

WEST VIRGINIA LEGISLATURE

2018 REGULAR SESSION

Introduced

House Bill 4231

**FISCAL
NOTE**

BY DELEGATES SHOTT, GEARHEART, AND ELLINGTON

[Introduced January 19, 2018; Referred
to the Committee on Education then Finance.]

1 A BILL to amend and reenact §18A-4-8 of the Code of West Virginia, 1931, as amended, relating
 2 to eliminating the requirement to pay service personnel for at least a full day of work when
 3 he or she has worked more than three and one-half hours on any Saturday or Sunday.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-8. Employment term and class titles of service personnel; definitions.

1 (a) The purpose of this section is to establish an employment term and class titles for
 2 service personnel. The employment term for service personnel may not be less than 10 months.
 3 A month is defined as 20 employment days. The county board may contract with all or part of
 4 these service personnel for a longer term.

5 (b) Service personnel employed on a yearly or 12-month basis may be employed by
 6 calendar months. Whenever there is a change in job assignment during the school year, the
 7 minimum pay scale and any county supplement are applicable.

8 (c) Service personnel employed in the same classification for more than the 200-day
 9 minimum employment term are paid for additional employment at a daily rate of not less than the
 10 daily rate paid for the 200-day minimum employment term.

11 (d) A service person may not be required to report for work more than five days per week
 12 without his or her agreement, and no part of any working day may be accumulated by the
 13 employer for future work assignments, unless the employee agrees thereto.

14 (e) If a service person whose regular work week is scheduled from Monday through Friday
 15 agrees to perform any work assignments on a Saturday or Sunday, ~~the service person is paid for~~
 16 ~~at least one half day of work~~ the service person is paid the regular hourly wage for each day
 17 Saturday or Sunday he or she reports for work. ~~If the service person works more than three and~~
 18 ~~one half hours on any Saturday or Sunday, he or she is paid for at least a full day of work for each~~
 19 day.

20 (f) A custodian, aide, maintenance, office, and school lunch service person required to

21 work a daily work schedule that is interrupted is paid additional compensation in accordance with
22 this subsection.

23 (1) A maintenance person means a person who holds a classification title other than in a
24 custodial, aide, school lunch, office or transportation category as provided in §18A-1-1.

25 (2) A service person's schedule is considered to be interrupted if he or she does not work
26 a continuous period in one day. Aides are not regarded as working an interrupted schedule when
27 engaged exclusively in the duties of transporting students;

28 (3) The additional compensation provided in this subsection:

29 (A) Is equal to at least one eighth of a service person's total salary as provided by the state
30 minimum pay scale and any county pay supplement; and

31 (B) Is payable entirely from county board funds.

32 (g) When there is a change in classification or when a service person meets the
33 requirements of an advanced classification, his or her salary shall be made to comply with the
34 requirements of this article and any county salary schedule in excess of the minimum
35 requirements of this article, based upon the service person's advanced classification and
36 allowable years of employment.

37 (h) A service person's contract, as provided in §18A-2-5, shall state the appropriate
38 monthly salary the employee is to be paid, based on the class title as provided in this article and
39 on any county salary schedule in excess of the minimum requirements of this article.

40 (i) The column heads of the state minimum pay scale and class titles, set forth in §18A-4-
41 8a, are defined as follows:

42 (1) "Pay grade" means the monthly salary applicable to class titles of service personnel;

43 (2) "Years of employment" means the number of years which an employee classified as a
44 service person has been employed by a county board in any position prior to or subsequent to
45 the effective date of this section and includes service in the Armed Forces of the United States, if
46 the employee was employed at the time of his or her induction. For the purpose of §18A-4-8a,

47 years of employment is limited to the number of years shown and allowed under the state
48 minimum pay scale as set forth in §18A-4-8a;

49 (3) "Class title" means the name of the position or job held by a service person;

50 (4) "Accountant I" means a person employed to maintain payroll records and reports and
51 perform one or more operations relating to a phase of the total payroll;

52 (5) "Accountant II" means a person employed to maintain accounting records and to be
53 responsible for the accounting process associated with billing, budgets, purchasing and related
54 operations;

55 (6) "Accountant III" means a person employed in the county board office to manage and
56 supervise accounts payable, payroll procedures, or both;

57 (7) "Accounts payable supervisor" means a person employed in the county board office
58 who has primary responsibility for the accounts payable function and who either has completed
59 12 college hours of accounting courses from an accredited institution of higher education or has
60 at least eight years of experience performing progressively difficult accounting tasks.
61 Responsibilities of this class title may include supervision of other personnel;

62 (8) "Aide I" means a person selected and trained for a teacher-aide classification such as
63 monitor aide, clerical aide, classroom aide or general aide;

64 (9) "Aide II" means a service person referred to in the "Aide I" classification who has
65 completed a training program approved by the state board, or who holds a high school diploma
66 or has received a general educational development certificate. Only a person classified in an Aide
67 II class title may be employed as an aide in any special education program

68 (10) "Aide III" means a service person referred to in the "Aide I" classification who holds a
69 high school diploma or a general educational development certificate; and

70 (A) Has completed six semester hours of college credit at an institution of higher
71 education; or

72 (B) Is employed as an aide in a special education program and has one year's experience

73 as an aide in special education;

74 (11) "Aide IV" means a service person referred to in the "Aide I" classification who holds a
75 high school diploma or a general educational development certificate; and

76 (A) Has completed 18 hours of State Board-approved college credit at a regionally
77 accredited institution of higher education, or

78 (B) Has completed 15 hours of State Board-approved college credit at a regionally
79 accredited institution of higher education; and has successfully completed an in-service training
80 program determined by the state board to be the equivalent of three hours of college credit;

81 (12) "Audiovisual technician" means a person employed to perform minor maintenance on
82 audiovisual equipment, films, and supplies and who fills requests for equipment;

83 (13) "Auditor" means a person employed to examine and verify accounts of individual
84 schools and to assist schools and school personnel in maintaining complete and accurate records
85 of their accounts;

86 (14) "Autism mentor" means a person who works with autistic students and who meets
87 standards and experience to be determined by the state board. A person who has held or holds
88 an aide title and becomes employed as an autism mentor shall hold a multiclassification status
89 that includes both aide and autism mentor titles, in accordance with §18A-4-8b;

90 (15) "Braille specialist" means a person employed to provide braille assistance to students.
91 A service person who has held or holds an aide title and becomes employed as a braille specialist
92 shall hold a multiclassification status that includes both aide and braille specialist title, in
93 accordance with §18A-4-8b;

94 (16) "Bus operator" means a person employed to operate school buses and other school
95 transportation vehicles as provided by the state board;

96 (17) "Buyer" means a person employed to review and write specifications, negotiate
97 purchase bids and recommend purchase agreements for materials and services that meet
98 predetermined specifications at the lowest available costs;

99 (18) "Cabinetmaker" means a person employed to construct cabinets, tables, bookcases
100 and other furniture;

101 (19) "Cafeteria manager" means a person employed to direct the operation of a food
102 services program in a school, including assigning duties to employees, approving requisitions for
103 supplies and repairs, keeping inventories, inspecting areas to maintain high standards of
104 sanitation, preparing financial reports and keeping records pertinent to food services of a school;

105 (20) "Carpenter I" means a person classified as a carpenter's helper;

106 (21) "Carpenter II" means a person classified as a journeyman carpenter;

107 (22) "Chief mechanic" means a person employed to be responsible for directing activities
108 which ensure that student transportation or other county board-owned vehicles are properly and
109 safely maintained;

110 (23) "Clerk I" means a person employed to perform clerical tasks;

111 (24) "Clerk II" means a person employed to perform general clerical tasks, prepare reports
112 and tabulations, and operate office machines;

113 (25) "Computer operator" means a qualified person employed to operate computers;

114 (26) "Cook I" means a person employed as a cook's helper;

115 (27) "Cook II" means a person employed to interpret menus and to prepare and serve
116 meals in a food service program of a school. This definition includes a service person who has
117 been employed as a "Cook I" for a period of four years;

118 (28) "Cook III" means a person employed to prepare and serve meals, make reports,
119 prepare requisitions for supplies, order equipment, and repairs for a food service program of a
120 school system;

121 (29) "Crew leader" means a person employed to organize the work for a crew of
122 maintenance employees to carry out assigned projects;

123 (30) "Custodian I" means a person employed to keep buildings clean and free of refuse;

124 (31) "Custodian II" means a person employed as a watchman or groundsman;

125 (32) "Custodian III" means a person employed to keep buildings clean and free of refuse,
126 to operate the heating or cooling systems and to make minor repairs;

127 (33) "Custodian IV" means a person employed as a head custodian. In addition to
128 providing services as defined in "Custodian III" duties may include supervising other custodian
129 personnel;

130 (34) "Director or coordinator of services" means an employee of a county board who is
131 assigned to direct a department or division.

132 (A) Nothing in this subdivision prohibits a professional person or a professional educator
133 from holding this class title;

134 (B) Professional personnel holding this class title may not be defined or classified as
135 service personnel unless the professional person held a service personnel title under this section
136 prior to holding the class title of "director or coordinator of services;"

137 (C) The director or coordinator of services is classified either as a professional person or
138 a service person for state aid formula funding purposes;

139 (D) Funding for the position of director or coordinator of services is based upon the
140 employment status of the director or coordinator either as a professional person or a service
141 person; and

142 (E) A person employed under the class title "director or coordinator of services" may not
143 be exclusively assigned to perform the duties ascribed to any other class title as defined in this
144 subsection: *Provided*, That nothing in this paragraph prohibits a person in this position from being
145 multiclassified;

146 (35) "Draftsman" means a person employed to plan, design and produce detailed
147 architectural/engineering drawings;

148 (36) "Early Childhood Classroom Assistant Teacher I" means a person who does not
149 possess minimum requirements for the permanent authorization requirements, but is enrolled in
150 and pursuing requirements;

151 (37) “Early Childhood Classroom Assistant Teacher II” means a person who has
152 completed the minimum requirements for a state-awarded certificate for early childhood
153 classroom assistant teachers as determined by the State Board;

154 (38) “Early Childhood Classroom Assistant Teacher III” means a person who has
155 completed permanent authorization requirements, as well as additional requirements comparable
156 to current paraprofessional certificate;

157 (39) “Educational Sign Language Interpreter I” means a person employed to provide
158 communication access across all educational environments to students who are deaf or hard of
159 hearing, and who holds the Initial Paraprofessional Certificate – Educational Interpreter pursuant
160 to state board policy;

161 (40) “Educational Sign Language Interpreter II” means a person employed to provide
162 communication access across all educational environments to students who are deaf or hard of
163 hearing, and who holds the Permanent Paraprofessional Certificate – Educational Interpreter
164 pursuant to state board policy;

165 (41) “Electrician I” means a person employed as an apprentice electrician helper or one
166 who holds an electrician helper license issued by the State Fire Marshal;

167 (42) “Electrician II” means a person employed as an electrician journeyman or one who
168 holds a journeyman electrician license issued by the State Fire Marshal;

169 (43) “Electronic technician I” means a person employed at the apprentice level to repair
170 and maintain electronic equipment;

171 (44) “Electronic technician II” means a person employed at the journeyman level to repair
172 and maintain electronic equipment;

173 (45) “Executive secretary” means a person employed as secretary to the county school
174 superintendent or as a secretary who is assigned to a position characterized by significant
175 administrative duties;

176 (46) “Food services supervisor” means a qualified person who is not a professional person

177 or professional educator as defined in §18A-1-1. The food services supervisor is employed to
178 manage and supervise a county school system's food service program. The duties include
179 preparing in-service training programs for cooks and food service employees, instructing
180 personnel in the areas of quantity cooking with economy and efficiency and keeping aggregate
181 records and reports;

182 (47) "Foreman" means a skilled person employed to supervise personnel who work in the
183 areas of repair and maintenance of school property and equipment;

184 (48) "General maintenance" means a person employed as a helper to skilled maintenance
185 employees, and to perform minor repairs to equipment and buildings of a county school system;

186 (49) "Glazier" means a person employed to replace glass or other materials in windows
187 and doors and to do minor carpentry tasks;

188 (50) "Graphic artist" means a person employed to prepare graphic illustrations;

189 (51) "Groundsman" means a person employed to perform duties that relate to the
190 appearance, repair and general care of school grounds in a county school system. Additional
191 assignments may include the operation of a small heating plant and routine cleaning duties in
192 buildings;

193 (52) "Handyman" means a person employed to perform routine manual tasks in any
194 operation of the county school system;

195 (53) "Heating and air conditioning mechanic I" means a person employed at the apprentice
196 level to install, repair, and maintain heating and air conditioning plants and related electrical
197 equipment;

198 (54) "Heating and air conditioning mechanic II" means a person employed at the
199 journeyman level to install, repair, and maintain heating and air conditioning plants and related
200 electrical equipment;

201 (55) "Heavy equipment operator" means a person employed to operate heavy equipment;

202 (56) "Inventory supervisor" means a person employed to supervise or maintain operations

203 in the receipt, storage, inventory, and issuance of materials and supplies;

204 (57) “Key punch operator” means a qualified person employed to operate key punch
205 machines or verifying machines;

206 (58) “Licensed practical nurse” means a nurse, licensed by the West Virginia Board of
207 Examiners for Licensed Practical Nurses, employed to work in a public school under the
208 supervision of a school nurse;

209 (59) “Locksmith” means a person employed to repair and maintain locks and safes;

210 (60) “Lubrication man” means a person employed to lubricate and service gasoline or
211 diesel-powered equipment of a county school system;

212 (61) “Machinist” means a person employed to perform machinist tasks which include the
213 ability to operate a lathe, planer, shaper, threading machine and wheel press. A person holding
214 this class title also should have the ability to work from blueprints and drawings;

215 (62) “Mail clerk” means a person employed to receive, sort, dispatch, deliver or otherwise
216 handle letters, parcels, and other mail;

217 (63) “Maintenance clerk” means a person employed to maintain and control a stocking
218 facility to keep adequate tools and supplies on hand for daily withdrawal for all school
219 maintenance crafts;

220 (64) “Mason” means a person employed to perform tasks connected with brick and block
221 laying and carpentry tasks related to these activities;

222 (65) “Mechanic” means a person employed to perform skilled duties independently in the
223 maintenance and repair of automobiles, school buses, and other mechanical and mobile
224 equipment to use in a county school system;

225 (66) “Mechanic assistant” means a person employed as a mechanic apprentice and
226 helper;

227 (67) “Multiclassification” means a person employed to perform tasks that involve the
228 combination of two or more class titles in this section. In these instances the minimum salary

229 scale is the higher pay grade of the class titles involved;

230 (68) "Office equipment repairman I" means a person employed as an office equipment
231 repairman apprentice or helper;

232 (69) "Office equipment repairman II" means a person responsible for servicing and
233 repairing all office machines and equipment. A person holding this class title is responsible for the
234 purchase of parts necessary for the proper operation of a program of continuous maintenance
235 and repair;

236 (70) "Painter" means a person employed to perform duties painting, finishing, and
237 decorating wood, metal, and concrete surfaces of buildings, other structures, equipment,
238 machinery, and furnishings of a county school system;

239 (71) "Paraprofessional" means a person certified pursuant to §18A-3-2a to perform duties
240 in a support capacity including, but not limited to, facilitating in the instruction and direct or indirect
241 supervision of students under the direction of a principal, a teacher or another designated
242 professional educator.

243 (A) A person employed on the effective date of this section in the position of an aide may
244 not be subject to a reduction in force or transferred to create a vacancy for the employment of a
245 paraprofessional;

246 (B) A person who has held or holds an aide title and becomes employed as a
247 paraprofessional shall hold a multiclassification status that includes both aide and
248 paraprofessional titles in accordance with §18A-4-8b; and

249 (C) When a service person who holds an aide title becomes certified as a paraprofessional
250 and is required to perform duties that may not be performed by an aide without paraprofessional
251 certification, he or she shall receive the paraprofessional title pay grade;

252 (72) "Payroll supervisor" means a person employed in the county board office who has
253 primary responsibility for the payroll function and who either has completed 12 college hours of
254 accounting from an accredited institution of higher education or has at least eight years of

255 experience performing progressively difficult accounting tasks. Responsibilities of this class title
256 may include supervision of other personnel;

257 (73) "Plumber I" means a person employed as an apprentice plumber and helper;

258 (74) "Plumber II" means a person employed as a journeyman plumber;

259 (75) "Printing operator" means a person employed to operate duplication equipment, and
260 to cut, collate, staple, bind, and shelve materials as required;

261 (76) "Printing supervisor" means a person employed to supervise the operation of a print
262 shop;

263 (77) "Programmer" means a person employed to design and prepare programs for
264 computer operation;

265 (78) "Roofing/sheet metal mechanic" means a person employed to install, repair, fabricate
266 and maintain roofs, gutters, flashing, and duct work for heating and ventilation;

267 (79) "Sanitation plant operator" means a person employed to operate and maintain a water
268 or sewage treatment plant to ensure the safety of the plant's effluent for human consumption or
269 environmental protection;

270 (80) "School bus supervisor" means a qualified person:

271 (A) Employed to assist in selecting school bus operators and routing and scheduling
272 school buses, operate a bus when needed, relay instructions to bus operators, plan emergency
273 routing of buses and promote good relationships with parents, students, bus operators and other
274 employees; and

275 (B) Certified to operate a bus or previously certified to operate a bus;

276 (81) "Secretary I" means a person employed to transcribe from notes or mechanical
277 equipment, receive callers, perform clerical tasks, prepare reports and operate office machines;

278 (82) "Secretary II" means a person employed in any elementary, secondary, kindergarten,
279 nursery, special education, vocational, or any other school as a secretary. The duties may include
280 performing general clerical tasks; transcribing from notes; stenotype, mechanical equipment or a

281 sound-producing machine; preparing reports; receiving callers and referring them to proper
282 persons; operating office machines; keeping records and handling routine correspondence.
283 Nothing in this subdivision prevents a service person from holding or being elevated to a higher
284 classification;

285 (83) "Secretary III" means a person assigned to the county board office administrators in
286 charge of various instructional, maintenance, transportation, food services, operations, and health
287 departments, federal programs or departments with particular responsibilities in purchasing and
288 financial control or any person who has served for eight years in a position which meets the
289 definition of "Secretary II" or "Secretary III";

290 (84) "Sign Support Specialist" means a person employed to provide sign supported
291 speech assistance to students who are able to access environments through audition. A person
292 who has held or holds an aide title and becomes employed as a sign support specialist shall hold
293 a multiclassification status that includes both aide and sign support specialist titles, in accordance
294 with §18A-4-8b.

295 (85) "Supervisor of maintenance" means a skilled person who is not a professional person
296 or professional educator as defined in §18A-1-1. The responsibilities include directing the upkeep
297 of buildings and shops, and issuing instructions to subordinates relating to cleaning, repairs, and
298 maintenance of all structures and mechanical and electrical equipment of a county board;

299 (86) "Supervisor of transportation" means a qualified person employed to direct school
300 transportation activities properly and safely, and to supervise the maintenance and repair of
301 vehicles, buses, and other mechanical and mobile equipment used by the county school system.
302 After July 1, 2010, all persons employed for the first time in a position with this classification title
303 or in a multiclassification position that includes this title shall have five years of experience working
304 in the transportation department of a county board. Experience working in the transportation
305 department consists of serving as a bus operator, bus aide, assistant mechanic, mechanic, chief
306 mechanic or in a clerical position within the transportation department;

307 (87) "Switchboard operator-receptionist" means a person employed to refer incoming
308 calls, to assume contact with the public, to direct and to give instructions as necessary, to operate
309 switchboard equipment, and to provide clerical assistance;

310 (88) "Truck driver" means a person employed to operate light or heavy-duty gasoline and
311 diesel-powered vehicles;

312 (89) "Warehouse clerk" means a person employed to be responsible for receiving, storing,
313 packing and shipping goods;

314 (90) "Watchman" means a person employed to protect school property against damage
315 or theft. Additional assignments may include operation of a small heating plant and routine
316 cleaning duties;

317 (91) "Welder" means a person employed to provide acetylene or electric welding services
318 for a school system; and

319 (92) "WVEIS data entry and administrative clerk" means a person employed to work under
320 the direction of a school principal to assist the school counselor or counselors in the performance
321 of administrative duties, to perform data entry tasks on the West Virginia Education Information
322 System, and to perform other administrative duties assigned by the principal.

323 (j) Notwithstanding any provision in this code to the contrary, and in addition to the
324 compensation provided for service personnel in §18A-4-8a, each service person is entitled to all
325 service personnel employee rights, privileges, and benefits provided under this or any other
326 chapter of this code without regard to the employee's hours of employment or the methods or
327 sources of compensation.

328 (k) A service person whose years of employment exceeds the number of years shown and
329 provided for under the state minimum pay scale set forth in §18A-4-8a may not be paid less than
330 the amount shown for the maximum years of employment shown and provided for in the
331 classification in which he or she is employed.

332 (l) Each county board shall review each service person's job classification annually and

333 shall reclassify all service persons as required by the job classifications. The state superintendent
334 may withhold state funds appropriated pursuant to this article for salaries for service personnel
335 who are improperly classified by the county boards. Further, the state superintendent shall order
336 a county board to correct immediately any improper classification matter and, with the assistance
337 of the Attorney General, shall take any legal action necessary against any county board to enforce
338 the order.

339 (m) Without his or her written consent, a service person may not be:

340 (1) Reclassified by class title; or

341 (2) Relegated to any condition of employment which would result in a reduction of his or
342 her salary, rate of pay, compensation or benefits earned during the current fiscal year; or for which
343 he or she would qualify by continuing in the same job position and classification held during that
344 fiscal year and subsequent years.

345 (n) Any county board failing to comply with the provisions of this article may be compelled
346 to do so by mandamus and is liable to any party prevailing against the board for court costs and
347 the prevailing party's reasonable attorney fee, as determined and established by the court.

348 (o) Notwithstanding any provision of this code to the contrary, a service person who holds
349 a continuing contract in a specific job classification and who is physically unable to perform the
350 job's duties as confirmed by a physician chosen by the employee, shall be given priority status
351 over any employee not holding a continuing contract in filling other service personnel job
352 vacancies if the service person is qualified as provided in §18A-4-8e.

353 (p) Any person employed in an aide position on the effective date of this section may not
354 be transferred or subject to a reduction in force for the purpose of creating a vacancy for the
355 employment of a licensed practical nurse.

356 (q) Without the written consent of the service person, a county board may not establish
357 the beginning work station for a bus operator or transportation aide at any site other than a county
358 board-owned facility with available parking. The workday of the bus operator or transportation

359 aide commences at the bus at the designated beginning work station and ends when the
360 employee is able to leave the bus at the designated beginning work station, unless he or she
361 agrees otherwise in writing. The application or acceptance of a posted position may not be
362 construed as the written consent referred to in this subsection.

363 (r) Itinerant status means a service person who does not have a fixed work site and may
364 be involuntarily reassigned to another work site. A service person is considered to hold itinerant
365 status if he or she has bid upon a position posted as itinerant or has agreed to accept this status.
366 A county board may establish positions with itinerant status only within the aide and autism mentor
367 classification categories and only when the job duties involve exceptional students. A service
368 person with itinerant status may be assigned to a different work site upon written notice ten days
369 prior to the reassignment without the consent of the employee and without posting the vacancy.
370 A service person with itinerant status may be involuntarily reassigned no more than twice during
371 the school year. At the conclusion of each school year, the county board shall post and fill,
372 pursuant to §18A-4-8b, all positions that have been filled without posting by a service person with
373 itinerant status. A service person who is assigned to a beginning and ending work site and travels
374 at the expense of the county board to other work sites during the daily schedule, is not considered
375 to hold itinerant status.

376 (s) Any service person holding a classification title on June 30, 2013, that is removed from
377 the classification schedule pursuant to amendment and reenactment of this section in the year
378 2013, has his or her employment contract revised as follows:

379 (1) Any service person holding the Braille or Sign Language Specialist classification title
380 has that classification title renamed on his or her employment contract as either Braille Specialist
381 or Sign Support Specialist. This action does not result in a loss or reduction of salary or
382 supplement by any employee. Any seniority earned in the Braille or Sign Language Specialist
383 classification prior to July 1, 2013, continues to be credited as seniority earned in the Braille
384 Specialist or Sign Support Specialist classification;

385 (2) Any service person holding the Paraprofessional classification title and holding the
386 Initial Paraprofessional Certificate – Educational Interpreter has the title Educational Sign
387 Language Interpreter I added to his or her employment contract. This action does not result in a
388 loss or reduction of salary or supplement by any employee. Any seniority earned in the
389 Paraprofessional classification prior to July 1, 2013, continues to be credited as seniority earned
390 in the Educational Sign Language Interpreter I classification; and

391 (3) Any service person holding the Paraprofessional classification title and holding the
392 Permanent Paraprofessional Certificate – Educational Interpreter has the title Educational Sign
393 Language Interpreter II added to his or her employment contract. This action does not result in a
394 loss or reduction of salary or supplement by any employee. Any seniority earned in the
395 Paraprofessional classification prior to July 1, 2013, continues to be credited as seniority earned
396 in the Educational Sign Language Interpreter II classification;

397 (t) Any person employed as an aide in a kindergarten program who is eligible for full
398 retirement benefits before the first day of the instructional term in the 2020-2021 school year, may
399 not be subject to a reduction in force or transferred to create a vacancy for the employment of a
400 less senior Early Childhood Classroom Assistant Teacher;

401 (u) A person who has held or holds an aide title and becomes employed as an Early
402 Childhood Classroom Assistant Teacher shall hold a multiclassification status that includes aide
403 and/or paraprofessional titles in accordance with §18A-4-8b.

NOTE: The purpose of this bill is to eliminate the requirement to pay service personnel for at least a full day of work when he or she has worked more than three and one-half hours on any Saturday or Sunday.

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