

1 **H. B. 3018**

2  
3 (By Delegates Pasdon, Espinosa, Statler, Duke, Kelly and Kurcaba)

4  
5 (Originating in the House Committee on Education)

6 [February 27, 2015]

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10 A BILL to amend and reenact §18A-4-5 of the code of West Virginia, 1931, as amended, relating  
11 to increasing the allowable range of difference in salary potential of school employees in  
12 different counties.

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

14 That §18A-4-5 of the code of West Virginia, 1931, as amended, be amended and  
15 reenacted to read as follows:

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

17 **§18A-4-5. Salary equity among the counties; state salary supplement.**

18 (a) For the purposes of this section, salary equity among the counties means that the salary  
19 potential of school employees employed by the various districts throughout the state does not  
20 differ by greater than ~~ten~~ fifteen percent between those offering the highest salaries and those  
21 offering the lowest salaries. In the case of professional educators, the difference shall be  
22 calculated using the average of the professional educator salary schedules, degree classifications  
23 B. A. through doctorate and the years of experience provided in the most recent state minimum

1 salary schedule for teachers, in effect in the ten counties offering the highest salary schedules  
2 compared to the lowest salary schedule in effect among the fifty-five counties. In the case of  
3 school service personnel, the difference shall be calculated utilizing the average of the school  
4 service personnel salary schedules, pay grades A through H and the years of experience provided  
5 in the most recent state minimum pay scale pay grade for service personnel, in effect in the ten  
6 counties offering the highest salary schedules compared to the lowest salary schedule in effect  
7 among the fifty-five counties.

8 (b) To meet the objective of salary equity among the counties, as defined in subsection (a)  
9 of this section, on and after July 1, 1984, subject to available state appropriations and the  
10 conditions set forth herein, each teacher and school service personnel shall receive an equity  
11 supplement amount as specified in sections two and eight-a, respectively, of this article in  
12 addition to the amount from the state minimum salary schedules provided in those sections.

13 (c) State funds for this purpose shall be paid within the West Virginia public school  
14 support plan in accordance with article nine-a, chapter eighteen of this code. The amount  
15 allocated for salary equity shall be apportioned between teachers and school service personnel in  
16 direct proportion to that amount necessary to support the professional salaries and service  
17 personnel salaries statewide under sections four, five and eight, article nine-a, chapter eighteen  
18 of this code. In the event the Department of Education determines that the objective of salary  
19 equity among the counties has not been met, it shall include in its budget request for the public  
20 school support plan for the next school year a request for funding sufficient to meet the objective  
21 of salary equity through an across-the-board increase in the equity supplement amount of the  
22 affected class of employees.

23 (d) Pursuant to this section, each teacher and service person shall receive from state funds

1 the equity supplement amount indicated in subsection (c), section two and subsection (f), section  
2 eight-a of this article, as applicable, reduced by any amount provided by the county as a salary  
3 supplement for teachers and school service personnel on January 1, 1984.

4 (e) The amount received pursuant to this section shall not be decreased as a result of any  
5 county supplement increase instituted after January 1, 1984: *Provided*, That any amount received  
6 pursuant to this section may be reduced proportionately based upon the amount of funds  
7 appropriated for this purpose. No county may reduce any salary supplement that was in effect on  
8 January 1, 1984, except as permitted by sections five-a and five-b of this article.