

1 COMMITTEE SUBSTITUTE

2 FOR

3 COMMITTEE SUBSTITUTE

4 FOR

5 **Senate Bill No. 391**

6 (By Senators Kessler (Mr. President) and M. Hall,

7 By Request of the Executive)

8 _____
9 [Originating in the Committee on Finance;

10 reported February 21, 2014.]

11 _____
12
13
14 A BILL to amend and reenact §18A-4-2 and §18A-4-8a of the Code of
15 West Virginia, 1931, as amended, all relating to teacher and
16 school service personnel salary increases; establishing a
17 salary goal for certain teachers; adjusting effective dates;
18 and revising state minimum salary schedules for teachers and
19 school service personnel.

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

21 That §18A-4-2 and §18A-4-8a of the Code of West Virginia,
22 1931, as amended, be amended and reenacted, all to read as follows:

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

24 **§18A-4-2. State minimum salaries for teachers.**

1 (a) It is the goal of the Legislature to increase the state
 2 minimum salary for teachers with zero years of experience and an A.
 3 B. degree, including the equity supplement, to at least \$43,000 by
 4 fiscal year 2019.

5 ~~(a)~~ (b) Beginning July 1, ~~2011~~ 2014, and continuing
 6 thereafter, each teacher shall receive the amount prescribed in the
 7 State Minimum Salary Schedule as set forth in this section,
 8 specific additional amounts prescribed in this section or article
 9 and any county supplement in effect in a county pursuant to section
 10 five-a of this article during the contract year.

STATE MINIMUM SALARY SCHEDULE

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

STATE MINIMUM SALARY SCHEDULE

14	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
15	<u>Years</u>	<u>4th</u>	<u>3rd</u>	<u>2nd</u>	<u>A.B.</u>		<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>Doc-</u>	
16	<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>	<u>A.B.</u>	<u>+15</u>	<u>M.A.</u>	<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>torate</u>
17	<u>0</u>	<u>27,455</u>	<u>28,158</u>	<u>28,429</u>	<u>29,901</u>	<u>30,678</u>	<u>32,480</u>	<u>33,256</u>	<u>34,032</u>	<u>34,809</u>	<u>35,864</u>
18	<u>1</u>	<u>27,790</u>	<u>28,493</u>	<u>28,764</u>	<u>30,430</u>	<u>31,206</u>	<u>33,009</u>	<u>33,785</u>	<u>34,561</u>	<u>35,337</u>	<u>36,393</u>
19	<u>2</u>	<u>28,125</u>	<u>28,827</u>	<u>29,099</u>	<u>30,959</u>	<u>31,735</u>	<u>33,538</u>	<u>34,314</u>	<u>35,090</u>	<u>35,866</u>	<u>36,922</u>
20	<u>3</u>	<u>28,460</u>	<u>29,162</u>	<u>29,433</u>	<u>31,488</u>	<u>32,264</u>	<u>34,067</u>	<u>34,843</u>	<u>35,618</u>	<u>36,395</u>	<u>37,450</u>
21	<u>4</u>	<u>29,043</u>	<u>29,745</u>	<u>30,017</u>	<u>32,266</u>	<u>33,042</u>	<u>34,845</u>	<u>35,621</u>	<u>36,397</u>	<u>37,173</u>	<u>38,229</u>
22	<u>5</u>	<u>29,378</u>	<u>30,080</u>	<u>30,351</u>	<u>32,795</u>	<u>33,571</u>	<u>35,374</u>	<u>36,150</u>	<u>36,926</u>	<u>37,702</u>	<u>38,758</u>
23	<u>6</u>	<u>29,713</u>	<u>30,414</u>	<u>30,686</u>	<u>33,323</u>	<u>34,100</u>	<u>35,903</u>	<u>36,679</u>	<u>37,454</u>	<u>38,231</u>	<u>39,286</u>
24	<u>7</u>	<u>30,047</u>	<u>30,750</u>	<u>31,020</u>	<u>33,853</u>	<u>34,629</u>	<u>36,431</u>	<u>37,208</u>	<u>37,984</u>	<u>38,760</u>	<u>39,816</u>
25	<u>8</u>	<u>30,382</u>	<u>31,085</u>	<u>31,355</u>	<u>34,381</u>	<u>35,157</u>	<u>36,961</u>	<u>37,737</u>	<u>38,512</u>	<u>39,288</u>	<u>40,344</u>
26	<u>9</u>	<u>30,716</u>	<u>31,419</u>	<u>31,690</u>	<u>34,911</u>	<u>35,687</u>	<u>37,489</u>	<u>38,265</u>	<u>39,042</u>	<u>39,818</u>	<u>40,873</u>
27	<u>10</u>	<u>31,052</u>	<u>31,754</u>	<u>32,025</u>	<u>35,441</u>	<u>36,216</u>	<u>38,019</u>	<u>38,795</u>	<u>39,572</u>	<u>40,347</u>	<u>41,403</u>
28	<u>11</u>	<u>31,386</u>	<u>32,088</u>	<u>32,360</u>	<u>35,969</u>	<u>36,746</u>	<u>38,549</u>	<u>39,324</u>	<u>40,100</u>	<u>40,877</u>	<u>41,932</u>
29	<u>12</u>	<u>31,721</u>	<u>32,423</u>	<u>32,694</u>	<u>36,499</u>	<u>37,274</u>	<u>39,077</u>	<u>39,853</u>	<u>40,630</u>	<u>41,405</u>	<u>42,461</u>
30	<u>13</u>	<u>32,056</u>	<u>32,757</u>	<u>33,029</u>	<u>37,027</u>	<u>37,803</u>	<u>39,607</u>	<u>40,382</u>	<u>41,158</u>	<u>41,934</u>	<u>42,990</u>
31	<u>14</u>	<u>32,390</u>	<u>33,092</u>	<u>33,363</u>	<u>37,556</u>	<u>38,332</u>	<u>40,135</u>	<u>40,911</u>	<u>41,687</u>	<u>42,463</u>	<u>43,518</u>
32	<u>15</u>	<u>32,725</u>	<u>33,426</u>	<u>33,698</u>	<u>38,085</u>	<u>38,861</u>	<u>40,664</u>	<u>41,440</u>	<u>42,216</u>	<u>42,992</u>	<u>44,048</u>
33	<u>16</u>	<u>33,059</u>	<u>33,761</u>	<u>34,032</u>	<u>38,614</u>	<u>39,389</u>	<u>41,193</u>	<u>41,969</u>	<u>42,745</u>	<u>43,520</u>	<u>44,576</u>
34	<u>17</u>	<u>33,394</u>	<u>34,097</u>	<u>34,367</u>	<u>39,143</u>	<u>39,919</u>	<u>41,722</u>	<u>42,498</u>	<u>43,274</u>	<u>44,050</u>	<u>45,105</u>
35	<u>18</u>	<u>33,728</u>	<u>34,431</u>	<u>34,702</u>	<u>39,672</u>	<u>40,448</u>	<u>42,250</u>	<u>43,027</u>	<u>43,803</u>	<u>44,579</u>	<u>45,635</u>
36	<u>19</u>	<u>34,063</u>	<u>34,766</u>	<u>35,037</u>	<u>40,200</u>	<u>40,976</u>	<u>42,780</u>	<u>43,556</u>	<u>44,331</u>	<u>45,107</u>	<u>46,163</u>
37	<u>20</u>	<u>34,397</u>	<u>35,100</u>	<u>35,372</u>	<u>40,730</u>	<u>41,506</u>	<u>43,308</u>	<u>44,084</u>	<u>44,861</u>	<u>45,637</u>	<u>46,693</u>
38	<u>21</u>	<u>34,733</u>	<u>35,435</u>	<u>35,706</u>	<u>41,258</u>	<u>42,034</u>	<u>43,838</u>	<u>44,614</u>	<u>45,389</u>	<u>46,165</u>	<u>47,221</u>
39	<u>22</u>	<u>35,068</u>	<u>35,769</u>	<u>36,041</u>	<u>41,787</u>	<u>42,564</u>	<u>44,366</u>	<u>45,142</u>	<u>45,918</u>	<u>46,695</u>	<u>47,750</u>
40	<u>23</u>	<u>35,402</u>	<u>36,104</u>	<u>36,375</u>	<u>42,317</u>	<u>43,092</u>	<u>44,895</u>	<u>45,672</u>	<u>46,447</u>	<u>47,223</u>	<u>48,279</u>
41	<u>24</u>	<u>35,737</u>	<u>36,438</u>	<u>36,710</u>	<u>42,845</u>	<u>43,621</u>	<u>45,425</u>	<u>46,200</u>	<u>46,976</u>	<u>47,752</u>	<u>48,808</u>
42	<u>25</u>	<u>36,071</u>	<u>36,773</u>	<u>37,044</u>	<u>43,374</u>	<u>44,150</u>	<u>45,953</u>	<u>46,729</u>	<u>47,505</u>	<u>48,281</u>	<u>49,336</u>
43	<u>26</u>	<u>36,406</u>	<u>37,108</u>	<u>37,379</u>	<u>43,903</u>	<u>44,679</u>	<u>46,482</u>	<u>47,258</u>	<u>48,034</u>	<u>48,810</u>	<u>49,866</u>
44	<u>27</u>	<u>36,740</u>	<u>37,442</u>	<u>37,713</u>	<u>44,432</u>	<u>45,207</u>	<u>47,011</u>	<u>47,787</u>	<u>48,563</u>	<u>49,338</u>	<u>50,394</u>
45	<u>28</u>	<u>37,075</u>	<u>37,778</u>	<u>38,048</u>	<u>44,961</u>	<u>45,737</u>	<u>47,540</u>	<u>48,315</u>	<u>49,092</u>	<u>49,868</u>	<u>50,924</u>
46	<u>29</u>	<u>37,410</u>	<u>38,112</u>	<u>38,383</u>	<u>45,490</u>	<u>46,265</u>	<u>48,069</u>	<u>48,845</u>	<u>49,621</u>	<u>50,396</u>	<u>51,452</u>
47	<u>30</u>	<u>37,744</u>	<u>38,447</u>	<u>38,718</u>	<u>46,018</u>	<u>46,795</u>	<u>48,598</u>	<u>49,373</u>	<u>50,149</u>	<u>50,926</u>	<u>51,981</u>
48	<u>31</u>	<u>38,080</u>	<u>38,781</u>	<u>39,053</u>	<u>46,548</u>	<u>47,324</u>	<u>49,126</u>	<u>49,902</u>	<u>50,679</u>	<u>51,454</u>	<u>52,510</u>
49	<u>32</u>	<u>38,414</u>	<u>39,116</u>	<u>39,387</u>	<u>47,076</u>	<u>47,852</u>	<u>49,656</u>	<u>50,432</u>	<u>51,207</u>	<u>51,983</u>	<u>53,039</u>
50	<u>33</u>	<u>38,749</u>	<u>39,451</u>	<u>39,722</u>	<u>47,605</u>	<u>48,382</u>	<u>50,184</u>	<u>50,960</u>	<u>51,736</u>	<u>52,513</u>	<u>53,568</u>

1	<u>34</u>	<u>39,083</u>	<u>39,785</u>	<u>40,056</u>	<u>48,134</u>	<u>48,910</u>	<u>50,713</u>	<u>51,490</u>	<u>52,265</u>	<u>53,041</u>	<u>54,097</u>
2	<u>35</u>	<u>39,418</u>	<u>40,120</u>	<u>40,391</u>	<u>48,663</u>	<u>49,439</u>	<u>51,242</u>	<u>52,018</u>	<u>52,794</u>	<u>53,570</u>	<u>54,626</u>

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

10 ~~(c)~~ (d) To meet the objective of salary equity among the
11 counties as set forth in section five of this article, each teacher
12 shall be paid an equity supplement amount as applicable for his or
13 her classification of certification or classification of training
14 and years of experience as follows, subject to the provisions of
15 that section:

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

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

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

25 (4) For "A. B." at zero years of experience, \$2,360. An
26 additional \$69 shall be paid for each year of experience up to and

1 including thirty-five years of experience;

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

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

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

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

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

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

20 These payments: (i) Shall be in addition to any amounts
21 prescribed in the applicable State Minimum Salary Schedule, any
22 specific additional amounts prescribed in this section and article
23 and any county supplement in effect in a county pursuant to section
24 five-a of this article; (ii) shall be paid in equal monthly

1 installments; and (iii) shall be considered a part of the state
 2 minimum salaries for teachers.

3 **§18A-4-8a. Service personnel minimum monthly salaries.**

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

6 (1) Beginning July 1, ~~2011~~ 2014, and continuing thereafter,
 7 the minimum monthly pay for each service employee whose employment
 8 is for a period of more than three and one-half hours a day shall
 9 be at least the amounts indicated in the State Minimum Pay Scale
 10 Pay Grade and the minimum monthly pay for each service employee
 11 whose employment is for a period of three and one-half hours or
 12 less a day shall be at least one half the amount indicated in the
 13 State Minimum Pay Scale Pay Grade set forth in this subdivision.

STATE MINIMUM PAY SCALE PAY GRADE									
Years	Exp.	Pay Grade							
		A	B	C	D	E	F	G	H
18	0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
19	1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
20	2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
21	3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054
22	4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
23	5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
24	6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
25	7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
26	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
27	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
28	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
29	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
30	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

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STATE MINIMUM PAY SCALE PAY GRADE

<u>Years</u> <u>Exp.</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
0	<u>1,660</u>	<u>1,681</u>	<u>1,723</u>	<u>1,776</u>	<u>1,829</u>	<u>1,892</u>	<u>1,924</u>	<u>1,997</u>

1	<u>1</u>	<u>1,692</u>	<u>1,714</u>	<u>1,755</u>	<u>1,808</u>	<u>1,862</u>	<u>1,925</u>	<u>1,956</u>	<u>2,030</u>
2	<u>2</u>	<u>1,725</u>	<u>1,746</u>	<u>1,788</u>	<u>1,841</u>	<u>1,894</u>	<u>1,957</u>	<u>1,989</u>	<u>2,062</u>
3	<u>3</u>	<u>1,757</u>	<u>1,779</u>	<u>1,821</u>	<u>1,874</u>	<u>1,927</u>	<u>1,990</u>	<u>2,022</u>	<u>2,095</u>
4	<u>4</u>	<u>1,790</u>	<u>1,812</u>	<u>1,853</u>	<u>1,906</u>	<u>1,959</u>	<u>2,023</u>	<u>2,054</u>	<u>2,129</u>
5	<u>5</u>	<u>1,823</u>	<u>1,844</u>	<u>1,886</u>	<u>1,939</u>	<u>1,992</u>	<u>2,055</u>	<u>2,087</u>	<u>2,161</u>
6	<u>6</u>	<u>1,855</u>	<u>1,877</u>	<u>1,920</u>	<u>1,972</u>	<u>2,025</u>	<u>2,088</u>	<u>2,120</u>	<u>2,194</u>
7	<u>7</u>	<u>1,889</u>	<u>1,909</u>	<u>1,952</u>	<u>2,004</u>	<u>2,057</u>	<u>2,121</u>	<u>2,152</u>	<u>2,227</u>
8	<u>8</u>	<u>1,922</u>	<u>1,942</u>	<u>1,985</u>	<u>2,037</u>	<u>2,090</u>	<u>2,153</u>	<u>2,185</u>	<u>2,259</u>
9	<u>9</u>	<u>1,954</u>	<u>1,975</u>	<u>2,018</u>	<u>2,071</u>	<u>2,123</u>	<u>2,186</u>	<u>2,217</u>	<u>2,292</u>
10	<u>10</u>	<u>1,987</u>	<u>2,008</u>	<u>2,050</u>	<u>2,103</u>	<u>2,155</u>	<u>2,220</u>	<u>2,251</u>	<u>2,325</u>
11	<u>11</u>	<u>2,020</u>	<u>2,041</u>	<u>2,083</u>	<u>2,136</u>	<u>2,188</u>	<u>2,252</u>	<u>2,284</u>	<u>2,357</u>
12	<u>12</u>	<u>2,052</u>	<u>2,074</u>	<u>2,115</u>	<u>2,169</u>	<u>2,222</u>	<u>2,285</u>	<u>2,316</u>	<u>2,390</u>
13	<u>13</u>	<u>2,085</u>	<u>2,106</u>	<u>2,148</u>	<u>2,201</u>	<u>2,254</u>	<u>2,317</u>	<u>2,349</u>	<u>2,423</u>
14	<u>14</u>	<u>2,118</u>	<u>2,139</u>	<u>2,181</u>	<u>2,234</u>	<u>2,287</u>	<u>2,350</u>	<u>2,382</u>	<u>2,455</u>
15	<u>15</u>	<u>2,150</u>	<u>2,172</u>	<u>2,213</u>	<u>2,266</u>	<u>2,319</u>	<u>2,383</u>	<u>2,414</u>	<u>2,488</u>
16	<u>16</u>	<u>2,183</u>	<u>2,204</u>	<u>2,246</u>	<u>2,299</u>	<u>2,352</u>	<u>2,415</u>	<u>2,447</u>	<u>2,521</u>
17	<u>17</u>	<u>2,215</u>	<u>2,237</u>	<u>2,280</u>	<u>2,332</u>	<u>2,385</u>	<u>2,448</u>	<u>2,480</u>	<u>2,554</u>
18	<u>18</u>	<u>2,248</u>	<u>2,270</u>	<u>2,312</u>	<u>2,364</u>	<u>2,417</u>	<u>2,481</u>	<u>2,512</u>	<u>2,587</u>
19	<u>19</u>	<u>2,282</u>	<u>2,302</u>	<u>2,345</u>	<u>2,397</u>	<u>2,450</u>	<u>2,513</u>	<u>2,545</u>	<u>2,619</u>
20	<u>20</u>	<u>2,314</u>	<u>2,335</u>	<u>2,378</u>	<u>2,431</u>	<u>2,483</u>	<u>2,546</u>	<u>2,578</u>	<u>2,653</u>
21	<u>21</u>	<u>2,347</u>	<u>2,367</u>	<u>2,410</u>	<u>2,463</u>	<u>2,515</u>	<u>2,579</u>	<u>2,610</u>	<u>2,687</u>
22	<u>22</u>	<u>2,380</u>	<u>2,401</u>	<u>2,443</u>	<u>2,496</u>	<u>2,548</u>	<u>2,612</u>	<u>2,644</u>	<u>2,719</u>
23	<u>23</u>	<u>2,412</u>	<u>2,434</u>	<u>2,476</u>	<u>2,529</u>	<u>2,582</u>	<u>2,646</u>	<u>2,678</u>	<u>2,753</u>
24	<u>24</u>	<u>2,445</u>	<u>2,466</u>	<u>2,508</u>	<u>2,561</u>	<u>2,614</u>	<u>2,680</u>	<u>2,711</u>	<u>2,787</u>
25	<u>25</u>	<u>2,478</u>	<u>2,499</u>	<u>2,541</u>	<u>2,594</u>	<u>2,648</u>	<u>2,712</u>	<u>2,745</u>	<u>2,819</u>
26	<u>26</u>	<u>2,510</u>	<u>2,532</u>	<u>2,573</u>	<u>2,628</u>	<u>2,682</u>	<u>2,746</u>	<u>2,777</u>	<u>2,853</u>
27	<u>27</u>	<u>2,543</u>	<u>2,564</u>	<u>2,606</u>	<u>2,660</u>	<u>2,714</u>	<u>2,778</u>	<u>2,811</u>	<u>2,886</u>
28	<u>28</u>	<u>2,576</u>	<u>2,597</u>	<u>2,640</u>	<u>2,694</u>	<u>2,748</u>	<u>2,812</u>	<u>2,845</u>	<u>2,920</u>
29	<u>29</u>	<u>2,608</u>	<u>2,631</u>	<u>2,673</u>	<u>2,726</u>	<u>2,781</u>	<u>2,846</u>	<u>2,877</u>	<u>2,954</u>
30	<u>30</u>	<u>2,642</u>	<u>2,663</u>	<u>2,707</u>	<u>2,760</u>	<u>2,814</u>	<u>2,878</u>	<u>2,911</u>	<u>2,987</u>
31	<u>31</u>	<u>2,675</u>	<u>2,697</u>	<u>2,741</u>	<u>2,794</u>	<u>2,848</u>	<u>2,912</u>	<u>2,945</u>	<u>3,020</u>
32	<u>32</u>	<u>2,709</u>	<u>2,730</u>	<u>2,773</u>	<u>2,827</u>	<u>2,880</u>	<u>2,946</u>	<u>2,977</u>	<u>3,054</u>
33	<u>33</u>	<u>2,743</u>	<u>2,763</u>	<u>2,807</u>	<u>2,861</u>	<u>2,914</u>	<u>2,978</u>	<u>3,011</u>	<u>3,087</u>
34	<u>34</u>	<u>2,775</u>	<u>2,797</u>	<u>2,841</u>	<u>2,895</u>	<u>2,948</u>	<u>3,012</u>	<u>3,045</u>	<u>3,120</u>

1	<u>35</u>	<u>2,809</u>	<u>2,831</u>	<u>2,873</u>	<u>2,927</u>	<u>2,980</u>	<u>3,046</u>	<u>3,078</u>	<u>3,154</u>
2	<u>36</u>	<u>2,843</u>	<u>2,864</u>	<u>2,907</u>	<u>2,961</u>	<u>3,015</u>	<u>3,079</u>	<u>3,112</u>	<u>3,186</u>
3	<u>37</u>	<u>2,875</u>	<u>2,898</u>	<u>2,941</u>	<u>2,995</u>	<u>3,049</u>	<u>3,113</u>	<u>3,145</u>	<u>3,220</u>
4	<u>38</u>	<u>2,909</u>	<u>2,930</u>	<u>2,973</u>	<u>3,027</u>	<u>3,081</u>	<u>3,146</u>	<u>3,178</u>	<u>3,254</u>
5	<u>39</u>	<u>2,943</u>	<u>2,964</u>	<u>3,007</u>	<u>3,061</u>	<u>3,115</u>	<u>3,179</u>	<u>3,212</u>	<u>3,286</u>
6	<u>40</u>	<u>2,975</u>	<u>2,998</u>	<u>3,040</u>	<u>3,094</u>	<u>3,149</u>	<u>3,213</u>	<u>3,245</u>	<u>3,320</u>

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

12 CLASS TITLE	PAY GRADE
13 Accountant I.	D
14 Accountant II.. . . .	E
15 Accountant III.	F
16 Accounts Payable Supervisor.. . . .	G
17 Aide I.	A
18 Aide II.. . . .	B
19 Aide III.	C
20 Aide IV.. . . .	D
21 Audiovisual Technician.	C
22 Auditor.. . . .	G
23 Autism Mentor.. . . .	F
24 Braille Specialist.	E
25 Bus Operator.	D
26 Buyer.. . . .	F
27 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 Early Childhood Classroom Assistant Teacher -	
19 Temporary Authorization..	E
20 Early Childhood Classroom Assistant Teacher -	
21 Permanent Authorization..	E
22 Early Childhood Classroom Assistant Teacher -	
23 Paraprofessional Certificate..	F
24 Educational Sign Language Interpreter I..	F

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

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

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

5 (b) An additional \$12 per month is added to the minimum
 6 monthly pay of each service person who holds a high school diploma
 7 or its equivalent.

8 (c) An additional \$11 per month also is added to the minimum
 9 monthly pay of each service person for each of the following:

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

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

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

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

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

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

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

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

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

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

16 (d) An additional \$40 per month also is added to the minimum
17 monthly pay of each service person for each of the following:

18 (1) A service person who holds an associate's degree;

19 (2) A service person who holds a bachelor's degree;

20 (3) A service person who holds a master's degree;

21 (4) A service person who holds a doctorate degree.

22 (e) An additional \$11 per month is added to the minimum
23 monthly pay of each service person for each of the following:

1 (1) A service person who holds a bachelor's degree plus
2 fifteen college hours;

3 (2) A service person who holds a master's degree plus fifteen
4 college hours;

5 (3) A service person who holds a master's degree plus thirty
6 college hours;

7 (4) A service person who holds a master's degree plus
8 forty-five college hours; and

9 (5) A service person who holds a master's degree plus sixty
10 college hours.

11 (f) To meet the objective of salary equity among the counties,
12 each service person is paid an equity supplement, as set forth in
13 section five of this article, of ~~\$152~~ \$164 per month, subject to
14 the provisions of that section. These payments: (i) Are in
15 addition to any amounts prescribed in the applicable State Minimum
16 Pay Scale Pay Grade, any specific additional amounts prescribed in
17 this section and article and any county supplement in effect in a
18 county pursuant to section five-b of this article; (ii) ~~is~~ are paid
19 in equal monthly installments; and (iii) ~~is~~ are considered a part
20 of the state minimum salaries for service personnel.

21 (g) When any part of a school service person's daily shift of
22 work is performed between the hours of six o'clock p. m. and five
23 o'clock a. m. the following day, the employee is paid no less than

1 an additional \$10 per month and one half of the pay is paid with
2 local funds.

3 (h) Any service person required to work on any legal school
4 holiday is paid at a rate one and one-half times the person's usual
5 hourly rate.

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

12 (j) A service person may not have his or her daily work
13 schedule changed during the school year without the employee's
14 written consent and the person's required daily work hours may not
15 be changed to prevent the payment of time and one-half wages or the
16 employment of another employee.

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

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

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

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

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