

Senate Bill No. 303

(By Senators Unger, D. Hall, Jenkins, Miller and Cann)

[Introduced January 8, 2014; referred to the Committee on
Education; and then to the Committee on Finance.]

**FISCAL
NOTE**

A BILL to amend and reenact §18A-4-2 of the Code of West Virginia,
1931, as amended, relating to state minimum salaries for
teachers; and providing a five-percent pay increase to all
public school teachers.

Be it enacted by the Legislature of West Virginia:

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

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

(a) Beginning July 1, ~~2011~~ 2014, and continuing thereafter,
each teacher shall receive the amount prescribed in the State
Minimum Salary Schedule as set forth in this section, specific
additional amounts prescribed in this section or article and any

1 county supplement in effect in a county pursuant to section five-a
 2 of this article during the contract year.

3
 4 **STATE MINIMUM SALARY SCHEDULE**

5	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
6	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doc-
7	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
8	0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
9	1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
10	2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
11	3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
12	4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
13	5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
14	6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
15	7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035
16	8	29,786	30,475	30,741	33,707	34,468	36,236	36,997	37,757	38,518	39,553
17	9	30,114	30,803	31,069	34,226	34,987	36,754	37,515	38,276	39,037	40,072
18	10	30,443	31,131	31,397	34,746	35,506	37,274	38,035	38,796	39,556	40,591
19	11	30,771	31,459	31,725	35,264	36,025	37,793	38,553	39,314	40,075	41,110
20	12	31,099	31,787	32,053	35,783	36,543	38,311	39,072	39,833	40,593	41,628
21	13	31,427	32,115	32,381	36,301	37,062	38,830	39,590	40,351	41,112	42,147
22	14	31,755	32,443	32,709	36,820	37,580	39,348	40,109	40,870	41,630	42,665
23	15	32,083	32,771	33,037	37,338	38,099	39,867	40,627	41,388	42,149	43,184
24	16	32,411	33,099	33,365	37,857	38,617	40,385	41,146	41,907	42,667	43,702
25	17	32,739	33,428	33,693	38,375	39,136	40,904	41,665	42,425	43,186	44,221
26	18	33,067	33,756	34,022	38,894	39,655	41,422	42,183	42,944	43,705	44,740
27	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
28	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777
29	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
30	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
31	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
32	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>A.B.</u>	<u>M.A.</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	0	28,263	28,986	29,266	30,781	31,580	33,435	34,234	35,033	35,832	36,919
18	1	28,607	29,331	29,610	31,325	32,124	33,980	34,779	35,577	36,376	37,463
19	2	28,953	29,675	29,954	31,870	32,669	34,524	35,323	36,122	36,921	38,008
20	3	29,297	30,020	30,299	32,415	33,213	35,069	35,868	36,666	37,465	38,552
21	4	29,898	30,620	30,899	33,215	34,014	35,870	36,669	37,467	38,266	39,353
22	5	30,242	30,965	31,244	33,760	34,559	36,414	37,213	38,012	38,811	39,898
23	6	30,587	31,309	31,588	34,304	35,103	36,959	37,758	38,556	39,355	40,442
24	7	30,931	31,654	31,933	34,848	35,648	37,503	38,302	39,101	39,900	40,987
25	8	31,275	31,999	32,278	35,392	36,191	38,048	38,847	39,645	40,444	41,531
26	9	31,620	32,343	32,622	35,937	36,736	38,592	39,391	40,190	40,989	42,076
27	10	31,965	32,688	32,967	36,483	37,281	39,138	39,937	40,736	41,534	42,621
28	11	32,310	33,032	33,311	37,027	37,826	39,683	40,481	41,280	42,079	43,166
29	12	32,654	33,376	33,656	37,572	38,370	40,227	41,026	41,825	42,623	43,709
30	13	32,998	33,721	34,000	38,116	38,915	40,772	41,570	42,369	43,168	44,254
31	14	33,343	34,065	34,344	38,661	39,459	41,315	42,114	42,914	43,712	44,798
32	15	33,687	34,410	34,689	39,205	40,004	41,860	42,658	43,457	44,256	45,343
33	16	34,032	34,754	35,033	39,750	40,548	42,404	43,203	44,002	44,800	45,887

1	<u>17</u>	<u>34,376</u>	<u>35,099</u>	<u>35,378</u>	<u>40,294</u>	<u>41,093</u>	<u>42,949</u>	<u>43,748</u>	<u>44,546</u>	<u>45,345</u>	<u>46,432</u>
2	<u>18</u>	<u>34,720</u>	<u>35,444</u>	<u>35,723</u>	<u>40,839</u>	<u>41,638</u>	<u>43,493</u>	<u>44,292</u>	<u>45,091</u>	<u>45,890</u>	<u>46,977</u>
3	<u>19</u>	<u>35,065</u>	<u>35,788</u>	<u>36,068</u>	<u>41,383</u>	<u>42,182</u>	<u>44,038</u>	<u>44,837</u>	<u>45,635</u>	<u>46,434</u>	<u>47,521</u>
4	<u>20</u>	<u>35,409</u>	<u>36,133</u>	<u>36,412</u>	<u>41,928</u>	<u>42,727</u>	<u>44,582</u>	<u>45,381</u>	<u>46,180</u>	<u>46,979</u>	<u>48,066</u>
5	<u>21</u>	<u>35,755</u>	<u>36,477</u>	<u>36,756</u>	<u>42,471</u>	<u>43,271</u>	<u>45,127</u>	<u>45,926</u>	<u>46,724</u>	<u>47,523</u>	<u>48,610</u>
6	<u>22</u>	<u>36,099</u>	<u>36,821</u>	<u>37,101</u>	<u>43,016</u>	<u>43,815</u>	<u>45,671</u>	<u>46,470</u>	<u>47,269</u>	<u>48,068</u>	<u>49,155</u>
7	<u>23</u>	<u>36,443</u>	<u>37,166</u>	<u>37,445</u>	<u>43,561</u>	<u>44,359</u>	<u>46,216</u>	<u>47,015</u>	<u>47,813</u>	<u>48,612</u>	<u>49,699</u>
8	<u>24</u>	<u>36,788</u>	<u>37,510</u>	<u>37,790</u>	<u>44,105</u>	<u>44,904</u>	<u>46,761</u>	<u>47,559</u>	<u>48,358</u>	<u>49,157</u>	<u>50,244</u>
9	<u>25</u>	<u>37,132</u>	<u>37,855</u>	<u>38,134</u>	<u>44,650</u>	<u>45,448</u>	<u>47,305</u>	<u>48,104</u>	<u>48,903</u>	<u>49,701</u>	<u>50,787</u>
10	<u>26</u>	<u>37,477</u>	<u>38,199</u>	<u>38,478</u>	<u>45,194</u>	<u>45,993</u>	<u>47,850</u>	<u>48,648</u>	<u>49,447</u>	<u>50,246</u>	<u>51,332</u>
11	<u>27</u>	<u>37,821</u>	<u>38,543</u>	<u>38,823</u>	<u>45,739</u>	<u>46,537</u>	<u>48,393</u>	<u>49,193</u>	<u>49,992</u>	<u>50,790</u>	<u>51,876</u>
12	<u>28</u>	<u>38,165</u>	<u>38,889</u>	<u>39,167</u>	<u>46,283</u>	<u>47,082</u>	<u>48,938</u>	<u>49,736</u>	<u>50,535</u>	<u>51,335</u>	<u>52,421</u>
13	<u>29</u>	<u>38,510</u>	<u>39,233</u>	<u>39,513</u>	<u>46,828</u>	<u>47,626</u>	<u>49,482</u>	<u>50,281</u>	<u>51,080</u>	<u>51,878</u>	<u>52,965</u>
14	<u>30</u>	<u>38,854</u>	<u>39,578</u>	<u>39,857</u>	<u>47,372</u>	<u>48,171</u>	<u>50,027</u>	<u>50,825</u>	<u>51,624</u>	<u>52,423</u>	<u>53,510</u>
15	<u>31</u>	<u>39,200</u>	<u>39,922</u>	<u>40,201</u>	<u>47,917</u>	<u>48,716</u>	<u>50,571</u>	<u>51,370</u>	<u>52,169</u>	<u>52,967</u>	<u>54,054</u>
16	<u>32</u>	<u>39,544</u>	<u>40,266</u>	<u>40,546</u>	<u>48,461</u>	<u>49,260</u>	<u>51,116</u>	<u>51,915</u>	<u>52,713</u>	<u>53,512</u>	<u>54,599</u>
17	<u>33</u>	<u>39,888</u>	<u>40,611</u>	<u>40,890</u>	<u>49,006</u>	<u>49,805</u>	<u>51,660</u>	<u>52,459</u>	<u>53,258</u>	<u>54,057</u>	<u>55,144</u>
18	<u>34</u>	<u>40,233</u>	<u>40,955</u>	<u>41,235</u>	<u>49,550</u>	<u>50,349</u>	<u>52,205</u>	<u>53,004</u>	<u>53,802</u>	<u>54,601</u>	<u>55,688</u>
19	<u>35</u>	<u>40,577</u>	<u>41,300</u>	<u>41,579</u>	<u>50,094</u>	<u>50,894</u>	<u>52,749</u>	<u>53,548</u>	<u>54,347</u>	<u>55,146</u>	<u>56,233</u>

20

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

27 (c) To meet the objective of salary equity among the counties
28 as set forth in section five of this article, each teacher shall be

1 paid an equity supplement amount as applicable for his or her
2 classification of certification or classification of training and
3 years of experience as follows, subject to the provisions of that
4 section:

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

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

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

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

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

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

23 (7) For "M. A. + 15" at zero years of experience, \$2,740. An

1 additional \$69 shall be paid for each year of experience up to and
2 including thirty-five years of experience;

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

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

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

12 These payments: (I) Shall be in addition to any amounts
13 prescribed in the applicable State Minimum Salary Schedule, any
14 specific additional amounts prescribed in this section and article
15 and any county supplement in effect in a county pursuant to section
16 five-a of this article; (ii) shall be paid in equal monthly
17 installments; and (iii) shall be considered a part of the state
18 minimum salaries for teachers.

NOTE: The purpose of this bill is to provide a five percent
pay increase to all public school teachers.

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