

# **WEST VIRGINIA LEGISLATURE**

## **2023 REGULAR SESSION**

**Introduced**

### **House Bill 2598**

By Delegates Toney, Vance, Ellington, Cooper,

Brooks, Shamblin, and Foggin

[Introduced January 17, 2023; Referred to the

Committee on Education then Finance]

1 A BILL to amend and reenact §18A-4-8a of the Code of West Virginia, 1931, as amended, all  
 2 relating to providing school service personnel a monthly raise of \$900.

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

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

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

1 (a) Effective July 1, 2022, the minimum monthly pay for each service employee shall be as  
 2 follows:

3 (1) For school year 2022-2023, and continuing thereafter, the minimum monthly pay for  
 4 each service employee whose employment is for a period of more than three and one-half hours a  
 5 day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade Schedule  
 6 set forth in this subdivision and the minimum monthly pay for each service employee whose  
 7 employment is for a period of three and one-half hours or less a day shall be at least one-half the  
 8 amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this  
 9 subdivision.

**STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
-0	2,007	2,028	2,070	2,123	2,176	2,239	2,271	2,344
-1	2,039	2,061	2,102	2,155	2,209	2,272	2,303	2,377
-2	2,072	2,093	2,135	2,188	2,241	2,304	2,336	2,409
-3	2,104	2,126	2,168	2,221	2,274	2,337	2,369	2,442
-4	2,137	2,159	2,200	2,253	2,306	2,370	2,401	2,476
-5	2,170	2,191	2,233	2,286	2,339	2,402	2,434	2,508
-6	2,202	2,224	2,267	2,319	2,372	2,435	2,467	2,541
-7	2,236	2,256	2,299	2,351	2,404	2,468	2,499	2,574
-8	2,269	2,289	2,332	2,384	2,437	2,500	2,532	2,606
-9	2,301	2,322	2,365	2,418	2,470	2,533	2,564	2,639
10	2,334	2,355	2,397	2,450	2,502	2,567	2,598	2,672
11	2,367	2,388	2,430	2,483	2,535	2,599	2,631	2,704
12	2,399	2,421	2,462	2,516	2,569	2,632	2,663	2,737
13	2,432	2,453	2,495	2,548	2,601	2,664	2,696	2,770

14	2,465	2,486	2,528	2,581	2,634	2,697	2,729	2,802
15	2,497	2,519	2,560	2,613	2,666	2,730	2,761	2,835
16	2,530	2,551	2,593	2,646	2,699	2,762	2,794	2,868
17	2,562	2,584	2,627	2,679	2,732	2,795	2,827	2,901
18	2,595	2,617	2,659	2,711	2,764	2,828	2,859	2,934
19	2,629	2,649	2,692	2,744	2,797	2,860	2,892	2,966
20	2,661	2,682	2,725	2,778	2,830	2,893	2,925	3,000
21	2,694	2,714	2,757	2,810	2,862	2,926	2,957	3,034
22	2,727	2,748	2,790	2,843	2,895	2,959	2,991	3,066
23	2,759	2,781	2,823	2,876	2,929	2,993	3,025	3,100
24	2,792	2,813	2,855	2,908	2,961	3,027	3,058	3,134
25	2,825	2,846	2,888	2,941	2,995	3,059	3,092	3,166
26	2,857	2,879	2,920	2,975	3,029	3,093	3,124	3,200
27	2,890	2,911	2,953	3,007	3,061	3,125	3,158	3,233
28	2,923	2,944	2,987	3,041	3,095	3,159	3,192	3,267
29	2,955	2,978	3,020	3,073	3,128	3,193	3,224	3,301
30	2,989	3,010	3,054	3,107	3,161	3,225	3,258	3,334
31	3,022	3,044	3,088	3,141	3,195	3,259	3,292	3,367
32	3,056	3,077	3,120	3,174	3,227	3,293	3,324	3,401
33	3,090	3,110	3,154	3,208	3,261	3,325	3,358	3,434
34	3,122	3,144	3,188	3,242	3,295	3,359	3,392	3,467
35	3,156	3,178	3,220	3,274	3,327	3,393	3,425	3,501
36	3,190	3,211	3,254	3,308	3,362	3,426	3,459	3,533
37	3,222	3,245	3,288	3,342	3,396	3,460	3,492	3,567
38	3,256	3,277	3,320	3,374	3,428	3,493	3,525	3,601
39	3,290	3,311	3,354	3,408	3,462	3,526	3,559	3,633
40	3,322	3,345	3,387	3,441	3,496	3,560	3,592	3,667

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE

<u>Years</u> <u>Exp.</u>	<u>PAY GRADE</u>							
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
<u>0</u>	<u>2,907</u>	<u>2,928</u>	<u>2,970</u>	<u>3,023</u>	<u>3,076</u>	<u>3,139</u>	<u>3,171</u>	<u>3,244</u>
<u>1</u>	<u>2,939</u>	<u>2,961</u>	<u>3,002</u>	<u>3,055</u>	<u>3,109</u>	<u>3,172</u>	<u>3,203</u>	<u>3,277</u>
<u>2</u>	<u>2,972</u>	<u>2,993</u>	<u>3,035</u>	<u>3,088</u>	<u>3,141</u>	<u>3,204</u>	<u>3,236</u>	<u>3,309</u>
<u>3</u>	<u>3,004</u>	<u>3,026</u>	<u>3,068</u>	<u>3,121</u>	<u>3,174</u>	<u>3,237</u>	<u>3,269</u>	<u>3,342</u>
<u>4</u>	<u>3,037</u>	<u>3,059</u>	<u>3,100</u>	<u>3,153</u>	<u>3,206</u>	<u>3,270</u>	<u>3,301</u>	<u>3,376</u>
<u>5</u>	<u>3,070</u>	<u>3,091</u>	<u>3,133</u>	<u>3,186</u>	<u>3,239</u>	<u>3,302</u>	<u>3,334</u>	<u>3,408</u>
<u>6</u>	<u>3,102</u>	<u>3,124</u>	<u>3,167</u>	<u>3,219</u>	<u>3,272</u>	<u>3,335</u>	<u>3,367</u>	<u>3,441</u>

<u>7</u>	<u>3,136</u>	<u>3,156</u>	<u>3,199</u>	<u>3,251</u>	<u>3,304</u>	<u>3,368</u>	<u>3,399</u>	<u>3,474</u>
<u>8</u>	<u>3,169</u>	<u>3,189</u>	<u>3,232</u>	<u>3,284</u>	<u>3,337</u>	<u>3,400</u>	<u>3,432</u>	<u>3,506</u>
<u>9</u>	<u>3,201</u>	<u>3,222</u>	<u>3,265</u>	<u>3,318</u>	<u>3,370</u>	<u>3,433</u>	<u>3,464</u>	<u>3,539</u>
<u>10</u>	<u>3,234</u>	<u>3,255</u>	<u>3,297</u>	<u>3,350</u>	<u>3,402</u>	<u>3,467</u>	<u>3,498</u>	<u>3,572</u>
<u>11</u>	<u>3,267</u>	<u>3,288</u>	<u>3,330</u>	<u>3,383</u>	<u>3,435</u>	<u>3,499</u>	<u>3,531</u>	<u>3,604</u>
<u>12</u>	<u>3,299</u>	<u>3,321</u>	<u>3,362</u>	<u>3,416</u>	<u>3,469</u>	<u>3,532</u>	<u>3,563</u>	<u>3,637</u>
<u>13</u>	<u>3,332</u>	<u>3,353</u>	<u>3,395</u>	<u>3,448</u>	<u>3,501</u>	<u>3,564</u>	<u>3,596</u>	<u>3,670</u>
<u>14</u>	<u>3,365</u>	<u>3,386</u>	<u>3,428</u>	<u>3,481</u>	<u>3,534</u>	<u>3,597</u>	<u>3,629</u>	<u>3,702</u>
<u>15</u>	<u>3,397</u>	<u>3,419</u>	<u>3,460</u>	<u>3,513</u>	<u>3,566</u>	<u>3,630</u>	<u>3,661</u>	<u>3,735</u>
<u>16</u>	<u>3,430</u>	<u>3,451</u>	<u>3,493</u>	<u>3,546</u>	<u>3,599</u>	<u>3,662</u>	<u>3,694</u>	<u>3,768</u>
<u>17</u>	<u>3,462</u>	<u>3,484</u>	<u>3,527</u>	<u>3,579</u>	<u>3,632</u>	<u>3,695</u>	<u>3,727</u>	<u>3,801</u>
<u>18</u>	<u>3,495</u>	<u>3,517</u>	<u>3,559</u>	<u>3,611</u>	<u>3,664</u>	<u>3,728</u>	<u>3,759</u>	<u>3,834</u>
<u>19</u>	<u>3,529</u>	<u>3,549</u>	<u>3,592</u>	<u>3,644</u>	<u>3,697</u>	<u>3,760</u>	<u>3,792</u>	<u>3,866</u>
<u>20</u>	<u>3,561</u>	<u>3,582</u>	<u>3,625</u>	<u>3,678</u>	<u>3,730</u>	<u>3,793</u>	<u>3,825</u>	<u>3,900</u>
<u>21</u>	<u>3,594</u>	<u>3,614</u>	<u>3,657</u>	<u>3,710</u>	<u>3,762</u>	<u>3,826</u>	<u>3,857</u>	<u>3,934</u>
<u>22</u>	<u>3,627</u>	<u>3,648</u>	<u>3,690</u>	<u>3,743</u>	<u>3,795</u>	<u>3,859</u>	<u>3,891</u>	<u>3,966</u>
<u>23</u>	<u>3,659</u>	<u>3,681</u>	<u>3,723</u>	<u>3,776</u>	<u>3,829</u>	<u>3,893</u>	<u>3,925</u>	<u>4,000</u>
<u>24</u>	<u>3,692</u>	<u>3,713</u>	<u>3,755</u>	<u>3,808</u>	<u>3,861</u>	<u>3,927</u>	<u>3,958</u>	<u>4,034</u>
<u>25</u>	<u>3,725</u>	<u>3,746</u>	<u>3,788</u>	<u>3,841</u>	<u>3,895</u>	<u>3,959</u>	<u>3,992</u>	<u>4,066</u>
<u>26</u>	<u>3,757</u>	<u>3,779</u>	<u>3,820</u>	<u>3,875</u>	<u>3,929</u>	<u>3,993</u>	<u>4,024</u>	<u>4,100</u>
<u>27</u>	<u>3,790</u>	<u>3,811</u>	<u>3,853</u>	<u>3,907</u>	<u>3,961</u>	<u>4,025</u>	<u>4,058</u>	<u>4,133</u>
<u>28</u>	<u>3,823</u>	<u>3,844</u>	<u>3,887</u>	<u>3,941</u>	<u>3,995</u>	<u>4,059</u>	<u>4,092</u>	<u>4,167</u>
<u>29</u>	<u>3,855</u>	<u>3,878</u>	<u>3,920</u>	<u>3,973</u>	<u>4,028</u>	<u>4,093</u>	<u>4,124</u>	<u>4,201</u>
<u>30</u>	<u>3,889</u>	<u>3,910</u>	<u>3,954</u>	<u>4,007</u>	<u>4,061</u>	<u>4,125</u>	<u>4,158</u>	<u>4,234</u>
<u>31</u>	<u>3,922</u>	<u>3,944</u>	<u>3,988</u>	<u>4,041</u>	<u>4,095</u>	<u>4,159</u>	<u>4,192</u>	<u>4,267</u>
<u>32</u>	<u>3,956</u>	<u>3,977</u>	<u>4,020</u>	<u>4,074</u>	<u>4,127</u>	<u>4,193</u>	<u>4,224</u>	<u>4,301</u>
<u>33</u>	<u>3,990</u>	<u>4,010</u>	<u>4,054</u>	<u>4,108</u>	<u>4,161</u>	<u>4,225</u>	<u>4,258</u>	<u>4,334</u>
<u>34</u>	<u>4,022</u>	<u>4,044</u>	<u>4,088</u>	<u>4,142</u>	<u>4,195</u>	<u>4,259</u>	<u>4,292</u>	<u>4,367</u>
<u>35</u>	<u>4,056</u>	<u>4,078</u>	<u>4,120</u>	<u>4,174</u>	<u>4,227</u>	<u>4,293</u>	<u>4,325</u>	<u>4,401</u>
<u>36</u>	<u>4,090</u>	<u>4,111</u>	<u>4,154</u>	<u>4,208</u>	<u>4,262</u>	<u>4,326</u>	<u>4,359</u>	<u>4,433</u>
<u>37</u>	<u>4,122</u>	<u>4,145</u>	<u>4,188</u>	<u>4,242</u>	<u>4,296</u>	<u>4,360</u>	<u>4,392</u>	<u>4,467</u>
<u>38</u>	<u>4,156</u>	<u>4,177</u>	<u>4,220</u>	<u>4,274</u>	<u>4,328</u>	<u>4,393</u>	<u>4,425</u>	<u>4,501</u>
<u>39</u>	<u>4,190</u>	<u>4,211</u>	<u>4,254</u>	<u>4,308</u>	<u>4,362</u>	<u>4,426</u>	<u>4,459</u>	<u>4,533</u>
<u>40</u>	<u>4,222</u>	<u>4,245</u>	<u>4,287</u>	<u>4,341</u>	<u>4,396</u>	<u>4,460</u>	<u>4,492</u>	<u>4,567</u>

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

13	CLASS TITLE.....	PAY GRADE
14	Accountant I .....	D
15	Accountant II .....	E
16	Accountant III .....	F
17	Accounts Payable Supervisor .....	G
18	Aide I .....	A
19	Aide II .....	B
20	Aide III .....	C
21	Aide IV .....	D
22	Aide V – Temporary Authorization .....	E
23	Aide V .....	F
24	Aide VI – Temporary Authorization .....	E
25	Aide VI .....	F
26	Audiovisual Technician .....	C
27	Auditor .....	G
28	Autism Mentor .....	F
29	Braille Specialist .....	E
30	Bus Operator .....	D
31	Buyer .....	F
32	Cabinetmaker .....	G
33	Cafeteria Manager .....	D
34	Carpenter I .....	E
35	Carpenter II .....	F
36	Chief Mechanic .....	G
37	Clerk I .....	B
38	Clerk II .....	C

39	Computer Operator .....	E
40	Cook I .....	A
41	Cook II .....	B
42	Cook III .....	C
43	Crew Leader .....	F
44	Custodian I .....	A
45	Custodian II .....	B
46	Custodian III .....	C
47	Custodian IV .....	D
48	Director or Coordinator of Services .....	H
49	Draftsman .....	D
50	Early Childhood Classroom Assistant Teacher I .....	E
51	Early Childhood Classroom Assistant Teacher II .....	E
52	Early Childhood Classroom Assistant Teacher III .....	F
53	Educational Sign Language Interpreter I .....	F
54	Educational Sign Language Interpreter II .....	G
55	Electrician I .....	F
56	Electrician II .....	G
57	Electronic Technician I .....	F
58	Electronic Technician II .....	G
59	Executive Secretary .....	G
60	Food Services Supervisor .....	G
61	Foreman .....	G
62	General Maintenance .....	C
63	Glazier .....	D
64	Graphic Artist .....	D

65	Groundsman .....	B
66	Handyman .....	B
67	Heating and Air Conditioning Mechanic I .....	E
68	Heating and Air Conditioning Mechanic II .....	G
69	Heavy Equipment Operator .....	E
70	Inventory Supervisor .....	D
71	Key Punch Operator .....	B
72	Licensed Practical Nurse .....	F
73	Locksmith .....	G
74	Lubrication Man .....	C
75	Machinist .....	F
76	Mail Clerk .....	D
77	Maintenance Clerk .....	C
78	Mason .....	G
79	Mechanic .....	F
80	Mechanic Assistant .....	E
81	Office Equipment Repairman I .....	F
82	Office Equipment Repairman II .....	G
83	Painter .....	E
84	Paraprofessional .....	F
85	Payroll Supervisor .....	G
86	Plumber I .....	E
87	Plumber II .....	G
88	Printing Operator .....	B
89	Printing Supervisor .....	D
90	Programmer .....	H

91	Roofing/Sheet Metal Mechanic .....	F
92	Sanitation Plant Operator .....	G
93	School Bus Supervisor .....	E
94	Secretary I .....	D
95	Secretary II .....	E
96	Secretary III .....	F
97	Sign Support Specialist .....	E
98	Supervisor of Maintenance .....	H
99	Supervisor of Transportation .....	H
100	Switchboard Operator-Receptionist .....	D
101	Truck Driver .....	D
102	Warehouse Clerk .....	C
103	Watchman .....	B
104	Welder .....	F
105	WVEIS Data Entry and Administrative Clerk .....	B

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

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

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

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

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

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

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

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

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

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

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

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

130 (d) An additional ~~\$40~~ \$60 per month also is added to the minimum monthly pay of each  
131 service person for each of the following:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

162 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
163 this code is no less than one seventh of the person's daily total salary for each hour the person is  
164 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
165 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
166 category of employment may be used if the alternate hourly rate of pay is approved both by the  
167 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons

168 within that classification category of employment within that county: *Provided, however,* That the  
169 vote is by secret ballot if requested by a service person within that classification category within  
170 that county. The salary for any fraction of an hour the employee is involved in performing the  
171 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
172 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
173 assignment pay computed as though the person were employed on a full-day salary basis.

174 (l) The minimum pay for any service personnel engaged in the removal of asbestos  
175 material or related duties required for asbestos removal is their regular total daily rate of pay and  
176 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel supervising  
177 asbestos removal responsibilities for each hour these employees are involved in asbestos-related  
178 duties. Related duties required for asbestos removal include, but are not limited to, travel,  
179 preparation of the work site, removal of asbestos, decontamination of the work site, placing and  
180 removal of equipment and removal of structures from the site. If any member of an asbestos crew  
181 is engaged in asbestos-related duties outside of the employee's regular employment county, the  
182 daily rate of pay is no less than the minimum amount as established in the employee's regular  
183 employment county for asbestos removal and an additional \$30 per each day the employee is  
184 engaged in asbestos removal and related duties. The additional pay for asbestos removal and  
185 related duties shall be payable entirely from county funds. Before service personnel may be used  
186 in the removal of asbestos material or related duties, they shall have completed a federal  
187 Environmental Protection Act-approved training program and be licensed. The employer shall  
188 provide all necessary protective equipment and maintain all records required by the  
189 Environmental Protection Act.

190 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code, an  
191 aide is considered to be exercising the authority of a supervisory aide and control over pupils if the  
192 aide is required to supervise, control, direct, monitor, escort, or render service to a child or children  
193 when not under the direct supervision of a certified professional person within the classroom,

194 library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever supervision  
195 is required. For purposes of this section, "under the direct supervision of a certified professional  
196 person" means that certified professional person is present, with and accompanying the aide.

NOTE: The purpose of this bill is to provide a \$900 monthly increase to state school service personnel.

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