

# **WEST VIRGINIA LEGISLATURE**

**2018 REGULAR SESSION**

**Enrolled**

**Committee Substitute**

**for**

**Senate Bill 267**

BY SENATORS CARMICHAEL (MR. PRESIDENT) AND PREZIOSO

(BY REQUEST OF THE EXECUTIVE)

[Passed February 20, 2018; to take effect July 1, 2018]



1 AN ACT to amend and reenact §15-2-5 of the Code of West Virginia, 1931, as amended; to amend  
2 and reenact §18-9A-8 of said code; and to amend and reenact §18A-4-2 and §18A-4-8a  
3 of said code, all relating to increasing compensation for certain public employees;  
4 increasing the annual salaries of members of the West Virginia State Police; increasing  
5 the minimum salaries payable to public school teachers and professional personnel during  
6 the contract year; and increasing the minimum monthly pay for public school service  
7 personnel.

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

## **CHAPTER 15. PUBLIC SAFETY.**

### **ARTICLE 2. WEST VIRGINIA STATE POLICE.**

#### **§15-2-5. Career progression system; salaries; exclusion from wages and hour law, with supplemental payment; bond; leave time for members called to duty in guard or reserves.**

1 (a) The superintendent shall establish within the West Virginia State Police a system to  
2 provide for: The promotion of members to the supervisory ranks of sergeant, first sergeant,  
3 second lieutenant, and first lieutenant; the classification of nonsupervisory members within the  
4 field operations force to the ranks of trooper, senior trooper, trooper first class, or corporal; the  
5 classification of members assigned to the forensic laboratory as criminalist I-VIII; and the  
6 temporary reclassification of members assigned to administrative duties as administrative support  
7 specialist I-VIII.

8 (b) The superintendent may propose legislative rules for promulgation in accordance with  
9 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability, and  
10 independent review of any system developed under the provisions of this section.

11 (c) The superintendent shall provide to each member a written manual governing any  
12 system established under the provisions of this section and specific procedures shall be identified

13 for the evaluation and testing of members for promotion or reclassification and the subsequent  
14 placement of any members on a promotional eligibility or reclassification recommendation list.

15 (d) Beginning on July 1, 2018, members shall receive annual salaries payable at least  
16 twice per month as follows:

17 ANNUAL SALARY SCHEDULE (BASE PAY)

18 SUPERVISORY AND NONSUPERVISORY RANKS

19	Cadet During Training .....	\$ 34,858
20	Cadet Trooper After Training .....	\$ 42,122
21	Trooper Second Year .....	43,130
22	Trooper Third Year .....	43,513
23	Senior Trooper .....	43,912
24	Trooper First Class .....	44,518
25	Corporal .....	45,124
26	Sergeant.....	49,425
27	First Sergeant.....	51,576
28	Second Lieutenant .....	53,726
29	First Lieutenant.....	55,877
30	Captain.....	58,028
31	Major .....	60,178
32	Lieutenant Colonel .....	62,329

33 ANNUAL SALARY SCHEDULE (BASE PAY)

34 ADMINISTRATION SUPPORT SPECIALIST CLASSIFICATION

35	I .....	43,130
36	II .....	43,912
37	III .....	44,518
38	IV .....	45,124

39	V .....	49,425
40	VI .....	51,576
41	VII .....	53,726
42	VIII .....	55,877

ANNUAL SALARY SCHEDULE (BASE PAY)

CRIMINALIST CLASSIFICATION

45	I .....	43,130
46	II .....	43,912
47	III .....	44,518
48	IV .....	45,124
49	V .....	49,425
50	VI .....	51,576
51	VII .....	53,726
52	VIII .....	55,877

53 Beginning July 1, 2019, the annual salaries for members of each of the West Virginia State  
54 Police, the Administration Support Specialists, and the Criminalist classifications set forth in the  
55 schedules in this subsection shall be increased an additional \$432.

56 Each member of the West Virginia State Police whose salary is fixed and specified in this  
57 annual salary schedule is entitled to the length of service increases set forth in §15-2-5(e) of this  
58 code and supplemental pay as provided in §15-2-5(g) of this code.

59 (e) Each member of the West Virginia State Police whose salary is fixed and specified  
60 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in  
61 §15-2-5(d) of this code for grade in rank, based on length of service, including that service served  
62 before and after the effective date of this section with the West Virginia State Police as follows:  
63 Beginning on January 1, 2015, and continuing thereafter, at the end of two years of service with  
64 the West Virginia State Police, the member shall receive a salary increase of \$500 to be effective

65 during his or her next year of service and a like increase at yearly intervals thereafter, with the  
66 increases to be cumulative.

67 (f) In applying the salary schedules set forth in this section where salary increases are  
68 provided for length of service, members of the West Virginia State Police in service at the time  
69 the schedules become effective shall be given credit for prior service and shall be paid the salaries  
70 the same length of service entitles them to receive under the provisions of this section.

71 (g) The Legislature finds and declares that because of the unique duties of members of  
72 the West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour  
73 laws to them. Accordingly, members of the West Virginia State Police are excluded from the  
74 provisions of state wage and hour law. This express exclusion shall not be construed as any  
75 indication that the members were or were not covered by the wage and hour law prior to this  
76 exclusion.

77 In lieu of any overtime pay they might otherwise have received under the wage and hour  
78 law, and in addition to their salaries and increases for length of service, members who have  
79 completed basic training and who are exempt from federal Fair Labor Standards Act guidelines  
80 may receive supplemental pay as provided in this section.

81 The authority of the superintendent to propose a legislative rule or amendment thereto for  
82 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours  
83 per month which constitute the standard pay period for the members of the West Virginia State  
84 Police is hereby continued. The rule shall further establish, on a graduated hourly basis, the  
85 criteria for receipt of a portion or all of supplemental payment when hours are worked in excess  
86 of the standard pay period. The superintendent shall certify at least twice per month to the West  
87 Virginia State Police's payroll officer the names of those members who have worked in excess of  
88 the standard pay period and the amount of their entitlement to supplemental payment. The  
89 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian  
90 employees of the West Virginia State Police are not eligible for any supplemental payments.

91 (h) Each member of the West Virginia State Police, except the superintendent and civilian  
92 employees, shall execute, before entering upon the discharge of his or her duties, a bond with  
93 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful  
94 performance of his or her duties, and the bond shall be approved as to form by the Attorney  
95 General and as to sufficiency by the Governor.

96 (i) In consideration for compensation paid by the West Virginia State Police to its members  
97 during those members' participation in the West Virginia State Police Cadet Training Program  
98 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by  
99 written agreement entered into with each of them in advance of such participation in the program  
100 that, if a member should voluntarily discontinue employment any time within one year immediately  
101 following completion of the training program, he or she shall be obligated to pay to the West  
102 Virginia State Police a pro rata portion of such compensation equal to that part of such year which  
103 the member has chosen not to remain in the employ of the West Virginia State Police.

104 (j) Any member of the West Virginia State Police who is called to perform active duty  
105 training or inactive duty training in the National Guard or any reserve component of the armed  
106 forces of the United States annually shall be granted, upon request, leave time not to exceed 30  
107 calendar days for the purpose of performing the active duty training or inactive duty training and  
108 the time granted may not be deducted from any leave accumulated as a member of the West  
109 Virginia State Police.

## **CHAPTER 18. EDUCATION.**

### **ARTICLE 9A. PUBLIC SCHOOL SUPPORT.**

#### **§18-9A-8. Foundation allowance for professional student support services.**

1 (a) The basic foundation allowance to the county for professional student support  
2 personnel shall be the amount of money determined in accordance with the following:

3 (1) The sum of the state minimum salaries, as determined in accordance with the  
4 provisions of §18-4-1 *et seq.* of this code, for all state aid eligible school nurse and counselor

5 positions in the county during the 2008 fiscal year which number shall be reduced in the same  
6 proportion as the number of professional educators allowed to be funded under §18-9A-4 of this  
7 code to the total number of professional educators employed that are state aid eligible. In  
8 performing this calculation, the numerator shall be the number of professional educators actually  
9 funded under §18-9A-4 of this code and the denominator shall be the total number of professional  
10 educators employed that are eligible to be funded under §18-9A-4 of this code;

11 (2) The amount derived from the calculation in §18-9A-8(a)(1) of this code is increased by  
12 one half percent;

13 (3) The amount derived from the calculation in §18-9A-8(a)(2) of this code is the basic  
14 foundation allowance to the county for professional student support personnel for the 2009 fiscal  
15 year;

16 (4) For fiscal years 2010, 2011, 2012, and 2013, the basic foundation allowance to the  
17 county for professional student support personnel increases by one-half percent per year over  
18 the allowance for the previous year; and

19 (5) For all fiscal years thereafter, the basic foundation allowance to the county for  
20 professional student support personnel remains the same amount as in the 2013 fiscal year, plus  
21 any additional amount of funding necessary to cover the increases in the State Minimum Salary  
22 Schedule set forth in §18A-4-2 of this code effective for the fiscal year beginning July 1, 2018,  
23 and thereafter.

24 (b) The additional positions for counselors that may be created as a result of the one  
25 percent increase provided pursuant to this section shall be assigned to schools where the  
26 counselor can:

27 (1) Enhance student achievement;

28 (2) Provide early intervention for students in grades prekindergarten through five; and

29 (3) Enhance student development and career readiness.

## CHAPTER 18A. SCHOOL PERSONNEL.

### ARTICLE 4. SALARIES, WAGES, AND OTHER BENEFITS.

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

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

4           (b) (1) For school year 2018–2019, each teacher shall receive the amount prescribed in  
 5 the State Minimum Salary Schedule as set forth in this section; specific additional amounts  
 6 prescribed in this section or article; and any county supplement in effect in a county pursuant to  
 7 §18A-4-5a of this code during the contract year.

#### STATE MINIMUM SALARY SCHEDULE

Years Exp	4 <sup>th</sup> Class	3 <sup>rd</sup> Class	2 <sup>nd</sup> Class	A.B. A.B.	A.B. + 15	M.A. M.A.	M.A. + 15	M.A. + 30	M.A. + 45	Doc- torate
0	28,725	29,414	29,680	31,123	31,884	33,651	34,412	35,173	35,934	36,969
1	29,053	29,742	30,008	31,641	32,402	34,170	34,931	35,691	36,452	37,487
2	29,382	30,070	30,336	32,160	32,921	34,688	35,449	36,210	36,971	38,006
3	29,710	30,398	30,664	32,679	33,439	35,207	35,968	36,728	37,489	38,524
4	30,282	30,970	31,236	33,441	34,202	35,970	36,731	37,491	38,252	39,287
5	30,610	31,298	31,564	33,960	34,721	36,488	37,249	38,010	38,771	39,806
6	30,938	31,626	31,892	34,478	35,239	37,007	37,768	38,528	39,289	40,324
7	31,266	31,955	32,220	34,997	35,758	37,525	38,286	39,047	39,808	40,843
8	31,594	32,283	32,549	35,515	36,276	38,044	38,805	39,565	40,326	41,361
9	31,922	32,611	32,877	36,034	36,795	38,562	39,323	40,084	40,845	41,880
10	32,251	32,939	33,205	36,554	37,314	39,082	39,843	40,604	41,364	42,399
11	32,579	33,267	33,533	37,072	37,833	39,601	40,361	41,122	41,883	42,918

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12	32,907	33,595	33,861	37,591	38,351	40,119	40,880	41,641	42,401	43,436
13	33,235	33,923	34,189	38,109	38,870	40,638	41,398	42,159	42,920	43,955
14	33,563	34,251	34,517	38,628	39,388	41,156	41,917	42,678	43,438	44,473
15	33,891	34,579	34,845	39,146	39,907	41,675	42,435	43,196	43,957	44,992
16	34,219	34,907	35,173	39,665	40,425	42,193	42,954	43,715	44,475	45,510
17	34,547	35,236	35,501	40,183	40,944	42,712	43,473	44,233	44,994	46,029
18	34,875	35,564	35,830	40,702	41,463	43,230	43,991	44,752	45,513	46,548
19	35,203	35,892	36,158	41,220	41,981	43,749	44,510	45,270	46,031	47,066
20	35,531	36,220	36,486	41,739	42,500	44,267	45,028	45,789	46,550	47,585
21	35,860	36,548	36,814	42,257	43,018	44,786	45,547	46,307	47,068	48,103
22	36,188	36,876	37,142	42,776	43,537	45,304	46,065	46,826	47,587	48,622
23	36,516	37,204	37,470	43,295	44,055	45,823	46,584	47,344	48,105	49,140
24	36,844	37,532	37,798	43,813	44,574	46,342	47,102	47,863	48,624	49,659
25	37,172	37,860	38,126	44,332	45,092	46,860	47,621	48,382	49,142	50,177
26	37,500	38,188	38,454	44,850	45,611	47,379	48,139	48,900	49,661	50,696
27	37,828	38,516	38,782	45,369	46,129	47,897	48,658	49,419	50,179	51,214
28	38,156	38,845	39,110	45,887	46,648	48,416	49,176	49,937	50,698	51,733
29	38,484	39,173	39,439	46,406	47,166	48,934	49,695	50,456	51,216	52,251
30	38,812	39,501	39,767	46,924	47,685	49,453	50,213	50,974	51,735	52,770
31	39,141	39,829	40,095	47,443	48,204	49,971	50,732	51,493	52,253	53,288
32	39,469	40,157	40,423	47,961	48,722	50,490	51,251	52,011	52,772	53,807
33	39,797	40,485	40,751	48,480	49,241	51,008	51,769	52,530	53,291	54,326
34	40,125	40,813	41,079	48,998	49,759	51,527	52,288	53,048	53,809	54,844
35	40,453	41,141	41,407	49,517	50,278	52,045	52,806	53,567	54,328	55,363

8           (2) For school year 2019–2020, each teacher shall receive the amount prescribed in the  
9 State Minimum Salary Schedule as set forth in this section, plus \$404; specific additional amounts  
10 prescribed in this section or article; and any county supplement in effect in a county pursuant to  
11 §18A-4-5a of this code during the contract year.

12 (3) For school year 2020–2021, each teacher shall receive the amount prescribed in the  
13 State Minimum Salary Schedule as set forth in this section, plus \$808; specific additional amounts  
14 prescribed in this section or article; and any county supplement in effect in a county pursuant to  
15 §18A-4-5a of this code during the contract year.

16 (c) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
17 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed  
18 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;  
19 and (iii) shall be considered a part of the state minimum salaries for teachers.

20 (d) To meet the objective of salary equity among the counties as set forth in §18A-4-5 of  
21 this code, each teacher shall be paid an equity supplement amount as applicable for his or her  
22 classification of certification or classification of training and years of experience as follows, subject  
23 to the provisions of that section:

24 (1) For “4th Class” at zero years of experience, \$1,781. An additional \$38 shall be paid for  
25 each year of experience up to and including 35 years of experience;

26 (2) For “3rd Class” at zero years of experience, \$1,796. An additional \$67 shall be paid for  
27 each year of experience up to and including 35 years of experience;

28 (3) For “2nd Class” at zero years of experience, \$1,877. An additional \$69 shall be paid  
29 for each year of experience up to and including 35 years of experience;

30 (4) For “A. B.” at zero years of experience, \$2,360. An additional \$69 shall be paid for  
31 each year of experience up to and including 35 years of experience;

32 (5) For “A. B. + 15” at zero years of experience, \$2,452. An additional \$69 shall be paid  
33 for each year of experience up to and including 35 years of experience;

34 (6) For “M. A.” at zero years of experience, \$2,644. An additional \$69 shall be paid for  
35 each year of experience up to and including 35 years of experience;

36 (7) For “M. A. + 15” at zero years of experience, \$2,740. An additional \$69 shall be paid  
37 for each year of experience up to and including 35 years of experience;

38 (8) For “M. A. + 30” at zero years of experience, \$2,836. An additional \$69 shall be paid  
39 for each year of experience up to and including 35 years of experience;

40 (9) For “M. A. + 45” at zero years of experience, \$2,836. An additional \$69 shall be paid  
41 for each year of experience up to and including 35 years of experience; and

42 (10) For “Doctorate” at zero years of experience, \$2,927. An additional \$69 shall be paid  
43 for each year of experience up to and including 35 years of experience.

44 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
45 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
46 and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be  
47 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
48 salaries for teachers.

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

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

2 (1) For school year 2018–2019, the minimum monthly pay for each service employee  
3 whose employment is for a period of more than three and one-half hours a day shall be at least  
4 the amounts indicated in the State Minimum Pay Scale Pay Grade and the minimum monthly pay  
5 for each service employee whose employment is for a period of three and one-half hours or less  
6 a day shall be at least one-half the amount indicated in the State Minimum Pay Scale Pay Grade  
7 set forth in this subdivision.

8 STATE MINIMUM PAY SCALE PAY GRADE

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,704	1,725	1,767	1,820	1,873	1,936	1,968	2,041
1	1,736	1,758	1,799	1,852	1,906	1,969	2,000	2,074
2	1,769	1,790	1,832	1,885	1,938	2,001	2,033	2,106
3	1,801	1,823	1,865	1,918	1,971	2,034	2,066	2,139

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4	1,834	1,856	1,897	1,950	2,003	2,067	2,098	2,173
5	1,867	1,888	1,930	1,983	2,036	2,099	2,131	2,205
6	1,899	1,921	1,964	2,016	2,069	2,132	2,164	2,238
7	1,933	1,953	1,996	2,048	2,101	2,165	2,196	2,271
8	1,966	1,986	2,029	2,081	2,134	2,197	2,229	2,303
9	1,998	2,019	2,062	2,115	2,167	2,230	2,261	2,336
10	2,031	2,052	2,094	2,147	2,199	2,264	2,295	2,369
11	2,064	2,085	2,127	2,180	2,232	2,296	2,328	2,401
12	2,096	2,118	2,159	2,213	2,266	2,329	2,360	2,434
13	2,129	2,150	2,192	2,245	2,298	2,361	2,393	2,467
14	2,162	2,183	2,225	2,278	2,331	2,394	2,426	2,499
15	2,194	2,216	2,257	2,310	2,363	2,427	2,458	2,532
16	2,227	2,248	2,290	2,343	2,396	2,459	2,491	2,565
17	2,259	2,281	2,324	2,376	2,429	2,492	2,524	2,598
18	2,292	2,314	2,356	2,408	2,461	2,525	2,556	2,631
19	2,326	2,346	2,389	2,441	2,494	2,557	2,589	2,663
20	2,358	2,379	2,422	2,475	2,527	2,590	2,622	2,697
21	2,391	2,411	2,454	2,507	2,559	2,623	2,654	2,731
22	2,424	2,445	2,487	2,540	2,592	2,656	2,688	2,763
23	2,456	2,478	2,520	2,573	2,626	2,690	2,722	2,797
24	2,489	2,510	2,552	2,605	2,658	2,724	2,755	2,831
25	2,522	2,543	2,585	2,638	2,692	2,756	2,789	2,863
26	2,554	2,576	2,617	2,672	2,726	2,790	2,821	2,897
27	2,587	2,608	2,650	2,704	2,758	2,822	2,855	2,930
28	2,620	2,641	2,684	2,738	2,792	2,856	2,889	2,964
29	2,652	2,675	2,717	2,770	2,825	2,890	2,921	2,998
30	2,686	2,707	2,751	2,804	2,858	2,922	2,955	3,031
31	2,719	2,741	2,785	2,838	2,892	2,956	2,989	3,064
32	2,753	2,774	2,817	2,871	2,924	2,990	3,021	3,098
33	2,787	2,807	2,851	2,905	2,958	3,022	3,055	3,131
34	2,819	2,841	2,885	2,939	2,992	3,056	3,089	3,164

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35	2,853	2,875	2,917	2,971	3,024	3,090	3,122	3,198
36	2,887	2,908	2,951	3,005	3,059	3,123	3,156	3,230
37	2,919	2,942	2,985	3,039	3,093	3,157	3,189	3,264
38	2,953	2,974	3,017	3,071	3,125	3,190	3,222	3,298
39	2,987	3,008	3,051	3,105	3,159	3,223	3,256	3,330
40	3,019	3,042	3,084	3,138	3,193	3,257	3,289	3,364

9 (2) For school year 2019–2020, and continuing thereafter, the minimum monthly pay for  
 10 each service employee whose employment is for a period of more than three and one-half hours  
 11 a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade, plus  
 12 \$22; and the minimum monthly pay for each service employee whose employment is for a period  
 13 of three and one-half hours or less a day shall be at least one-half the amount indicated in the  
 14 State Minimum Pay Scale Pay Grade, plus \$11.

15 (3) Each service employee shall receive the amount prescribed in the State Minimum Pay  
 16 Scale Pay Grade in accordance with the provisions of this subsection according to their class title  
 17 and pay grade as set forth in this subdivision:

18	CLASS TITLE	PAY GRADE
19	Accountant I .....	D
20	Accountant II .....	E
21	Accountant III .....	F
22	Accounts Payable Supervisor .....	G
23	Aide I .....	A
24	Aide II .....	B
25	Aide III .....	C
26	Aide IV .....	D
27	Audiovisual Technician .....	C
28	Auditor .....	G

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29	Autism Mentor .....	F
30	Braille Specialist .....	E
31	Bus Operator .....	D
32	Buyer .....	F
33	Cabinetmaker .....	G
34	Cafeteria Manager .....	D
35	Carpenter I .....	E
36	Carpenter II .....	F
37	Chief Mechanic .....	G
38	Clerk I .....	B
39	Clerk II .....	C
40	Computer Operator .....	E
41	Cook I .....	A
42	Cook II .....	B
43	Cook III .....	C
44	Crew Leader .....	F
45	Custodian I .....	A
46	Custodian II .....	B
47	Custodian III .....	C
48	Custodian IV .....	D
49	Director or Coordinator of Services .....	H
50	Draftsman .....	D
51	Early Childhood Classroom Assistant Teacher I .....	E
52	Early Childhood Classroom Assistant Teacher II .....	E
53	Early Childhood Classroom Assistant Teacher III .....	F
54	Educational Sign Language Interpreter I .....	F

55	Educational Sign Language Interpreter II .....	G
56	Electrician I .....	F
57	Electrician II .....	G
58	Electronic Technician I .....	F
59	Electronic Technician II .....	G
60	Executive Secretary .....	G
61	Food Services Supervisor .....	G
62	Foreman .....	G
63	General Maintenance .....	C
64	Glazier .....	D
65	Graphic Artist .....	D
66	Groundsman .....	B
67	Handyman .....	B
68	Heating and Air Conditioning Mechanic I .....	E
69	Heating and Air Conditioning Mechanic II .....	G
70	Heavy Equipment Operator .....	E
71	Inventory Supervisor .....	D
72	Key Punch Operator .....	B
73	Licensed Practical Nurse .....	F
74	Locksmith .....	G
75	Lubrication Man .....	C
76	Machinist .....	F
77	Mail Clerk .....	D
78	Maintenance Clerk .....	C
79	Mason .....	G
80	Mechanic .....	F

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81	Mechanic Assistant .....	E
82	Office Equipment Repairman I .....	F
83	Office Equipment Repairman II .....	G
84	Painter .....	E
85	Paraprofessional .....	F
86	Payroll Supervisor .....	G
87	Plumber I .....	E
88	Plumber II .....	G
89	Printing Operator .....	B
90	Printing Supervisor .....	D
91	Programmer .....	H
92	Roofing/Sheet Metal Mechanic .....	F
93	Sanitation Plant Operator .....	G
94	School Bus Supervisor .....	E
95	Secretary I .....	D
96	Secretary II .....	E
97	Secretary III .....	F
98	Sign Support Specialist .....	E
99	Supervisor of Maintenance .....	H
100	Supervisor of Transportation .....	H
101	Switchboard Operator-Receptionist .....	D
102	Truck Driver .....	D
103	Warehouse Clerk .....	C
104	Watchman .....	B
105	Welder .....	F
106	WVEIS Data Entry and Administrative Clerk .....	B

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

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

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

113 (2) A service person who holds 24 college hours or comparable credit obtained in a trade  
114 or vocational school as approved by the state board;

115 (3) A service person who holds 36 college hours or comparable credit obtained in a trade  
116 or vocational school as approved by the state board;

117 (4) A service person who holds 48 college hours or comparable credit obtained in a trade  
118 or vocational school as approved by the state board;

119 (5) A service employee who holds 60 college hours or comparable credit obtained in a  
120 trade or vocational school as approved by the state board;

121 (6) A service person who holds 72 college hours or comparable credit obtained in a trade  
122 or vocational school as approved by the state board;

123 (7) A service person who holds 84 college hours or comparable credit obtained in a trade  
124 or vocational school as approved by the state board;

125 (8) A service person who holds 96 college hours or comparable credit obtained in a trade  
126 or vocational school as approved by the state board;

127 (9) A service person who holds 108 college hours or comparable credit obtained in a trade  
128 or vocational school as approved by the state board;

129 (10) A service person who holds 120 college hours or comparable credit obtained in a  
130 trade or vocational school as approved by the state board.

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

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

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

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

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

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

139 (1) A service person who holds a bachelor's degree plus 15 college hours;

140 (2) A service person who holds a master's degree plus 15 college hours;

141 (3) A service person who holds a master's degree plus 30 college hours;

142 (4) A service person who holds a master's degree plus 45 college hours; and

143 (5) A service person who holds a master's degree plus 60 college hours.

144 (f) To meet the objective of salary equity among the counties, each service person is paid  
145 an equity supplement, as set forth in §18A-4-5 of this code, of \$164 per month, subject to the  
146 provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the  
147 applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in  
148 this section and article and any county supplement in effect in a county pursuant to §18A-4-5b of  
149 this code; (ii) are paid in equal monthly installments; and (iii) are considered a part of the state  
150 minimum salaries for service personnel.

151 (g) When any part of a school service person's daily shift of work is performed between  
152 the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an  
153 additional \$10 per month and one half of the pay is paid with local funds.

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

156 (i) Any full-time service personnel required to work in excess of their normal working day  
157 during any week which contains a school holiday for which they are paid is paid for the additional

158 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate  
159 and paid entirely from county board funds.

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

164 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
165 this code is no less than one seventh of the person's daily total salary for each hour the person is  
166 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
167 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
168 category of employment may be used if the alternate hourly rate of pay is approved both by the  
169 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
170 within that classification category of employment within that county: *Provided, however*, That the  
171 vote is by secret ballot if requested by a service person within that classification category within  
172 that county. The salary for any fraction of an hour the employee is involved in performing the  
173 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
174 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
175 assignment pay computed as though the person were employed on a full-day salary basis.

176 (l) The minimum pay for any service personnel engaged in the removal of asbestos  
177 material or related duties required for asbestos removal is their regular total daily rate of pay and  
178 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel  
179 supervising asbestos removal responsibilities for each hour these employees are involved in  
180 asbestos-related duties. Related duties required for asbestos removal include, but are not limited  
181 to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,  
182 placing and removal of equipment and removal of structures from the site. If any member of an  
183 asbestos crew is engaged in asbestos-related duties outside of the employee's regular

184 employment county, the daily rate of pay is no less than the minimum amount as established in  
185 the employee's regular employment county for asbestos removal and an additional \$30 per each  
186 day the employee is engaged in asbestos removal and related duties. The additional pay for  
187 asbestos removal and related duties shall be payable entirely from county funds. Before service  
188 personnel may be used in the removal of asbestos material or related duties, they shall have  
189 completed a federal Environmental Protection Act-approved training program and be licensed.  
190 The employer shall provide all necessary protective equipment and maintain all records required  
191 by the Environmental Protection Act.

192 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,  
193 an aide is considered to be exercising the authority of a supervisory aide and control over pupils  
194 if the aide is required to supervise, control, direct, monitor, escort, or render service to a child or  
195 children when not under the direct supervision of a certified professional person within the  
196 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever  
197 supervision is required. For purposes of this section, "under the direct supervision of a certified  
198 professional person" means that certified professional person is present, with and accompanying  
199 the aide.



The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

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*Chairman, Senate Committee*

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*Chairman, House Committee*

Originated in the Senate.

To take effect July 1, 2018.

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*Clerk of the Senate*

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*Clerk of the House of Delegates*

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*President of the Senate*

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*Speaker of the House of Delegates*

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The within ..... this the.....  
Day of ....., 2018.

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*Governor*