
15	5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
16	6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
17	7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035
18	8	29,786	30,475	30,741	33,707	34,468	36,236	36,997	37,757	38,518	39,553
19	9	30,114	30,803	31,069	34,226	34,987	36,754	37,515	38,276	39,037	40,072
20	10	30,443	31,131	31,397	34,746	35,506	37,274	38,035	38,796	39,556	40,591
21	11	30,771	31,459	31,725	35,264	36,025	37,793	38,553	39,314	40,075	41,110
22	12	31,099	31,787	32,053	35,783	36,543	38,311	39,072	39,833	40,593	41,628
23	13	31,427	32,115	32,381	36,301	37,062	38,830	39,590	40,351	41,112	42,147
24	14	31,755	32,443	32,709	36,820	37,580	39,348	40,109	40,870	41,630	42,665
25	15	32,083	32,771	33,037	37,338	38,099	39,867	40,627	41,388	42,149	43,184
26	16	32,411	33,099	33,365	37,857	38,617	40,385	41,146	41,907	42,667	43,702
27	17	32,739	33,428	33,693	38,375	39,136	40,904	41,665	42,425	43,186	44,221
28	18	33,067	33,756	34,022	38,894	39,655	41,422	42,183	42,944	43,705	44,740
29	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
30	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777
31	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
32	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
33	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
34	24	35,036	35,724	35,990	42,005	42,766	44,534	45,294	46,055	46,816	47,851

1	25	35,364	36,052	36,318	42,524	43,284	45,052	45,813	46,574	47,334	48,369
2	26	35,692	36,380	36,646	43,042	43,803	45,571	46,331	47,092	47,853	48,888
3	27	36,020	36,708	36,974	43,561	44,321	46,089	46,850	47,611	48,371	49,406
4	28	36,348	37,037	37,302	44,079	44,840	46,608	47,368	48,129	48,890	49,925
5	29	36,676	37,365	37,631	44,598	45,358	47,126	47,887	48,648	49,408	50,443
6	30	37,004	37,693	37,959	45,116	45,877	47,645	48,405	49,166	49,927	50,962
7	31	37,333	38,021	38,287	45,635	46,396	48,163	48,924	49,685	50,445	51,480
8	32	37,661	38,349	38,615	46,153	46,914	48,682	49,443	50,203	50,964	51,999
9	33	37,989	38,677	38,943	46,672	47,433	49,200	49,961	50,722	51,483	52,518
10	34	38,317	39,005	39,271	47,190	47,951	49,719	50,480	51,240	52,001	53,036
11	35	38,645	39,333	39,599	47,709	48,470	50,237	50,998	51,759	52,520	53,555

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

18 (c) To meet the objective of salary equity among the counties
 19 as set forth in section five of this article, each teacher shall be
 20 paid an equity supplement amount as applicable for his or her
 21 classification of certification or classification of training and
 22 years of experience as follows, subject to the provisions of that
 23 section:

24 (1) For "4th Class" at zero years of experience, \$1,781. An
 25 additional \$38 shall be paid for each year of experience up to and
 26 including thirty-five years of experience;

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

4 (3) For "2nd Class" at zero years of experience, \$1,877. An
5 additional \$69 shall be paid for each year of experience up to and
6 including thirty-five years of experience;

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

10 (5) For "A.B. + 15" at zero years of experience, \$2,452. An
11 additional \$69 shall be paid for each year of experience up to and
12 including thirty-five years of experience;

13 (6) For "M.A." at zero years of experience, \$2,644. An
14 additional \$69 shall be paid for each year of experience up to and
15 including thirty-five years of experience;

16 (7) For "M.A. + 15" at zero years of experience, \$2,740. An
17 additional \$69 shall be paid for each year of experience up to and
18 including thirty-five years of experience;

19 (8) For "M.A. + 30" at zero years of experience, \$2,836. An
20 additional \$69 shall be paid for each year of experience up to and
21 including thirty-five years of experience;

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

1 (10) For "Doctorate" at zero years of experience, \$2,927. An
2 additional \$69 shall be paid for each year of experience up to and
3 including thirty-five years of experience.

4 These payments: (i) Shall be in addition to any amounts
5 prescribed in the applicable State Minimum Salary Schedule, any
6 specific additional amounts prescribed in this section and article
7 and any county supplement in effect in a county pursuant to section
8 five-a of this article; (ii) shall be paid in equal monthly
9 installments; and (iii) shall be considered a part of the state
10 minimum salaries for teachers.

11 **§18A-4-5. Salary equity among the counties; state salary**
12 **supplement.**

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

1 school service personnel, the difference shall be calculated
2 utilizing the average of the school service personnel salary
3 schedules, pay grades "A" through "H" and the years of experience
4 provided ~~for~~ in the most recent state minimum pay scale pay grade
5 for service personnel, in effect in the five counties offering the
6 highest salary schedules compared to the lowest salary schedule in
7 effect among the fifty-five counties. Effective July 1, 2013, for
8 both professional educators and school service personnel, the
9 differences shall be calculated as otherwise required by this
10 subsection except that the ten counties offering the highest salary
11 schedules shall be compared to the lowest salary schedule in effect
12 among the fifty-five counties.

13 (b) To ~~assist the state in meeting its~~ meet the objective of
14 salary equity among the counties, as defined in subsection (a) of
15 this section, on and after July 1, 1984, subject to available state
16 appropriations and the conditions set forth herein, each teacher
17 and school service personnel shall receive ~~a supplemental~~ an equity
18 supplement amount as specified in sections two and eight-a,
19 respectively, of this article in addition to the amount from the
20 state minimum salary schedules provided ~~for in this article~~ those
21 sections.

22 (c) State funds for this purpose shall be paid within the West
23 Virginia public school support plan in accordance with article
24 nine-a, chapter eighteen of this code. The amount allocated for

1 salary equity shall be apportioned between teachers and school
2 service personnel in direct proportion to that amount necessary to
3 support the professional salaries and service personnel salaries
4 statewide under sections four, five and eight, article nine-a,
5 chapter eighteen of this code. In the event the Department of
6 Education determines that the objective of salary equity among the
7 counties has not been met, it shall include in its budget request
8 for the public school support plan for the next school year a
9 request for funding sufficient to meet the objective of salary
10 equity through an across-the-board increase in the equity
11 supplement amount of the affected class of employees.

12 (d) Pursuant to this section, each teacher and school service
13 personnel shall receive from state funds the equity supplement
14 amount indicated ~~on the applicable State Equity Supplement~~
15 ~~Schedule or Pay Scale for 2010-11, maintained by the West Virginia~~
16 ~~Department of Education~~ in subsection (c), section two and
17 subsection (f), section eight-a of this article, as applicable,
18 reduced by any amount provided by the county as a salary supplement
19 for teachers and school service personnel on January 1, 1984.
20 ~~Provided, That effective July 1, 2011, the amounts indicated on the~~
21 ~~state Equity Supplement Pay Scale for service personnel is~~
22 ~~increased by \$37 across the board.~~

23 (e) The amount received pursuant to this section shall not be
24 decreased as a result of any county supplement increase instituted

1 after January 1, 1984: *Provided*, That any amount received pursuant
2 to this section may be reduced proportionately based upon the
3 amount of funds appropriated for this purpose. No county may
4 reduce any salary supplement that was in effect on January 1, 1984,
5 except as permitted by sections five-a and five-b of this article.

6 ~~(f) During its 2011 interim meetings, the Legislative~~
7 ~~Oversight Commission on Education Accountability shall conduct a~~
8 ~~study on whether a recommendation should be made to the Legislature~~
9 ~~for establishing the state Equity Supplement Schedule and the state~~
10 ~~Equity Supplement Pay Scale in statute.~~

11 **§18A-4-8a. Service personnel minimum monthly salaries.**

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

14 ~~(1) Effective July 1, 2010, through June 30, 2011, the minimum~~
15 ~~monthly pay for each service employee whose employment is for a~~
16 ~~period of more than three and one-half hours a day shall be at~~
17 ~~least the amounts indicated in the 2010-2011 State Minimum Pay~~
18 ~~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 2010-2011 State Minimum Pay Scale Pay Grade set forth in~~
22 ~~this subdivision.~~

23 (1) Beginning July 1, 2011, and continuing thereafter, the
24 minimum monthly pay for each service employee whose employment is

1 for a period of more than three and one-half hours a day shall be
 2 at least the amounts indicated in the ~~2011-2012~~ State Minimum Pay
 3 Scale Pay Grade and the minimum monthly pay for each service
 4 employee whose employment is for a period of three and one-half
 5 hours or less a day shall be at least one-half the amount indicated
 6 in the ~~2011-2012~~ State Minimum Pay Scale Pay Grade set forth in
 7 this section subdivision.

8 ~~2010-2011 STATE MINIMUM PAY SCALE PAY GRADE~~

9 ~~Years~~

10	11	12 Pay Grade							
13	14	A	B	C	D	E	F	G	H
15	0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908
16	1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940
17	2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972
18	3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004
19	4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037
20	5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069
21	6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101
22	7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133
23	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
24	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
25	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
26	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
27	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
28	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
29	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
30	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

~~2010-2011 STATE MINIMUM PAY SCALE PAY GRADE~~

~~Years~~

Exp.	Pay Grade								
1	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
2	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
3	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
4	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
5	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
6	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
7	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
8	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
9	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
10	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
11	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
12	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
13	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
14	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
15	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
16	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
17	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
18	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
19	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
20	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
21	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
22	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.	Pay Grade								
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	
27	0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
28	1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
29	2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
30	3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054

1	4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
2	5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
3	6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
4	7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
5	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
6	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
7	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
8	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
9	12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343
10	13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
11	14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
12	15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
13	16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472
14	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
15	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
16	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
17	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
18	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
19	22	2,333	2,354	2,395	2,447	2,498	2,561	2,593	2,666
20	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
21	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
22	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
23	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
24	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
25	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
26	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
27	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
28	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
29	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
30	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
31	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059
32	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
33	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124

1	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
2	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
3	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
4	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

5
 6 (2) Each service employee shall receive the amount prescribed
 7 in the Minimum Pay Scale in accordance with the provisions of this
 8 subsection according to their class title and pay grade as set
 9 forth in this subdivision:

10 CLASS TITLE	PAY GRADE
11 Accountant I.	D
12 Accountant II.. . . .	E
13 Accountant III.	F
14 Accounts Payable Supervisor.. . . .	G
15 Aide I.	A
16 Aide II.. . . .	B
17 Aide III.	C
18 Aide IV.. . . .	D
19 Audiovisual Technician.	C
20 Auditor.. . . .	G
21 Autism Mentor.. . . .	F
22 Braille or Sign Language Specialist.. . . .	E
23 Bus Operator.	D
24 Buyer.. . . .	F
25 Cabinetmaker.	G

1 Cafeteria Manager..	D
2 Carpenter I..	E
3 Carpenter II..	F
4 Chief Mechanic.	G
5 Clerk I..	B
6 Clerk II..	C
7 Computer Operator..	E
8 Cook I.	A
9 Cook II..	B
10 Cook III..	C
11 Crew Leader..	F
12 Custodian I..	A
13 Custodian II..	B
14 Custodian III..	C
15 Custodian IV.	D
16 Director or Coordinator of Services..	H
17 Draftsman..	D
18 Electrician I..	F
19 Electrician II..	G
20 Electronic Technician I..	F
21 Electronic Technician II..	G
22 Executive Secretary..	G
23 Food Services Supervisor.	G
24 Foreman..	G

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

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

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

23 (c) An additional \$11 per month also shall be added to the
24 minimum monthly pay of each service employee for each of the

1 following:

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

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

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

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

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

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

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

23 (8) A service employee who holds ninety-six college hours or
24 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

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

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

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

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

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

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

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

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

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

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

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

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

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

3 (f) To meet the objective of salary equity among the counties,
4 each service employee shall be paid an equity supplement, as set
5 forth in section five of this article, of \$152 per month, subject
6 to the provisions of that section. These payments: (i) Shall be in
7 addition to any amounts prescribed in the applicable State Minimum
8 Pay Scale Pay Grade, any specific additional amounts prescribed in
9 this section and article and any county supplement in effect in a
10 county pursuant to section five-b of this article; (ii) shall be
11 paid in equal monthly installments; and (iii) shall be considered
12 a part of the state minimum salaries for service personnel.

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

18 ~~(g)~~ (h) Any service employee required to work on any legal
19 school holiday shall be paid at a rate one and one-half times the
20 employee's usual hourly rate.

21 ~~(h)~~ (i) Any full-time service personnel required to work in
22 excess of their normal working day during any week which contains
23 a school holiday for which they are paid shall be paid for the
24 additional hours or fraction of the additional hours at a rate of

1 one and one-half times their usual hourly rate and paid entirely
2 from county board funds.

3 ~~(i)~~ (j) No service employee may have his or her daily work
4 schedule changed during the school year without the employee's
5 written consent and the employee's required daily work hours may
6 not be changed to prevent the payment of time and one-half wages or
7 the employment of another employee.

8 ~~(j)~~ (k) The minimum hourly rate of pay for extra duty
9 assignments as defined in section eight-b of this article shall be
10 no less than one seventh of the employee's daily total salary for
11 each hour the employee is involved in performing the assignment and
12 paid entirely from local funds: *Provided*, That an alternative
13 minimum hourly rate of pay for performing extra duty assignments
14 within a particular category of employment may be used if the
15 alternate hourly rate of pay is approved both by the county board
16 and by the affirmative vote of a two-thirds majority of the regular
17 full-time employees within that classification category of
18 employment within that county: *Provided, however*, That the vote
19 shall be by secret ballot if requested by a service personnel
20 employee within that classification category within that county.
21 The salary for any fraction of an hour the employee is involved in
22 performing the assignment shall be prorated accordingly. When
23 performing extra duty assignments, employees who are regularly
24 employed on a one-half day salary basis shall receive the same

1 hourly extra duty assignment pay computed as though the employee
2 were employed on a full-day salary basis.

3 ~~(k)~~ (l) The minimum pay for any service personnel employees
4 engaged in the removal of asbestos material or related duties
5 required for asbestos removal shall be their regular total daily
6 rate of pay and no less than an additional \$3 per hour or no less
7 than \$5 per hour for service personnel supervising asbestos removal
8 responsibilities for each hour these employees are involved in
9 asbestos related duties. Related duties required for asbestos
10 removal include, but are not limited to, travel, preparation of the
11 work site, removal of asbestos decontamination of the work site,
12 placing and removal of equipment and removal of structures from the
13 site. If any member of an asbestos crew is engaged in asbestos
14 related duties outside of the employee's regular employment county,
15 the daily rate of pay shall be no less than the minimum amount as
16 established in the employee's regular employment county for
17 asbestos removal and an additional \$30 per each day the employee is
18 engaged in asbestos removal and related duties. The additional pay
19 for asbestos removal and related duties shall be payable entirely
20 from county funds. Before service personnel employees may be used
21 in the removal of asbestos material or related duties, they shall
22 have completed a federal Environmental Protection Act approved
23 training program and be licensed. The employer shall provide all
24 necessary protective equipment and maintain all records required by

1 the Environmental Protection Act.

2 ~~(l)~~ (m) For the purpose of qualifying for additional pay as
3 provided in section eight, article five of this chapter, an aide
4 shall be considered to be exercising the authority of a supervisory
5 aide and control over pupils if the aide is required to supervise,
6 control, direct, monitor, escort or render service to a child or
7 children when not under the direct supervision of certified
8 professional personnel within the classroom, library, hallway,
9 lunchroom, gymnasium, school building, school grounds or wherever
10 supervision is required. For purposes of this section, "under the
11 direct supervision of certified professional personnel" means that
12 certified professional personnel is present, with and accompanying
13 the aide.

NOTE: The purpose of this bill is to provide salary equity supplement payments to teachers and service personnel in order to achieve salary equity among the state's counties. The bill specifies the amounts of those equity supplements. The bill deletes obsolete provisions. The bill requires the Department of Education to request funds to meet the equity objective if it determines the objective is not being met. The bill clarifies the amount of equity supplement to be paid from state funds.

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

This bill was recommended for introduction and passage during the Regular Session of the Legislature by the Legislative Oversight Commission on Education Accountability.