

WEST VIRGINIA LEGISLATURE

2023 REGULAR SESSION

Introduced

House Bill 3413

By Delegate Hornbuckle

[Introduced February 13, 2023; Referred to the
Committee on Education then Finance]

1 A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended, relating
 2 to raising the number of years of service where teachers stop getting raises from 35 to 40.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 (a) For school year 2022-2023, and continuing thereafter, each teacher shall receive the
 2 amount prescribed in the State Minimum Salary Schedule as set forth in this section, specific
 3 additional amounts prescribed in this section or article, and any county supplement in effect in a
 4 county pursuant to §18A-4-5a of this code during the contract year.

5 STATE MINIMUM SALARY SCHEDULE

| Years Exp | 4th Class | 3rd Class | 2nd Class | A.B. A.B. | A.B. 15 | M.A. M.A. | M.A. 15 | M.A. 30 | M.A. 45 | Doc-torate |
|-----------|-----------|-----------|-----------|-----------|---------|-----------|---------|---------|---------|------------|
| 0 | 34,297 | 34,986 | 35,252 | 36,695 | 37,456 | 39,223 | 39,984 | 40,745 | 41,506 | 42,541 |
| 1 | 34,625 | 35,314 | 35,580 | 37,213 | 37,974 | 39,742 | 40,503 | 41,263 | 42,024 | 43,059 |
| 2 | 34,954 | 35,642 | 35,908 | 37,732 | 38,493 | 40,260 | 41,021 | 41,782 | 42,543 | 43,578 |
| 3 | 35,282 | 35,970 | 36,236 | 38,251 | 39,011 | 40,779 | 41,540 | 42,300 | 43,061 | 44,096 |
| 4 | 35,854 | 36,542 | 36,808 | 39,013 | 39,774 | 41,542 | 42,303 | 43,063 | 43,824 | 44,859 |
| 5 | 36,182 | 36,870 | 37,136 | 39,532 | 40,293 | 42,060 | 42,821 | 43,582 | 44,343 | 45,378 |
| 6 | 36,510 | 37,198 | 37,464 | 40,050 | 40,811 | 42,579 | 43,340 | 44,100 | 44,861 | 45,896 |
| 7 | 36,838 | 37,527 | 37,792 | 40,569 | 41,330 | 43,097 | 43,858 | 44,619 | 45,380 | 46,415 |
| 8 | 37,166 | 37,855 | 38,121 | 41,087 | 41,848 | 43,616 | 44,377 | 45,137 | 45,898 | 46,933 |
| 9 | 37,494 | 38,183 | 38,449 | 41,606 | 42,367 | 44,134 | 44,895 | 45,656 | 46,417 | 47,452 |
| 10 | 37,823 | 38,511 | 38,777 | 42,126 | 42,886 | 44,654 | 45,415 | 46,176 | 46,936 | 47,971 |
| 11 | 38,151 | 38,839 | 39,105 | 42,644 | 43,405 | 45,173 | 45,933 | 46,694 | 47,455 | 48,490 |
| 12 | 38,479 | 39,167 | 39,433 | 43,163 | 43,923 | 45,691 | 46,452 | 47,213 | 47,973 | 49,008 |
| 13 | 38,807 | 39,495 | 39,761 | 43,681 | 44,442 | 46,210 | 46,970 | 47,731 | 48,492 | 49,527 |
| 14 | 39,135 | 39,823 | 40,089 | 44,200 | 44,960 | 46,728 | 47,489 | 48,250 | 49,010 | 50,045 |
| 15 | 39,463 | 40,151 | 40,417 | 44,718 | 45,479 | 47,247 | 48,007 | 48,768 | 49,529 | 50,564 |
| 16 | 39,791 | 40,479 | 40,745 | 45,237 | 45,997 | 47,765 | 48,526 | 49,287 | 50,047 | 51,082 |

| | | | | | | | | | | |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 17 | 40,119 | 40,808 | 41,073 | 45,755 | 46,516 | 48,284 | 49,045 | 49,805 | 50,566 | 51,601 |
| 18 | 40,447 | 41,136 | 41,402 | 46,274 | 47,035 | 48,802 | 49,563 | 50,324 | 51,085 | 52,120 |
| 19 | 40,775 | 41,464 | 41,730 | 46,792 | 47,553 | 49,321 | 50,082 | 50,842 | 51,603 | 52,638 |
| 20 | 41,103 | 41,792 | 42,058 | 47,311 | 48,072 | 49,839 | 50,600 | 51,361 | 52,122 | 53,157 |
| 21 | 41,432 | 42,120 | 42,386 | 47,829 | 48,590 | 50,358 | 51,119 | 51,879 | 52,640 | 53,675 |
| 22 | 41,760 | 42,448 | 42,714 | 48,348 | 49,109 | 50,876 | 51,637 | 52,398 | 53,159 | 54,194 |
| 23 | 42,088 | 42,776 | 43,042 | 48,867 | 49,627 | 51,395 | 52,156 | 52,916 | 53,677 | 54,712 |
| 24 | 42,416 | 43,104 | 43,370 | 49,385 | 50,146 | 51,914 | 52,674 | 53,435 | 54,196 | 55,231 |
| 25 | 42,744 | 43,432 | 43,698 | 49,904 | 50,664 | 52,432 | 53,193 | 53,954 | 54,714 | 55,749 |
| 26 | 43,072 | 43,760 | 44,026 | 50,422 | 51,183 | 52,951 | 53,711 | 54,472 | 55,233 | 56,268 |
| 27 | 43,400 | 44,088 | 44,354 | 50,941 | 51,701 | 53,469 | 54,230 | 54,991 | 55,751 | 56,786 |
| 28 | 43,728 | 44,417 | 44,682 | 51,459 | 52,220 | 53,988 | 54,748 | 55,509 | 56,270 | 57,305 |
| 29 | 44,056 | 44,745 | 45,011 | 51,978 | 52,738 | 54,506 | 55,267 | 56,028 | 56,788 | 57,823 |
| 30 | 44,384 | 45,073 | 45,339 | 52,496 | 53,257 | 55,025 | 55,785 | 56,546 | 57,307 | 58,342 |
| 31 | 44,713 | 45,401 | 45,667 | 53,015 | 53,776 | 55,543 | 56,304 | 57,065 | 57,825 | 58,860 |
| 32 | 45,041 | 45,729 | 45,995 | 53,533 | 54,294 | 56,062 | 56,823 | 57,583 | 58,344 | 59,379 |
| 33 | 45,369 | 46,057 | 46,323 | 54,052 | 54,813 | 56,580 | 57,341 | 58,102 | 58,863 | 59,898 |
| 34 | 45,697 | 46,385 | 46,651 | 54,570 | 55,331 | 57,099 | 57,860 | 58,620 | 59,381 | 60,416 |
| 35 | 46,025 | 46,713 | 46,979 | 55,089 | 55,850 | 57,617 | 58,378 | 59,139 | 59,900 | 60,935 |
| <u>36</u> | <u>46,422</u> | <u>47,110</u> | <u>47,376</u> | <u>55,677</u> | <u>56,438</u> | <u>58,205</u> | <u>58,966</u> | <u>59,727</u> | <u>60,488</u> | <u>61,523</u> |
| <u>37</u> | <u>46,750</u> | <u>47,438</u> | <u>47,704</u> | <u>56,196</u> | <u>56,957</u> | <u>58,724</u> | <u>59,485</u> | <u>60,246</u> | <u>61,007</u> | <u>62,042</u> |
| <u>38</u> | <u>47,078</u> | <u>47,766</u> | <u>48,032</u> | <u>56,715</u> | <u>57,476</u> | <u>59,243</u> | <u>60,004</u> | <u>60,765</u> | <u>61,526</u> | <u>62,561</u> |
| <u>39</u> | <u>47,406</u> | <u>48,094</u> | <u>48,360</u> | <u>57,234</u> | <u>57,995</u> | <u>59,762</u> | <u>60,523</u> | <u>61,284</u> | <u>62,045</u> | <u>63,080</u> |
| <u>40</u> | <u>47,734</u> | <u>48,422</u> | <u>48,688</u> | <u>57,753</u> | <u>58,514</u> | <u>60,281</u> | <u>61,042</u> | <u>61,803</u> | <u>62,564</u> | <u>63,599</u> |

6 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least
7 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed
8 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;
9 and (iii) shall be considered a part of the state minimum salaries for teachers.

10 (c) Effective July 1, 2019, each classroom teacher providing math instruction in the
11 teacher's certified area of study for at least 60 percent of the time the teacher is providing
12 instruction to students shall be considered to have three additional years of experience only for the
13 purposes of the salary schedule set forth in subsection (b) of this section: Provided, That for any
14 classroom teacher who satisfies these requirements and whose years of experience plus the three
15 additional years due to them exceeds the years of experience provided for on the salary schedule
16 shall be paid the additional amount equivalent to three additional years of experience
17 notwithstanding the maximum experience provided on the salary schedule.

18 (d) Effective July 1, 2019, each classroom teacher certified in special education and
19 employed as a full-time special education teacher, as defined by the State Superintendent, shall
20 be considered to have three additional years of experience only for the purposes of the salary
21 schedule set forth in subsection (a) of this section: Provided, That for any classroom teacher who
22 satisfies these requirements and whose years of experience plus the three additional years due to
23 them exceeds the years of experience provided for on the salary schedule shall be paid the
24 additional amount equivalent to three additional years of experience notwithstanding the
25 maximum experience provided on the salary schedule.

26 (e) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement
27 amount as applicable for his or her classification of certification or classification of training and
28 years of experience as follows, subject to the provisions of that section:

29 (1) For "4th Class" at zero years of experience, \$1,781. An additional \$38 shall be paid for
30 each year of experience up to and including ~~35~~ 40 years of experience;

31 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid for
32 each year of experience up to and including ~~35~~ 40 years of experience;

33 (3) For "2nd Class" at zero years of experience, \$1,877. An additional \$69 shall be paid for
34 each year of experience up to and including ~~35~~ 40 years of experience;

35 (4) For "A.B." at zero years of experience, \$2,360. An additional \$69 shall be paid for each

36 year of experience up to and including ~~35~~ 40 years of experience;

37 (5) For "A.B. + 15" at zero years of experience, \$2,452. An additional \$69 shall be paid for
38 each year of experience up to and including ~~35~~ 40 years of experience;

39 (6) For "M.A." at zero years of experience, \$2,644. An additional \$69 shall be paid for each
40 year of experience up to and including ~~35~~ 40 years of experience;

41 (7) For "M.A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid for
42 each year of experience up to and including ~~35~~ 40 years of experience;

43 (8) For "M.A. + 30" at zero years of experience, \$2,836. An additional \$69 shall be paid for
44 each year of experience up to and including ~~35~~ 40 years of experience;

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

47 (10) For "Doctorate" at zero years of experience, \$2,927. An additional \$69 shall be paid
48 for each year of experience up to and including ~~35~~ 40 years of experience.

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

NOTE: The purpose of this bill is to raise the number of years of service where teachers stop getting raises from 35 to 40 years.

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