

WEST VIRGINIA LEGISLATURE

2025 REGULAR SESSION

Introduced

Senate Bill 187

By Senator Grady

[Introduced February 12, 2025; referred
to the Committee on Education; and then to the
Committee on Finance]

1 A BILL to amend and reenact §18A-4-10a of the Code of West Virginia, 1931, as amended,
2 relating to bonuses for unused days of personal leave for school personnel, including
3 professional and service employees.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-10a. Bonus for unused days of personal leave.

1 County boards of education ~~are authorized to~~ shall pay to their employees, including both
2 professional and service employees, ~~or to defined groups thereof~~ for the purpose of reducing
3 absenteeism, a bonus at the end of an employment term for each of up to 10 unused day days of
4 personal leave accumulated by the employee, ~~during that employment term~~ subject to the
5 following:

6 (1) Receiving the bonus is optional to the employee;

7 (2) The number of days up to 10 an employee receives payment for is at the discretion of
8 the employee;

9 (3) The bonus per day shall be equal to the average daily rate of a substitute in that position
10 in that school district;

11 (4) All county board employees are eligible for this bonus regardless of when the
12 employees were hired; began participating in the plan, as that term is defined in §5-16-2; or first
13 became a member of the Teachers Retirement System pursuant to §18-7A-1 et seq.; and

14 (5) Any days that an employee receives payment for pursuant to this section may not be
15 used for extended insurance coverage or increased retirement benefits pursuant to §5-16-13.

NOTE: The purpose of this bill is to provide bonuses for unused days of personal leave for school personnel, including professional and service employees.

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