

Senate Bill No. 391

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

By Request of the Executive)

[Introduced January 21, 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 and §18A-4-8a of the Code of
West Virginia, 1931, as amended, all relating to teacher and
school service personnel salary increases; adjusting effective
dates; and revising state minimum salary schedules for
teachers and school service personnel.

Be it enacted by the Legislature of West Virginia:

That §18A-4-2 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.

§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

1 additional amounts prescribed in this section or article and any
 2 county supplement in effect in a county pursuant to section five-a
 3 of this article during the contract year.

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~~STATE MINIMUM SALARY SCHEDULE~~

6	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
7	Years	4th	3rd	2nd	A.B.		M.A.			Doc-	
8	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
9	0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
10	1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
11	2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
12	3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
13	4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
14	5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
15	6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
16	7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035
17	8	29,786	30,475	30,741	33,707	34,468	36,236	36,997	37,757	38,518	39,553
18	9	30,114	30,803	31,069	34,226	34,987	36,754	37,515	38,276	39,037	40,072
19	10	30,443	31,131	31,397	34,746	35,506	37,274	38,035	38,796	39,556	40,591
20	11	30,771	31,459	31,725	35,264	36,025	37,793	38,553	39,314	40,075	41,110
21	12	31,099	31,787	32,053	35,783	36,543	38,311	39,072	39,833	40,593	41,628
22	13	31,427	32,115	32,381	36,301	37,062	38,830	39,590	40,351	41,112	42,147
23	14	31,755	32,443	32,709	36,820	37,580	39,348	40,109	40,870	41,630	42,665
24	15	32,083	32,771	33,037	37,338	38,099	39,867	40,627	41,388	42,149	43,184
25	16	32,411	33,099	33,365	37,857	38,617	40,385	41,146	41,907	42,667	43,702
26	17	32,739	33,428	33,693	38,375	39,136	40,904	41,665	42,425	43,186	44,221
27	18	33,067	33,756	34,022	38,894	39,655	41,422	42,183	42,944	43,705	44,740
28	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
29	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777
30	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
31	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
32	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
33	24	35,036	35,724	35,990	42,005	42,766	44,534	45,294	46,055	46,816	47,851
34	25	35,364	36,052	36,318	42,524	43,284	45,052	45,813	46,574	47,334	48,369
35	26	35,692	36,380	36,646	43,042	43,803	45,571	46,331	47,092	47,853	48,888
36	27	36,020	36,708	36,974	43,561	44,321	46,089	46,850	47,611	48,371	49,406
37	28	36,348	37,037	37,302	44,079	44,840	46,608	47,368	48,129	48,890	49,925
38	29	36,676	37,365	37,631	44,598	45,358	47,126	47,887	48,648	49,408	50,443
39	30	37,004	37,693	37,959	45,116	45,877	47,645	48,405	49,166	49,927	50,962
40	31	37,333	38,021	38,287	45,635	46,396	48,163	48,924	49,685	50,445	51,480
41	32	37,661	38,349	38,615	46,153	46,914	48,682	49,443	50,203	50,964	51,999
42	33	37,989	38,677	38,943	46,672	47,433	49,200	49,961	50,722	51,483	52,518

1	34	38,317	39,005	39,271	47,190	47,951	49,719	50,480	51,240	52,001	53,036
2	35	38,645	39,333	39,599	47,709	48,470	50,237	50,998	51,759	52,520	53,555

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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	27,455	28,158	28,429	29,901	30,678	32,480	33,256	34,032	34,809	35,864
11	1	27,790	28,493	28,764	30,430	31,206	33,009	33,785	34,561	35,337	36,393
12	2	28,125	28,827	29,099	30,959	31,735	33,538	34,314	35,090	35,866	36,922
13	3	28,460	29,162	29,433	31,488	32,264	34,067	34,843	35,618	36,395	37,450
14	4	29,043	29,745	30,017	32,266	33,042	34,845	35,621	36,397	37,173	38,229
15	5	29,378	30,080	30,351	32,795	33,571	35,374	36,150	36,926	37,702	38,758
16	6	29,713	30,414	30,686	33,323	34,100	35,903	36,679	37,454	38,231	39,286
17	7	30,047	30,750	31,020	33,853	34,629	36,431	37,208	37,984	38,760	39,816
18	8	30,382	31,085	31,355	34,381	35,157	36,961	37,737	38,512	39,288	40,344
19	9	30,716	31,419	31,690	34,911	35,687	37,489	38,265	39,042	39,818	40,873
20	10	31,052	31,754	32,025	35,441	36,216	38,019	38,795	39,572	40,347	41,403
21	11	31,386	32,088	32,360	35,969	36,746	38,549	39,324	40,100	40,877	41,932
22	12	31,721	32,423	32,694	36,499	37,274	39,077	39,853	40,630	41,405	42,461
23	13	32,056	32,757	33,029	37,027	37,803	39,607	40,382	41,158	41,934	42,990
24	14	32,390	33,092	33,363	37,556	38,332	40,135	40,911	41,687	42,463	43,518
25	15	32,725	33,426	33,698	38,085	38,861	40,664	41,440	42,216	42,992	44,048
26	16	33,059	33,761	34,032	38,614	39,389	41,193	41,969	42,745	43,520	44,576
27	17	33,394	34,097	34,367	39,143	39,919	41,722	42,498	43,274	44,050	45,105
28	18	33,728	34,431	34,702	39,672	40,448	42,250	43,027	43,803	44,579	45,635
29	19	34,063	34,766	35,037	40,200	40,976	42,780	43,556	44,331	45,107	46,163
30	20	34,397	35,100	35,372	40,730	41,506	43,308	44,084	44,861	45,637	46,693
31	21	34,733	35,435	35,706	41,258	42,034	43,838	44,614	45,389	46,165	47,221
32	22	35,068	35,769	36,041	41,787	42,564	44,366	45,142	45,918	46,695	47,750
33	23	35,402	36,104	36,375	42,317	43,092	44,895	45,672	46,447	47,223	48,279
34	24	35,737	36,438	36,710	42,845	43,621	45,425	46,200	46,976	47,752	48,808
35	25	36,071	36,773	37,044	43,374	44,150	45,953	46,729	47,505	48,281	49,336
36	26	36,406	37,108	37,379	43,903	44,679	46,482	47,258	48,034	48,810	49,866
37	27	36,740	37,442	37,713	44,432	45,207	47,011	47,787	48,563	49,338	50,394
38	28	37,075	37,778	38,048	44,961	45,737	47,540	48,315	49,092	49,868	50,924
39	29	37,410	38,112	38,383	45,490	46,265	48,069	48,845	49,621	50,396	51,452
40	30	37,744	38,447	38,718	46,018	46,795	48,598	49,373	50,149	50,926	51,981
41	31	38,080	38,781	39,053	46,548	47,324	49,126	49,902	50,679	51,454	52,510
42	32	38,414	39,116	39,387	47,076	47,852	49,656	50,432	51,207	51,983	53,039
43	33	38,749	39,451	39,722	47,605	48,382	50,184	50,960	51,736	52,513	53,568
44	34	39,083	39,785	40,056	48,134	48,910	50,713	51,490	52,265	53,041	54,097

1 35 39,418 40,120 40,391 48,663 49,439 51,242 52,018 52,794 53,570 54,626
2

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

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

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

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

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

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

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

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

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

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

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

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

22 These payments: (I) Shall be in addition to any amounts

1 prescribed in the applicable State Minimum Salary Schedule, any
 2 specific additional amounts prescribed in this section and article
 3 and any county supplement in effect in a county pursuant to section
 4 five-a of this article; (ii) shall be paid in equal monthly
 5 installments; and (iii) shall be considered a part of the state
 6 minimum salaries for teachers.

7 **§18A-4-8a. Service personnel minimum monthly salaries.**

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

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

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19 ~~STATE MINIMUM PAY SCALE PAY GRADE~~

20

~~Years~~

21

~~Exp. Pay Grade~~

22

~~A B C D E F G H~~

23

~~0 1,627 1,648 1,689 1,741 1,793 1,855 1,886 1,958~~

24

~~1 1,659 1,680 1,721 1,773 1,825 1,887 1,918 1,990~~

25

~~2 1,691 1,712 1,753 1,805 1,857 1,919 1,950 2,022~~

1 3 ~~1,723 1,744 1,785 1,837 1,889 1,951 1,982 2,054~~
2 4 ~~1,755 1,776 1,817 1,869 1,921 1,983 2,014 2,087~~
3 5 ~~1,787 1,808 1,849 1,901 1,953 2,015 2,046 2,119~~
4 6 ~~1,819 1,840 1,882 1,933 1,985 2,047 2,078 2,151~~
5 7 ~~1,852 1,872 1,914 1,965 2,017 2,079 2,110 2,183~~
6 8 ~~1,884 1,904 1,946 1,997 2,049 2,111 2,142 2,215~~
7 9 ~~1,916 1,936 1,978 2,030 2,081 2,143 2,174 2,247~~
8 10 ~~1,948 1,969 2,010 2,062 2,113 2,176 2,207 2,279~~
9 11 ~~1,980 2,001 2,042 2,094 2,145 2,208 2,239 2,311~~
10 12 ~~2,012 2,033 2,074 2,126 2,178 2,240 2,271 2,343~~
11 13 ~~2,044 2,065 2,106 2,158 2,210 2,272 2,303 2,375~~
12 14 ~~2,076 2,097 2,138 2,190 2,242 2,304 2,335 2,407~~
13 15 ~~2,108 2,129 2,170 2,222 2,274 2,336 2,367 2,439~~
14 16 ~~2,140 2,161 2,202 2,254 2,306 2,368 2,399 2,472~~
15 17 ~~2,172 2,193 2,235 2,286 2,338 2,400 2,431 2,504~~
16 18 ~~2,204 2,225 2,267 2,318 2,370 2,432 2,463 2,536~~
17 19 ~~2,237 2,257 2,299 2,350 2,402 2,464 2,495 2,568~~
18 20 ~~2,269 2,289 2,331 2,383 2,434 2,496 2,527 2,601~~
19 21 ~~2,301 2,321 2,363 2,415 2,466 2,528 2,559 2,634~~
20 22 ~~2,333 2,354 2,395 2,447 2,498 2,561 2,593 2,666~~
21 23 ~~2,365 2,386 2,427 2,479 2,531 2,594 2,625 2,699~~
22 24 ~~2,397 2,418 2,459 2,511 2,563 2,627 2,658 2,732~~
23 25 ~~2,429 2,450 2,491 2,543 2,596 2,659 2,691 2,764~~
24 26 ~~2,461 2,482 2,523 2,576 2,629 2,692 2,723 2,797~~
25 27 ~~2,493 2,514 2,555 2,608 2,661 2,724 2,756 2,829~~
26 28 ~~2,525 2,546 2,588 2,641 2,694 2,757 2,789 2,863~~
27 29 ~~2,557 2,579 2,621 2,673 2,726 2,790 2,821 2,896~~
28 30 ~~2,591 2,611 2,654 2,706 2,759 2,822 2,854 2,928~~
29 31 ~~2,623 2,644 2,687 2,739 2,792 2,855 2,887 2,961~~
30 32 ~~2,656 2,676 2,719 2,772 2,824 2,888 2,919 2,994~~
31 33 ~~2,689 2,709 2,752 2,805 2,857 2,920 2,953 3,026~~
32 34 ~~2,721 2,743 2,785 2,838 2,890 2,954 2,986 3,059~~
33 35 ~~2,754 2,775 2,817 2,870 2,923 2,987 3,018 3,092~~

1	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
2	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
3	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
4	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
5	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

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>	
10	0	1,660	1,681	1,723	1,776	1,829	1,892	1,924	1,997
11	1	1,692	1,714	1,755	1,808	1,862	1,925	1,956	2,030
12	2	1,725	1,746	1,788	1,841	1,894	1,957	1,989	2,062
13	3	1,757	1,779	1,821	1,874	1,927	1,990	2,022	2,095
14	4	1,790	1,812	1,853	1,906	1,959	2,023	2,054	2,129
15	5	1,823	1,844	1,886	1,939	1,992	2,055	2,087	2,161
16	6	1,855	1,877	1,920	1,972	2,025	2,088	2,120	2,194
17	7	1,889	1,909	1,952	2,004	2,057	2,121	2,152	2,227
18	8	1,922	1,942	1,985	2,037	2,090	2,153	2,185	2,259
19	9	1,954	1,975	2,018	2,071	2,123	2,186	2,217	2,292
20	10	1,987	2,008	2,050	2,103	2,155	2,220	2,251	2,325
21	11	2,020	2,041	2,083	2,136	2,188	2,252	2,284	2,357
22	12	2,052	2,074	2,115	2,169	2,222	2,285	2,316	2,390
23	13	2,085	2,106	2,148	2,201	2,254	2,317	2,349	2,423
24	14	2,118	2,139	2,181	2,234	2,287	2,350	2,382	2,455
25	15	2,150	2,172	2,213	2,266	2,319	2,383	2,414	2,488
26	16	2,183	2,204	2,246	2,299	2,352	2,415	2,447	2,521
27	17	2,215	2,237	2,280	2,332	2,385	2,448	2,480	2,554
28	18	2,248	2,270	2,312	2,364	2,417	2,481	2,512	2,587
29	19	2,282	2,302	2,345	2,397	2,450	2,513	2,545	2,619
30	20	2,314	2,335	2,378	2,431	2,483	2,546	2,578	2,653
31	21	2,347	2,367	2,410	2,463	2,515	2,579	2,610	2,687
32	22	2,380	2,401	2,443	2,496	2,548	2,612	2,644	2,719
33	23	2,412	2,434	2,476	2,529	2,582	2,646	2,678	2,753

1	<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>
2	<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>
3	<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>
4	<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>
5	<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>
6	<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>
7	<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>
8	<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>
9	<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>
10	<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>
11	<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>
12	<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>
13	<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>
14	<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>
15	<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>
16	<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>
17	<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>

18

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

23 CLASS TITLE	PAY GRADE
24 Accountant I.	D
25 Accountant II.. . . .	E
26 Accountant III.	F
27 Accounts Payable Supervisor.. . . .	G
28 Aide I.	A

1 Aide II..	B
2 Aide III..	C
3 Aide IV..	D
4 Audiovisual Technician..	C
5 Auditor..	G
6 Autism Mentor..	F
7 Braille Specialist..	E
8 Bus Operator..	D
9 Buyer..	F
10 Cabinetmaker..	G
11 Cafeteria Manager..	D
12 Carpenter I..	E
13 Carpenter II..	F
14 Chief Mechanic..	G
15 Clerk I..	B
16 Clerk II..	C
17 Computer Operator..	E
18 Cook I..	A
19 Cook II..	B
20 Cook III..	C
21 Crew Leader..	F
22 Custodian I..	A

1	Custodian II.	B
2	Custodian III.. . . .	C
3	Custodian IV.	D
4	Director or Coordinator of Services.. . . .	H
5	Draftsman.. . . .	D
6	Early Childhood Classroom Assistant Teacher - Temporary Authorization.	E
7	Early Childhood Classroom Assistant Teacher - Permanent Authorization.	E
8	Early Childhood Classroom Assistant Teacher - Permanent Authorization.	E
9	Early Childhood Classroom Assistant Teacher - Paraprofessional Certificate	F
10	Early Childhood Classroom Assistant Teacher - Paraprofessional Certificate	F
11	Educational Sign Language Interpreter I	F
12	Educational Sign Language Interpreter II	G
13	Educational Sign Language Interpreter II	G
14	Electrician I.. . . .	F
15	Electrician II.	G
16	Electronic Technician I.. . . .	F
17	Electronic Technician II.	G
18	Executive Secretary.. . . .	G
19	Food Services Supervisor.	G
20	Foreman.. . . .	G
21	General Maintenance.. . . .	C
22	Glazier.. . . .	D

1	Graphic Artist.	D
2	Groundsman.	B
3	Handyman.	B
4	Heating and Air Conditioning Mechanic I..	E
5	Heating and Air Conditioning Mechanic II.	G
6	Heavy Equipment Operator.	E
7	Inventory Supervisor.	D
8	Key Punch Operator.	B
9	Licensed Practical Nurse.	F
10	Locksmith.. . . .	G
11	Lubrication Man.. . . .	C
12	Machinist.. . . .	F
13	Mail Clerk.	D
14	Maintenance Clerk.. . . .	C
15	Mason.. . . .	G
16	Mechanic.	F
17	Mechanic Assistant.	E
18	Office Equipment Repairman I.	F
19	Office Equipment Repairman II.. . . .	G
20	Painter.. . . .	E
21	Paraprofessional.	F
22	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	Sign Support Specialist	E
13	Supervisor of Maintenance..	H
14	Supervisor of Transportation.	H
15	Switchboard Operator-Receptionist..	D
16	Truck Driver.	D
17	Warehouse Clerk..	C
18	Watchman.	B
19	Welder.	F
20	WVEIS Data Entry and Administrative Clerk..	B

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

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

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

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

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

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

18 (5) A service employee who holds sixty college hours or
19 comparable credit obtained in a trade or vocational school as
20 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.

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

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

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

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

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

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

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

1 (g) When any part of a school service person's daily shift of
2 work is performed between the hours of six o'clock p. m. and five
3 o'clock a. m. the following day, the employee is paid no less than
4 an additional \$10 per month and one half of the pay is paid with
5 local funds.

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

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

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

20 (k) The minimum hourly rate of pay for extra duty assignments
21 as defined in section eight-b of this article is no less than one
22 seventh of the person's daily total salary for each hour the person

1 is involved in performing the assignment and paid entirely from
2 local funds: *Provided*, That an alternative minimum hourly rate of
3 pay for performing extra duty assignments within a particular
4 category of employment may be used if the alternate hourly rate of
5 pay is approved both by the county board and by the affirmative
6 vote of a two-thirds majority of the regular full-time persons
7 within that classification category of employment within that
8 county: *Provided, however*, That the vote is by secret ballot if
9 requested by a service person within that classification category
10 within that county. The salary for any fraction of an hour the
11 employee is involved in performing the assignment is prorated
12 accordingly. When performing extra duty assignments, persons who
13 are regularly employed on a one-half day salary basis shall receive
14 the same hourly extra duty assignment pay computed as though the
15 person were employed on a full-day salary basis.

16 (1) The minimum pay for any service personnel engaged in the
17 removal of asbestos material or related duties required for
18 asbestos removal is their regular total daily rate of pay and no
19 less than an additional \$3 per hour or no less than \$5 per hour for
20 service personnel supervising asbestos removal responsibilities for
21 each hour these employees are involved in asbestos-related duties.
22 Related duties required for asbestos removal include, but are not

1 limited to, travel, preparation of the work site, removal of
2 asbestos decontamination of the work site, placing and removal of
3 equipment and removal of structures from the site. If any member
4 of an asbestos crew is engaged in asbestos related duties outside
5 of the employee's regular employment county, the daily rate of pay
6 is no less than the minimum amount as established in the employee's
7 regular employment county for asbestos removal and an additional
8 \$30 per each day the employee is engaged in asbestos removal and
9 related duties. The additional pay for asbestos removal and
10 related duties shall be payable entirely from county funds. Before
11 service personnel may be used in the removal of asbestos material
12 or related duties, they shall have completed a federal
13 Environmental Protection Act approved training program and be
14 licensed. The employer shall provide all necessary protective
15 equipment and maintain all records required by the Environmental
16 Protection Act.

17 (m) For the purpose of qualifying for additional pay as
18 provided in section eight, article five of this chapter, an aide is
19 considered to be exercising the authority of a supervisory aide and
20 control over pupils if the aide is required to supervise, control,
21 direct, monitor, escort or render service to a child or children
22 when not under the direct supervision of a certified professional

1 person within the classroom, library, hallway, lunchroom,
2 gymnasium, school building, school grounds or wherever supervision
3 is required. For purposes of this section, "under the direct
4 supervision of a certified professional person" means that
5 certified professional person is present, with and accompanying the
6 aide.

NOTE: The purpose of this bill is to provide a two percent
pay increase to all county board employees and to bring the state
minimum pay scale pay grade for service personnel back within
equity.

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