

COMMITTEE SUBSTITUTE

FOR

H. B. 4572

(BY DELEGATES PERRY, SMITH, SHAVER,
LAWRENCE, M. POLING, PAXTON, CROSIER,
MARCUM, BARILL, DUKE AND ROWAN)

(Originating in the Committee on Finance)
[February 24, 2012]

A BILL to amend and reenact §18-20-2 of the Code of West Virginia, 1931, as amended; to amend and reenact §18A-2-4 of said code; and to amend and reenact §18A-4-8 and §18A-4-8a of said code, all relating to school service personnel classification and compensation; modifying and updating certain classification titles; modifying certain pay grade levels; providing for additional compensation in certain circumstances; and modifying the conditions for issuance and revocation of certain certifications.

Be it enacted by the Legislature of West Virginia:

That §18-20-2 of the Code of West Virginia, 1931, as amended, be amended and reenacted; that §18A-2-4 of said code be amended and reenacted; and that §18A-4-8 and §18A-4-8a of said code be amended and reenacted, all to read as follows:

CHAPTER 18. EDUCATION.

ARTICLE 20. EDUCATION OF EXCEPTIONAL CHILDREN.

§18-20-2. Providing suitable educational facilities, equipment and services.

1 (a) Each county board shall provide suitable educational
2 facilities, special equipment and special services that are
3 necessary. Special services include provisions and procedures
4 for finding and enumerating exceptional children of each
5 type, diagnosis by appropriate specialists who will certify the
6 child's need and eligibility for special education and make
7 recommendations for treatment and prosthesis as may
8 alleviate the disability, special teaching by qualified and
9 specially trained teachers, transportation, lunches and
10 remedial therapeutic services. Qualifications of teachers and
11 therapists shall be in accordance with standards prescribed or
12 approved by the State Board.

13 (b) A county board may provide for educating resident
14 exceptional children by contracting with other counties or
15 other educational agencies which maintain special education
16 facilities. Fiscal matters shall follow policies approved by
17 the State Board.

18 (c) The county board shall provide a four-clock-hour
19 program of training for any teacher aide employed to assist
20 teachers in providing services to exceptional children under this
21 article prior to the assignment. The program shall consist of
22 training in areas specifically related to the education of
23 exceptional children, pursuant to rules of the State Board. The
24 training shall occur during normal working hours and an
25 opportunity to be trained shall be provided to a service person
26 prior to filling a vacancy in accordance with the provisions of
27 section eight-b, article four, chapter eighteen-a of this code.

28 (d) The county board annually shall make available
29 during normal working hours to all regularly employed
30 teachers' aides twelve hours of training that satisfies the
31 continuing education requirements for the aides regarding:

32 (1) Providing services to children who have displayed
33 violent behavior or have demonstrated the potential for
34 violent behavior; and

35 (2) Providing services to children diagnosed as autistic or
36 with autism spectrum disorder. This training shall be
37 structured to permit the employee to qualify as an autism
38 mentor after a minimum of four years of training. The county
39 board shall:

40 (A) Notify in writing all teachers' aides of the location,
41 date and time when training will be offered for qualification
42 as an autism mentor; and

43 (B) Reimburse any regularly employed or substitute
44 teacher's aide who elects to attend this training for one-half
45 of the cost of the tuition.

46 (e) For any student whose individualized education plan
47 (IEP) requires the services of a sign support specialist or an
48 educational sign language interpreter I or II:

49 (1) Any educational sign language interpreter I or II
50 assigned to assist that student is a related service provider

51 member of the education team who participates in IEP
52 meetings and works with the team to implement the IEP;

53 (2) A sign support specialist may be assigned to a student
54 with an exceptionality other than deaf or hard of hearing if it
55 is determined that the student needs signs to support his or
56 her expressive communication; and

57 (3) A sign support specialist may be assigned to a student
58 who is deaf or hard of hearing only if an educational sign
59 language interpreter I or II is unavailable, and the sign
60 support specialist is executing a professional development
61 plan while actively seeking certification as an educational
62 sign language interpreter I or II. After two years the sign
63 support specialist may remain in the assignment only if an
64 educational sign language interpreter I or II remains
65 unavailable, and with an approved waiver by the West
66 Virginia Department of Education. An employee in this
67 situation is entitled to full payment of the costs of
68 certification acquisition or renewal pursuant to the
69 certification renewal provisions of section four, article two,
70 chapter eighteen-a of this code.

CHAPTER 18A. SCHOOL PERSONNEL.

ARTICLE 2. SCHOOL PERSONNEL.

§18A-2-4. Commercial driver's license for school personnel; intrastate waiver for bus operators diagnosed with diabetes mellitus requiring insulin; reimbursement of electrician's and commercial driver's license and sign language interpreter certification when required.

1 (a) If a commercial driver's license is required as a
2 condition of employment for any school employee or
3 qualified applicant who becomes an employee by a county
4 board of education, the cost ~~shall be~~ is paid in full by the
5 ~~employer~~ county board.

6 ~~It is unlawful for any county board of education to~~ A
7 county board may not require any employee or applicant who
8 becomes an employee of the board to pay the cost of
9 acquiring a commercial driver's license as a condition of
10 employment.

11 (b) The Division of Motor Vehicles shall accept the West
12 Virginia Department of Education physical and psychomotor
13 test result forms in lieu of the Division of Motor Vehicles
14 vision report form.

15 (c) A school bus operator who is currently employed by
16 a county board of ~~education~~ or who is otherwise subject to
17 State Board rules governing school bus operators and who is
18 diagnosed with diabetes mellitus requiring insulin is not
19 ineligible for employment as a school bus operator because
20 of the diagnosis if the operator is issued a passenger
21 endorsement for his or her commercial driver license through
22 the intrastate waiver program pertaining to diabetes of the
23 West Virginia Division of Motor Vehicles, subject to the
24 following:

25 (1) A copy of the information required to be submitted to
26 the Division of Motor Vehicles for waiver application and
27 proof of passenger endorsement under the waiver program is
28 submitted to his or her employer; and

29 (2) The operator remains in compliance with the
30 stipulations of and grounds for eligibility for the intrastate
31 waiver.

32 (d) If a county board of ~~education~~ requires of any
33 employee who is employed as an electrician any license

34 renewal when the employee is exempt from renewing the
35 license pursuant to section three, article three-b, chapter
36 twenty-nine of this code, the cost of ~~such the~~ license renewal
37 ~~shall be~~ is paid in full by the county board. ~~of education~~

38 (e) The cost of certification renewal is paid in full by the
39 employer for any service person who is:

40 (1) Employed as an educational sign language interpreter
41 I or II and is required to complete any testing, training or
42 continuing education in order to renew or maintain
43 certification at that level;

44 (2) Employed as an educational sign language interpreter
45 I and is required to complete any testing, training or
46 continuing education to advance to an educational sign
47 language interpreter II; or

48 (3) Employed as a sign support specialist and is required
49 to complete any testing, training or continuing education in
50 order to advance to an educational sign language interpreter
51 I or II.

52 (f) For any service person required to hold certification as
53 a condition of employment, any time devoted to acquiring or
54 maintaining the certification, including instructional time,
55 training and testing, constitutes hours of continuing education
56 for purposes of meeting the annual continuing education
57 requirements in State Board policy.

58 (g) Compliance with or failure to comply by a health care
59 provider licensed and authorized pursuant to chapter thirty of
60 this code, with the reporting requirements of the Division of
61 Motor Vehicles regarding the provisions of subsection (c) of
62 this section does not constitute negligence, nor may
63 compliance or noncompliance with the requirements of this
64 section be admissible as evidence of negligence in any civil
65 or criminal action.

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
2 employment term and class titles for service personnel. The

3 employment term for service personnel may not be less than
4 ten months. A month is defined as twenty employment days.
5 The county board may contract with all or part of these
6 service personnel for a longer term. The beginning and
7 closing dates of the ten-month employment term may not
8 exceed forty-three weeks.

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

14 (c) Service personnel employed in the same classification
15 for more than the two hundred-day minimum employment
16 term ~~shall be~~ are paid for additional employment at a daily
17 rate of not less than the daily rate paid for the two hundred-
18 day minimum employment term.

19 (d) A service person may not be required to report for
20 work more than five days per week without his or her
21 agreement, and no part of any working day may be

22 accumulated by the employer for future work assignments,
23 unless the employee agrees thereto.

24 (e) If a service person whose regular work week is
25 scheduled from Monday through Friday agrees to perform
26 any work assignments on a Saturday or Sunday, the service
27 person ~~shall be~~ is paid for at least one-half day of work for
28 each day he or she reports for work. If the service person
29 works more than three and one-half hours on any Saturday or
30 Sunday, he or she ~~shall be~~ is paid for at least a full day of
31 work for each day.

32 (f) A custodian, aide, maintenance, office and school
33 lunch service person required to work a daily work schedule
34 that is interrupted ~~shall be~~ is paid additional compensation in
35 accordance with this subsection.

36 (1) A maintenance person means a person who holds a
37 classification title other than in a custodial, aide, school
38 lunch, office or transportation category as provided in section
39 one, article one of this chapter.

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

45 (3) The additional compensation provided for in this
46 subsection:

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

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

51 (g) When there is a change in classification or when a
52 service person meets the requirements of an advanced
53 classification, his or her salary shall be made to comply with
54 the requirements of this article and any county salary
55 schedule in excess of the minimum requirements of this
56 article, based upon the service person's advanced
57 classification and allowable years of employment.

58 (h) A service person's contract, as provided in section
59 five, article two of this chapter, shall state the appropriate
60 monthly salary the employee is to be paid, based on the class
61 title as provided in this article and on any county salary
62 schedule in excess of the minimum requirements of this
63 article.

64 (i) The column heads of the state minimum pay scale and
65 class titles, set forth in section eight-a of this article, are
66 defined as follows:

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

69 (2) "Years of employment" means the number of years
70 which an employee classified as a service person has been
71 employed by a county board in any position prior to or
72 subsequent to the effective date of this section and includes
73 service in the Armed Forces of the United States, if the
74 employee was employed at the time of his or her induction.

75 For the purpose of section eight-a of this article, years of
76 employment is limited to the number of years shown and

77 allowed under the state minimum pay scale as set forth in
78 section eight-a of this article;

79 (3) “Class title” means the name of the position or job
80 held by a service person;

81 (4) “Accountant I” means a person employed to maintain
82 payroll records and reports and perform one or more
83 operations relating to a phase of the total payroll;

84 (5) “Accountant II” means a person employed to maintain
85 accounting records and to be responsible for the accounting
86 process associated with billing, budgets, purchasing and
87 related operations;

88 (6) “Accountant III” means a person employed in the
89 county board office to manage and supervise accounts
90 payable, payroll procedures, or both;

91 (7) “Accounts payable supervisor” means a person
92 employed in the county board office who has primary
93 responsibility for the accounts payable function and who
94 either has completed twelve college hours of accounting
95 courses from an accredited institution of higher education or

96 has at least eight years of experience performing
97 progressively difficult accounting tasks. Responsibilities of
98 this class title may include supervision of other personnel;

99 (8) ~~“Aide I” means a person selected and trained for a~~
100 ~~teacher-aide classification such as monitor aide, clerical aide,~~
101 ~~classroom aide or general aide;~~

102 (9) ~~“Aide II” means a service person referred to in the~~
103 ~~“Aide I” classification who has completed a training program~~
104 ~~approved by the state board, or who holds a high school~~
105 ~~diploma or has received a general educational development~~
106 ~~certificate. Only a person classified in an Aide II class title~~
107 ~~may be employed as an aide in any special education~~
108 ~~program (10) selected and trained as a teacher-aide in such~~
109 ~~areas of responsibility as monitor aide, clerical aide,~~
110 ~~classroom aide or general aide;~~

111 (9) “Aide III” means a service person referred to in the
112 ~~“Aide I”~~ “Aide II” classification who holds a high school
113 diploma or a general educational development certificate; and

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

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

118 ~~(H)~~ (10) "Aide IV" means a service person referred to in
119 the ~~"Aide I"~~ "Aide II" classification who holds a high school
120 diploma or a general educational development certificate; and

121 (A) Has completed eighteen hours of State
122 Board-approved college credit at a regionally accredited
123 institution of higher education, or

124 (B) Has completed fifteen hours of State Board-approved
125 college credit at a regionally accredited institution of higher
126 education; and has successfully completed an in-service
127 training program determined by the State Board to be the
128 equivalent of three hours of college credit;

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

132 ~~(13)~~ (11) “Auditor” means a person employed to examine
133 and verify accounts of individual schools and to assist
134 schools and school personnel in maintaining complete and
135 accurate records of their accounts;

136 ~~(14)~~ (12) “Autism mentor” means a person who works
137 with autistic students and who meets standards and
138 experience to be determined by the State Board. A person
139 who has held or holds an aide title and becomes employed as
140 an autism mentor shall hold a multiclassification status that
141 includes both aide and autism mentor titles, in accordance
142 with section eight-b of this article;

143 ~~(15)~~ (13) “Braille ~~or sign language~~ specialist” means a
144 person employed to provide braille ~~and/or sign language~~
145 assistance to students. A service person who has held or
146 holds an aide title and becomes employed as a braille ~~or sign~~
147 ~~language~~ specialist shall hold a multiclassification status that
148 includes both aide and braille ~~or sign language~~ specialist title,
149 in accordance with section eight-b of this article;

150 ~~(16)~~ (14) “Bus operator” means a person employed to
151 operate school buses and other school transportation vehicles
152 as provided by the State Board;

153 ~~(17)~~ (15) “Buyer” means a person employed to review
154 and write specifications, negotiate purchase bids and
155 recommend purchase agreements for materials and services
156 that meet predetermined specifications at the lowest available
157 costs;

158 ~~(18)~~ (16) “Cabinetmaker” means a person employed to
159 construct cabinets, tables, bookcases and other furniture;

160 ~~(19)~~ (17) “Cafeteria manager” means a person employed
161 to direct the operation of a food services program in a school,
162 including assigning duties to employees, approving
163 requisitions for supplies and repairs, keeping inventories,
164 inspecting areas to maintain high standards of sanitation,
165 preparing financial reports and keeping records pertinent to
166 food services of a school;

167 ~~(20)~~ “Carpenter I” means a person classified as a
168 carpenter’s helper;

169 ~~(21) “Carpenter II”~~

170 (18) “Carpenter” means a person classified as a
171 journeyman carpenter;

172 ~~(22)~~ (19) “Chief mechanic” means a person employed to
173 be responsible for directing activities which ensure that
174 student transportation or other county board-owned vehicles
175 are properly and safely maintained;

176 ~~(23) “Clerk I” means a person employed to perform~~
177 ~~clerical tasks,~~

178 ~~(24) “Clerk II”~~

179 (20) “Clerk” means a person employed to perform
180 general clerical tasks, prepare reports and tabulations, and
181 operate office machines;

182 ~~(25)~~ (21) “Computer operator” means a qualified person
183 employed to operate computers;

184 ~~(26) “Cook I” means a person employed as a cook’s~~
185 ~~helper;~~

186 ~~(27)~~ (22) “Cook II” means a person employed to
187 interpret menus and to prepare and serve meals in a food

188 service program of a school; ~~This definition includes a~~
189 ~~service person who has been employed as a “Cook I” for a~~
190 ~~period of four years; (28)~~

191 (23) “Cook III” means a person employed to prepare and
192 serve meals, make reports, prepare requisitions for supplies,
193 order equipment and repairs for a food service program of a
194 school system;

195 (29) ~~“Crew leader” means a person employed to organize~~
196 ~~the work for a crew of maintenance employees to carry out~~
197 ~~assigned projects;~~

198 (30) ~~“Custodian I” means a person employed to keep~~
199 ~~buildings clean and free of refuse; (31)~~

200 (24) “Custodian II” means a person employed as a
201 watchman or groundsman;

202 (32) (25) “Custodian III” means a person employed to
203 keep buildings clean and free of refuse, to operate the heating
204 or cooling systems and to make minor repairs;

205 (33) (26) “Custodian IV” means a person employed as a
206 head ~~custodians~~ custodian. In addition to providing services

207 as defined in “Custodian III” duties may include supervising
208 other custodian personnel;

209 ~~(34)~~ (27) “Director or coordinator of services” means an
210 employee of a county board who is assigned to direct a
211 department or division.

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

214 (B) Professional personnel holding this class title may not
215 be defined or classified as service personnel unless the
216 professional person held a service personnel title under this
217 section prior to holding the class title of “director or
218 coordinator of services;”

219 (C) The director or coordinator of services ~~shall be~~ is
220 classified either as a professional person or a service person
221 for state aid formula funding purposes;

222 (D) Funding for the position of director or coordinator of
223 services is based upon the employment status of the director
224 or coordinator either as a professional person or a service
225 person; and

226 (E) A person employed under the class title “director or
227 coordinator of services” may not be exclusively assigned to
228 perform the duties ascribed to any other class title as defined
229 in this subsection: *Provided*, That nothing in this paragraph
230 prohibits a person in this position from being multiclassified;

231 ~~(35)~~ (28) “Draftsman” means a person employed to plan,
232 design and produce detailed architectural/engineering
233 drawings;

234 (29) “Educational Sign Language Interpreter I” means a
235 person employed to provide communication access across all
236 educational environments to students who are deaf or hard of
237 hearing, and who holds the Initial Paraprofessional Certificate
238 – Educational Interpreter pursuant to State Board policy.

239 (30) “Educational Sign Language Interpreter II” means
240 a person employed to provide communication access across
241 all educational environments to students who are deaf or hard
242 of hearing, and who holds the Permanent Paraprofessional
243 Certificate – Educational Interpreter pursuant to State Board
244 policy.

245 ~~(36) “Electrician I” means a person employed as an~~
246 ~~apprentice electrician helper or one who holds an electrician~~
247 ~~helper license issued by the State Fire Marshal;~~

248 ~~(37) “Electrician H”~~

249 (31) “Electrician” means a person employed as an
250 electrician journeyman or one who holds a journeyman
251 electrician license issued by the State Fire Marshal;

252 ~~(38) “Electronic technician I” means a person employed~~
253 ~~at the apprentice level to repair and maintain electronic~~
254 ~~equipment;~~

255 ~~(39) “Electronic technician H” means a person employed~~
256 ~~at the journeyman level to repair and maintain electronic~~
257 ~~equipment;~~

258 ~~(40)~~ (32) “Executive secretary” means a person employed
259 as secretary to the county school superintendent or as a
260 secretary who is assigned to a position characterized by
261 significant administrative duties;

262 ~~(41)~~ (33) “Food services supervisor” means a qualified
263 person who is not a professional person or professional

264 educator as defined in section one, article one of this chapter.

265 The food services supervisor is employed to manage and

266 supervise a county school system's food service program.

267 The duties include preparing in-service training programs for

268 cooks and food service employees, instructing personnel in

269 the areas of quantity cooking with economy and efficiency

270 and keeping aggregate records and reports;

271 ~~(42)~~ (34) "Foreman" means a skilled person employed to

272 supervise personnel who work in the areas of repair and

273 maintenance of school property and equipment, and may be

274 assigned to repair and maintenance duties in addition to

275 supervising other employees;

276 ~~(43)~~ (35) "General maintenance" means a person

277 employed as a helper to skilled maintenance employees, ~~and~~

278 to perform minor repairs to equipment and buildings of a

279 county school system, to perform routine manual tasks in any

280 operation of the county school system, to replace glass or

281 other materials in windows and doors, to do minor carpentry

282 tasks, to maintain the appearance, repair and general care of

283 school grounds in a county schools system, and to protect
284 school property against damage or theft;

285 ~~(44) “Glazier” means a person employed to replace glass~~
286 ~~or other materials in windows and doors and to do minor~~
287 ~~carpentry tasks;~~

288 (36) Graphic communications operator means a person
289 employed to operate and maintain printing equipment and to
290 prepare and distribute materials;

291 ~~(45) (37) “Graphic artist designer” means a person~~
292 ~~employed to prepare graphic illustrations and~~
293 ~~communications using color type, illustration, photography,~~
294 ~~animation, various print and layout techniques for print and~~
295 ~~other media including web publications;~~

296 ~~(46) “Groundsman” means a person employed to perform~~
297 ~~duties that relate to the appearance, repair and general care of~~
298 ~~school grounds in a county school system. Additional~~
299 ~~assignments may include the operation of a small heating~~
300 ~~plant and routine cleaning duties in buildings;~~

301 ~~(47) “Handyman” means a person employed to perform~~
302 ~~routine manual tasks in any operation of the county school~~
303 ~~system;~~

304 ~~(48) “Heating and air conditioning mechanic I” means a~~
305 ~~person employed at the apprentice level to install, repair and~~
306 ~~maintain heating and air conditioning plants and related~~
307 ~~electrical equipment;~~

308 ~~(49) “Heating and air conditioning mechanic II”~~

309 ~~(38) “Heating and air conditioning mechanic” means a~~
310 ~~person employed at the journeyman level to install, repair and~~
311 ~~maintain heating and air conditioning plants and related~~
312 ~~electrical equipment;~~

313 ~~(50) (39) “Heavy equipment operator” means a person~~
314 ~~employed to operate heavy equipment;~~

315 ~~(51) (40) “Inventory supervisor” means a person~~
316 ~~employed to supervise or maintain operations in the receipt,~~
317 ~~storage, inventory and issuance of materials and supplies;~~

318 ~~(52) “Key punch operator” means a qualified person~~
319 ~~employed to operate key punch machines or verifying machines;~~

320 ~~(53)~~ (41) “Licensed practical nurse” means a nurse,
321 licensed by the West Virginia Board of Examiners for
322 Licensed Practical Nurses, employed to work in a public
323 school under the supervision of a school nurse;

324 ~~(54)~~ (42) “Locksmith” means a person employed to repair
325 and maintain locks and safes;

326 ~~(55)~~ ~~“Lubrication man” means a person employed to~~
327 ~~lubricate and service gasoline or diesel-powered equipment~~
328 ~~of a county school system;~~

329 ~~(56)~~ (43) “Machinist” means a person employed to
330 perform machinist tasks which include the ability to operate
331 a lathe, planer, shaper, threading machine and wheel press.
332 A person holding this class title also should have the ability
333 to work from blueprints and drawings;

334 ~~(57)~~ (44) “Mail ~~clerk~~ courier” means a person employed
335 to receive, sort, dispatch, deliver or otherwise handle letters,
336 parcels and other mail;

337 ~~(58)~~ ~~“Maintenance clerk” means a person employed to~~
338 ~~maintain and control a stocking facility to keep adequate~~

339 ~~tools and supplies on hand for daily withdrawal for all school~~
340 ~~maintenance crafts;~~

341 ~~(59)~~ (45) “Mason” means a person employed to perform
342 tasks connected with brick and block laying and carpentry
343 tasks related to these activities;

344 ~~(60)~~ (46) “Mechanic” means a person employed to
345 perform skilled duties independently in the maintenance and
346 repair of automobiles, school buses and other mechanical and
347 mobile equipment to use in a county school system;

348 ~~(61) “Mechanic assistant” means a person employed as~~
349 ~~a mechanic apprentice and helper;~~

350 ~~(62)~~ (47) “Multiclassification” means a person employed
351 to perform tasks that involve the combination of two or more
352 class titles in this section. In these instances the minimum
353 salary scale ~~shall be~~ is the higher pay grade of the class titles
354 involved;

355 ~~(63) “Office equipment repairman I” means a person~~
356 ~~employed as an office equipment repairman apprentice or~~
357 ~~helper;~~

358 ~~(64) “Office equipment repairman II” means a person~~
359 ~~responsible for servicing and repairing all office machines~~
360 ~~and equipment. A person holding this class title is~~
361 ~~responsible for the purchase of parts necessary for the proper~~
362 ~~operation of a program of continuous maintenance and repair;~~

363 ~~(65)~~ (48) “Painter” means a person employed to perform
364 duties painting, finishing and decorating wood, metal and
365 concrete surfaces of buildings, other structures, equipment,
366 machinery and furnishings of a county school system;

367 ~~(66)~~ (49) “Paraprofessional” means a person certified
368 pursuant to section two-a, article three of this chapter to
369 perform duties in a support capacity including, but not
370 limited to, facilitating in the instruction and direct or indirect
371 supervision of students under the direction of a principal, a
372 teacher or another designated professional educator.

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

377 (B) A person who has held or holds an aide title and
378 becomes employed as a paraprofessional shall hold a
379 multiclassification status that includes both aide and
380 paraprofessional titles in accordance with section eight-b of
381 this article; and

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

387 ~~(67)~~ (50) “Payroll supervisor” means a person employed
388 in the county board office who has primary responsibility for
389 the payroll function and who either has completed twelve
390 college hours of accounting from an accredited institution of
391 higher education or has at least eight years of experience
392 performing progressively difficult accounting tasks.
393 Responsibilities of this class title may include supervision of
394 other personnel;

395 ~~(68) “Plumber I” means a person employed as an~~
396 ~~apprentice plumber and helper;~~

397 ~~(69) “Plumber II” means a person employed as a~~
398 ~~journeyman plumber~~

399 (51) “Plumber” means a person employed to provide
400 general repair, maintenance, and installation of utility lines
401 and systems necessary for heat, water, and sewage disposal
402 in school system facilities for the efficient maintenance and
403 preventive maintenance of school system plants;

404 ~~(70) “Printing operator” means a person employed to~~
405 ~~operate duplication equipment, and to cut, collate, staple;~~
406 ~~bind and shelve materials as required;~~

407 ~~(71) “Printing supervisor” means a person employed to~~
408 ~~supervise the operation of a print shop;~~

409 ~~(72)~~ (52) “Programmer” means a person employed to
410 design and prepare programs for computer operation;

411 ~~(73)~~ (53) “Roofing/sheet metal mechanic” means a person
412 employed to install, repair, fabricate and maintain roofs, gutters,
413 flashing and duct work for heating and ventilation;

414 ~~(74)~~ (54) “Sanitation plant operator” means a person
415 employed to operate and maintain a water or sewage
416 treatment plant to ensure the safety of the plant’s effluent for
417 human consumption or environmental protection;

418 ~~(75)~~ (55) “School bus supervisor” means a qualified
419 person:

420 (A) Employed to assist in selecting school bus operators
421 and routing and scheduling school buses, operate a bus when
422 needed, relay instructions to bus operators, plan emergency
423 routing of buses and promote good relationships with parents,
424 students, bus operators and other employees; and

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

427 ~~(76)~~ “Secretary I” means a person employed to transcribe
428 ~~from notes or mechanical equipment, receive callers, perform~~
429 ~~clerical tasks, prepare reports and operate office machines;~~
430 ~~(77)~~

431 (56) “Secretary II” means a person employed in any
432 elementary, secondary, kindergarten, nursery, special

433 education, ~~vocational~~ career or technical, or any other school
434 as a secretary. The duties may include performing general
435 clerical tasks; transcribing from notes; ~~stenotype, mechanical~~
436 ~~equipment or a sound-producing machine~~ operating audio or
437 electronic equipment, or both; preparing reports; receiving
438 callers and referring them to proper persons; operating
439 switchboard equipment, operating office machines; keeping
440 records and handling routine correspondence. Nothing in this
441 subdivision prevents a service person from holding or being
442 elevated to a higher classification;

443 (78) (57) “Secretary III” means a person assigned to the
444 county board office administrators in charge of various
445 instructional, maintenance, transportation, food services,
446 operations and health departments, federal programs or
447 departments with particular responsibilities in purchasing and
448 financial control or any person who has served for eight years
449 in a position which meets the definition of “secretary II” or
450 “secretary III”;

451 ~~(79)~~ (58) “Sign Support Specialist” means a person
452 employed to provide sign supported speech assistance to
453 students who are able to access environments through
454 audition. A person who has held or holds an aide title and
455 becomes employed as a sign support specialist shall hold a
456 multi-classification status that includes both aide and sign
457 support specialist titles, in accordance with section eight-b of
458 this article.

459 (59) “Supervisor of maintenance” means a skilled person
460 who is not a professional person or professional educator as
461 defined in section one, article one of this chapter. The
462 responsibilities include directing the upkeep of buildings and
463 shops, and issuing instructions to subordinates relating to
464 cleaning, repairs and maintenance of all structures and
465 mechanical and electrical equipment of a county board;

466 ~~(80)~~ (60) “Supervisor of transportation” means a
467 qualified person employed to direct school transportation
468 activities properly and safely, and to supervise the
469 maintenance and repair of vehicles, buses and other

470 mechanical and mobile equipment used by the county school
471 system. After July 1, 2010, all persons employed for the first
472 time in a position with this classification title or in a multi-
473 classification position that includes this title shall have five
474 years of experience working in the transportation department
475 of a county board. Experience working in the transportation
476 department ~~shall consist~~ consists of serving as a bus operator,
477 bus aide, assistant mechanic, mechanic, chief mechanic or in
478 a clerical position within the transportation department;

479 ~~(81) “Switchboard operator-receptionist” means a person~~
480 ~~employed to refer incoming calls, to assume contact with the~~
481 ~~public, to direct and to give instructions as necessary, to~~
482 ~~operate switchboard equipment and to provide clerical~~
483 ~~assistance;~~

484 (61) “Technology system specialist” means a service
485 person qualified and employed to perform hands-on repair,
486 service, maintenance and installation of local area networks,
487 servers, computers, computer work stations, printers,
488 computer related equipment, computer related systems,

489 computer related technologies, and other office electronic
490 equipment utilized in the areas of data sharing,
491 communication, printing, visual teaching aids, and security
492 in the school system;

493 (82) (62) “Truck driver” means a person employed to
494 operate light or heavy duty gasoline and diesel-powered
495 vehicles;

496 (83) (63) “Warehouse clerk” means a person employed
497 to be responsible for receiving, storing, packing and shipping
498 goods; and

499 ~~(84) “Watchman” means a person employed to protect~~
500 ~~school property against damage or theft. Additional~~
501 ~~assignments may include operation of a small heating plant~~
502 ~~and routine cleaning duties;~~

503 (85) (64) “Welder” means a person employed to provide
504 acetylene or electric welding services for a school system.
505 and

506 ~~(86) “WVEIS data entry and administrative clerk” means~~
507 ~~a person employed to work under the direction of a school~~

508 ~~principal to assist the school counselor or counselors in the~~
509 ~~performance of administrative duties, to perform data entry~~
510 ~~tasks on the West Virginia Education Information System,~~
511 ~~and to perform other administrative duties assigned by the~~
512 ~~principal.~~

513 (j) Notwithstanding any provision in this code to the
514 contrary, and in addition to the compensation provided for
515 service personnel in section eight-a of this article, each
516 service person is entitled to all service personnel employee
517 rights, privileges and benefits provided under this or any
518 other chapter of this code without regard to the employee's
519 hours of employment or the methods or sources of
520 compensation.

521 (k) A service person whose years of employment exceeds
522 the number of years shown and provided for under the state
523 minimum pay scale set forth in section eight-a of this article
524 may not be paid less than the amount shown for the
525 maximum years of employment shown and provided for in
526 the classification in which he or she is employed.

527 (l) Each county board shall review each service person's
528 job classification annually and shall reclassify all service
529 persons as required by the job classifications. The state
530 superintendent may withhold state funds appropriated
531 pursuant to this article for salaries for service personnel who
532 are improperly classified by the county boards. Further, the
533 state superintendent shall order a county board to correct
534 immediately any improper classification matter and, with the
535 assistance of the Attorney General, shall take any legal action
536 necessary against any county board to enforce the order.

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

539 (1) Reclassified by class title; or

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

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

551 (o) Notwithstanding any provision of this code to the
552 contrary, a service person who holds a continuing contract in
553 a specific job classification and who is physically unable to
554 perform the job's duties as confirmed by a physician chosen
555 by the employee, shall be given priority status over any
556 employee not holding a continuing contract in filling other
557 service personnel job vacancies if the service person is
558 qualified as provided in section eight-e of this article.

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

563 (q) Without the written consent of the service person, a
564 county board may not establish the beginning work station

565 for a bus operator or transportation aide at any site other than
566 a county board-owned facility with available parking. The
567 workday of the bus operator or transportation aide
568 commences at the bus at the designated beginning work
569 station and ends when the employee is able to leave the bus
570 at the designated beginning work station, unless he or she
571 agrees otherwise in writing. The application or acceptance of
572 a posted position may not be construed as the written consent
573 referred to in this subsection.

574 (r) Itinerant status means a service person who does not
575 have a fixed work site and may be involuntarily reassigned to
576 another work site. A service person is considered to hold
577 itinerant status if he or she has bid upon a position posted as
578 itinerant or has agreed to accept this status. A county board
579 may establish positions with itinerant status only within the
580 aide and autism mentor classification categories and only
581 when the job duties involve exceptional students. A service
582 person with itinerant status may be assigned to a different
583 work site upon written notice ten days prior to the

584 reassignment without the consent of the employee and
585 without posting the vacancy. A service person with itinerant
586 status may be involuntarily reassigned no more than twice
587 during the school year. At the conclusion of each school
588 year, the county board shall post and fill, pursuant to section
589 eight-b of this article, all positions that have been filled
590 without posting by a service person with itinerant status. A
591 service person who is assigned to a beginning and ending
592 work site and travels at the expense of the county board to
593 other work sites during the daily schedule, ~~shall not be~~ is not
594 considered to hold itinerant status.

595 (s) Any service person holding a classification title on
596 June 30, 2012, that is removed from the classification
597 schedule pursuant to amendment and reenactment of this
598 section in the year 2012, has his or her employment contract
599 revised as follows:

600 (1) Any service person holding the Aide I classification
601 title has that classification deleted from and the classification
602 title Aide II added to his or her employment contract. This

603 action does not require the service person to take the aide
604 competency test and does not result in a loss or reduction of
605 salary or supplement by the employee. Any seniority earned
606 in the Aide I classification prior to July 1, 2012, continues to
607 be credited as seniority earned with the Aide II classification;

608 (2) Any service person holding the Braille or Sign
609 Language Specialist classification title has that classification
610 title renamed on his or her employment contract as either
611 Braille Specialist or Sign Support Specialist. This action
612 does not result in a loss or reduction of salary or supplement
613 by any employee. Any seniority earned in the Braille or Sign
614 Language Specialist classification prior to July 1, 2012,
615 continues to be credited as seniority earned in the Braille
616 Specialist or Sign Support Specialist classification;

617 (3) Any service person holding the Paraprofessional
618 classification title and holding the Initial Paraprofessional
619 Certificate – Educational Interpreter has the title Educational
620 Interpreter I added to his or her employment contract. This
621 action does not result in a loss or reduction of salary or

622 supplement by any employee. Any seniority earned in the
623 Paraprofessional classification prior to July 1, 2012,
624 continues to be credited as seniority earned in the
625 Educational Interpreter I classification;

626 (4) Any service person holding the Paraprofessional
627 classification title and holding the Permanent
628 Paraprofessional Certificate – Educational Interpreter has the
629 title Educational Interpreter II added to his or her
630 employment contract. This action does not result in a loss or
631 reduction of salary or supplement by any employee. Any
632 seniority earned in the Paraprofessional classification prior to
633 July 1, 2012, continues to be credited as seniority earned in
634 the Educational Interpreter II classification;

635 (5) Any service person holding either the Carpenter I or
636 Carpenter II classification title has that classification title
637 deleted from and the classification title Carpenter added to
638 his or her employment contract. This action does not require
639 any employee to take the carpenter competency test and does
640 not result in a loss or reduction of salary or supplement by

641 any employee. Any seniority earned in the Carpenter I or
642 Carpenter II classification prior to July 1, 2012, continues to
643 be credited as seniority earned in the Carpenter classification;

644 (6) Any service person holding either the Clerk I or Clerk II
645 classification title has that classification title deleted from and the
646 title Clerk added to his or her employment contract. This action
647 does not require any employee to take the clerk competency test
648 and does not result in a loss or reduction of salary or supplement
649 by any employee. Any seniority earned in the Clerk I or Clerk
650 II classification prior to July 1, 2012, continues to be credited as
651 seniority earned in the Clerk classification;

652 (7) Any service person holding the Cook I classification
653 title has that classification title deleted from and the title
654 Cook II added to his or her employment contract. This action
655 does not require the employee to take the cook competency
656 test and does not result in a loss or reduction of salary or
657 supplement by the employee. Any seniority earned in the
658 Cook I classification prior to July 1, 2012, continues to be
659 credited as seniority earned in the Cook II classification;

660 (8) Any service person holding either the Electrician I or
661 Electrician II classification title has that classification title
662 deleted from and the title Electrician added to his or her
663 employment contract. This action does not require the
664 employee to take the electrician competency test nor to obtain
665 any additional licensure, and does not result in a loss or
666 reduction of salary or supplement by the employee. Any
667 seniority earned in the Electrician I or Electrician II
668 classification prior to July 1, 2012, continues to be credited
669 as seniority earned in the Electrician classification;

670 (9) Any service person holding the Crew Leader
671 classification title has that title deleted from and the title
672 Foreman added to his or her employment contract. This
673 action does not require the employee to take the foreman
674 competency test and does not result in a loss or reduction of
675 salary or supplement by the employee. Any seniority earned
676 in the Crew Leader classification prior to July 1, 2012,
677 continues to be credited as seniority earned in the Foreman
678 classification;

679 (10) Any service person holding the Groundsman,
680 Handyman, Glazier or Watchman classification title has that
681 title deleted from and the title General Maintenance added to
682 his or her employment contract. This action does not require
683 the employee to take the general maintenance competency
684 test and does not result in a loss or reduction of salary or
685 supplement by the employee. Any seniority earned in the
686 Groundsman, Handyman, Glazier or Watchman classification
687 prior to July 1, 2012, continues to be credited as seniority
688 earned in the General Maintenance classification;

689 (11) Any service person holding the Printing Operator or
690 Printing Supervisor classification title has that title deleted
691 from and the title Graphic Communications Operator added
692 to his or her employment contract. This action does not
693 require the employee to take the graphic communications
694 operator competency test and does not result in a loss or
695 reduction of salary or supplement by the employee. Any
696 seniority earned in the Printing Operator or Printing
697 Supervisor classification prior to July 1, 2012, continues to

698 be credited as seniority earned in the Graphic
699 Communications Operator classification;

700 (12) Any service person holding either the Heating and
701 Air Conditioning Mechanic I or Heating and Air
702 Conditioning Mechanic II classification title has that title
703 deleted from and the title Heating and Air Conditioning
704 Mechanic added to his or her employment contract. This
705 action does not require any employee to take the heating and
706 air conditioning mechanic competency test nor acquire any
707 additional licensure, and does not result in a loss or reduction
708 of salary or supplement by any employee. Any seniority
709 earned in the Heating and Air Conditioning Mechanic I or
710 Heating and Air Conditioning Mechanic II classification
711 prior to July 1, 2012, continues to be credited as seniority
712 earned in the Heating and Air Conditioning Mechanic
713 classification;

714 (13) Any service person holding the Mail Clerk
715 classification title has that title deleted from and the title Mail
716 Courier added to his or her employment contract. This action

717 does not require the employee to take the mail courier
718 competency test and does not result in a loss or reduction of
719 salary or supplement by the employee. Any seniority earned
720 in the Mail Clerk classification prior to July 1, 2012,
721 continues to be credited as seniority earned in the Mail
722 Courier classification;

723 (14) Any service person holding the Lubrication Man or
724 Mechanic Assistant classification title has that title deleted
725 from and the title Mechanic added to his or her employment
726 contract. This action does not require the employee to take
727 the mechanic competency test and does not result in a loss or
728 reduction of salary or supplement by the employee. Any
729 seniority earned in the Lubrication Man or Mechanic
730 Assistant classification prior to July 1, 2012, continues to be
731 credited as seniority earned in the Mechanic classification;

732 (15) Any service person holding either the Plumber I or
733 Plumber II classification title has that title deleted from and
734 the title Plumber added to his or her employment contract.
735 This action does not require any employee to take the

736 plumber competency test nor to acquire any additional
737 licensure, and does not result in a loss or reduction of salary
738 or supplement by any employee. Any seniority earned in the
739 Plumber I or Plumber II classification prior to July 1, 2012,
740 continues to be credited as seniority earned in the Plumber
741 classification;

742 (16) Any service person holding the Secretary I or
743 Switchboard Operator-Receptionist classification title has
744 that title deleted from and the title Secretary II added to his
745 or her employment contract. This action does not require the
746 employee to take the secretary competency test and does not
747 result in a loss or reduction of salary or supplement by the
748 employee. Any seniority earned in the Secretary I or
749 Switchboard Operator-Receptionist classification prior to
750 July 1, 2012, continues to be credited as seniority earned in
751 the Secretary II classification;

752 (17) Any service person holding the Audiovisual
753 Technician, Electronic Technician I or II, or Office
754 Equipment Repairman I or II classification has that title

755 deleted from and the title Technology System Specialist
756 added to his or her employment contract. This action does
757 not require the employee to take the technology systems
758 specialist competency test and does not result in a loss or
759 reduction of salary or supplement by the employee. Any
760 seniority earned in the Audiovisual Technician, Electronic
761 Technician I or II, Office Equipment Repairman I or II
762 classification prior to July 1, 2012, continues to be credited
763 as seniority earned in the Technology Systems Specialist
764 classification; and

765 (18) Any service person holding the Maintenance Clerk
766 classification has that title deleted from and the title
767 Warehouse Clerk added to his or her employment contract.
768 This action does not require the employee to take the
769 warehouse clerk competency test and does not result in a loss
770 or reduction of salary or supplement by the employee. Any
771 seniority earned in the Maintenance Clerk classification prior
772 to July 1, 2012, continues to be credited as seniority earned
773 in the Warehouse Clerk classification.

774 (t) After June 30, 2012, an employee may not be
775 employed as a Food Services Supervisor for the first time.
776 Any employees who holds this classification retains the
777 classification at the same pay grade as provided by section
778 eight-a of this article and any employee who previously held
779 that classification retains the seniority earned in that
780 classification category.

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

1 (a) The minimum monthly pay for each service ~~employee~~
2 person whose employment is for a period of more than three
3 and one-half hours a day ~~shall be~~ is at least the amounts
4 indicated in the state minimum pay scale pay grade and the
5 minimum monthly pay for each service ~~employee~~ person
6 whose employment is for a period of three and one-half hours
7 or less a day ~~shall be~~ is at least one-half the amount indicated
8 in the state minimum pay scale pay grade set forth in this
9 section.

10	STATE MINIMUM PAY SCALE PAY GRADE								
11	Years	PAY GRADE							
12	Exp.	A	B	C	D	E	F	G	H
13	0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908
14	1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940
15	2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972
16	3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004
17	4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037
18	5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069
19	6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101
20	7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133
21	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
22	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
23	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
24	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
25	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
26	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
27	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
28	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
29	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
30	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
31	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
32	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518

33	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
34	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
35	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
36	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
37	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
38	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
39	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
40	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
41	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
42	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
43	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
44	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
45	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
46	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
47	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
48	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
49	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
50	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
51	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
52	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
53	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

54	(Class Title)	Pay Grade
55	Accountant I	D
56	Accountant II	E
57	Accountant III	F
58	Accounts Payable Supervisor	G
59	Aide I	A
60	Aide II	B
61	Aide III	C
62	Aide IV	D
63	Audiovisual Technician	E
64	Auditor	G
65	Autism Mentor	F
66	Braille or Sign Language Specialist	E
67	Bus Operator	D
68	Buyer	F
69	Cabinetmaker	G
70	Cafeteria Manager	D <u>E</u>
71	Carpenter I	E <u>F</u>
72	Carpenter II	F

73	Chief Mechanic	G
74	Clerk +	B <u>C</u>
75	Clerk H.	E
76	Computer Operator	E
77	Cook I	A
78	Cook II	B
79	Cook III	C
80	Crew Leader	F
81	Custodian I	A
82	Custodian II	B
83	Custodian III	C
84	Custodian IV	D
85	Director or Coordinator of Services	H
86	Draftsman	D
87	<u>Educational Sign Language Interpreter I</u>	<u>F</u>
88	<u>Educational Sign Language Interpreter II</u>	<u>G</u>
89	Electrician +	F <u>G</u>
90	Electrician H.	G
91	Electronic Technician I	F

92	Electronic Technician H	G
93	Executive Secretary	G
94	Food Services Supervisor	G
95	Foreman	G
96	General Maintenance	C
97	Glazier	D
98	Graphic Artist <u>Designer</u>	D
99	<u>Graphic Communications Operator</u>	G
100	Groundsman	B
101	Handyman	B
102	Heating and Air Conditioning Mechanic -	E G
103	Heating and Air Conditioning Mechanic H	G
104	Heavy Equipment Operator	E
105	Inventory Supervisor	D
106	Key Punch Operator	B
107	Licensed Practical Nurse	F
108	Locksmith	G
109	Lubrication Man	E
110	Machinist	F

111	Mail Clerk <u>Courier</u>	D
112	Maintenance Clerk	E
113	Mason	G
114	Mechanic	F
115	Mechanic Assistant	E
116	Office Equipment Repairman I	F
117	Office Equipment Repairman II	G
118	Painter	E
119	Paraprofessional	F
120	Payroll Supervisor	G
121	Plumber -	<u>E</u> <u>G</u>
122	Plumber II	G
123	Printing Operator	B
124	Printing Supervisor	D
125	Programmer	H
126	Roofing/Sheet Metal Mechanic	F
127	Sanitation Plant Operator	G
128	School Bus Supervisor	E
129	Secretary I	D

130	Secretary II	E
131	Secretary III	F
132	<u>Sign Support Specialist</u>	<u>E</u>
133	Supervisor of Maintenance	H
134	Supervisor of Transportation	H
135	Switchboard Operator-Receptionist	D
136	<u>Technology System Specialist</u>	<u>G</u>
137	Truck Driver	D
138	Warehouse Clerk	C
139	Watchman	B
140	Welder	F
141	WVEIS Data Entry and Administrative Clerk	B

142 (b) An additional ~~twelve dollars~~ \$12 per month ~~shall be~~
143 is added to the minimum monthly pay of each service
144 ~~employee~~ person who holds a high school diploma or its
145 equivalent.

146 (c) An additional ~~eleven dollars~~ \$11 per month also ~~shall~~
147 ~~be~~ is added to the minimum monthly pay of each service
148 ~~employee~~ person for each of the following:

149 (1) A service ~~employee~~ person who holds twelve college
150 hours or comparable credit obtained in a trade or vocational
151 school as approved by the State Board;

152 (2) A service ~~employee~~ person who holds twenty-four
153 college hours or comparable credit obtained in a trade or
154 vocational school as approved by the State Board;

155 (3) A service ~~employee~~ person who holds thirty-six
156 college hours or comparable credit obtained in a trade or
157 vocational school as approved by the State Board;

158 (4) A service ~~employee~~ person who holds forty-eight
159 college hours or comparable credit obtained in a trade or
160 vocational school as approved by the State Board;

161 (5) A service ~~employee~~ person who holds sixty college
162 hours or comparable credit obtained in a trade or vocational
163 school as approved by the State Board;

164 (6) A service ~~employee~~ person who holds seventy-two
165 college hours or comparable credit obtained in a trade or
166 vocational school as approved by the State Board;

167 (7) A service ~~employee~~ person who holds eighty-four
168 college hours or comparable credit obtained in a trade or
169 vocational school as approved by the State Board;

170 (8) A service ~~employee~~ person who holds ninety-six
171 college hours or comparable credit obtained in a trade or
172 vocational school as approved by the State Board;

173 (9) A service ~~employee~~ person who holds one hundred
174 eight college hours or comparable credit obtained in a trade
175 or vocational school as approved by the State Board; and

176 (10) A service ~~employee~~ person who holds one hundred
177 twenty college hours or comparable credit obtained in a trade
178 or vocational school as approved by the State Board.

179 (d) An additional ~~forty dollars~~ \$40 per month also ~~shall~~
180 ~~be~~ is added to the minimum monthly pay of each service
181 ~~employee~~ person for each of the following:

182 (1) A service ~~employee~~ person who holds an associate's
183 degree;

184 (2) A service ~~employee~~ person who holds a bachelor's
185 degree;

186 (3) A service ~~employee~~ person who holds a master's
187 degree;

188 (4) A service ~~employee~~ person who holds a doctorate
189 degree.

190 (e) An additional ~~eleven dollars~~ \$11 per month ~~shall be~~
191 is added to the minimum monthly pay of each service
192 ~~employee~~ person for each of the following:

193 (1) A service ~~employee~~ person who holds a bachelor's
194 degree plus fifteen college hours;

195 (2) A service ~~employee~~ person who holds a master's
196 degree plus fifteen college hours;

197 (3) A service ~~employee~~ person who holds a master's
198 degree plus thirty college hours;

199 (4) A service ~~employee~~ person who holds a master's
200 degree plus forty-five college hours; and

201 (5) A service ~~employee~~ person who holds a master's
202 degree plus sixty college hours.

203 (f) A Mechanic, Chief Mechanic or Supervisor of
204 Transportation who holds certification by the American

205 Institute for Automotive Service Excellence in the ASE
206 School Bus Technician Series receives an additional amount
207 per month added to his or her minimum monthly pay as
208 follows:

209 (1) For certification in three areas, \$35;

210 (2) For certification in seven areas, \$145.

211 (g) An Educational Sign Language Interpreter II who
212 holds certification through the Educational Interpreters
213 Performance Assessment (EIPA), the National Interpreter
214 Certification (NIC), or both, receives an additional amount
215 per month added to his or her minimum monthly pay as
216 follows:

217 (1) For EIPA certification with a score of 3.5 to 3.9 and
218 NIC certification, \$25;

219 (2) For EIPA certification with a score of 4.0 to 4.4, \$35;

220 (3) For EIPA certification with a score of 4.0 to 4.4 and
221 NIC certification, \$55;

222 (4) For EIPA certification with a score of 4.5 to 5.0, \$85;

223 and

224 (5) For EIPA certification with a score of 4.5 to 5.0 and
225 NIC certification, \$125.

226 (6) The State Board may designate by board policy
227 certifications not included in this subsection which are
228 equivalent to those listed and qualify for the additional pay
229 provided.

230 (h) When any part of a school service ~~employee's~~
231 person's daily shift of work is performed between the hours
232 of six o'clock p.m. and five o'clock a.m. the following day,
233 the employee ~~shall be~~ is paid no less than an additional ~~ten~~
234 ~~dollars~~ \$10 per month and one half of the pay ~~shall be~~ is paid
235 with local funds.

236 ~~(g)~~ (i) Any service ~~employee~~ person required to work on
237 any legal school holiday ~~shall be~~ is paid at a rate one and
238 one-half times the employee's usual hourly rate.

239 ~~(h)~~ (j) Any full-time service ~~personnel~~ person required to
240 work in excess of ~~their~~ his or her normal working day during
241 any week which contains a school holiday for which ~~they are~~
242 he or she is paid shall be paid for the additional hours or

243 fraction of the additional hours at a rate of one and one-half
244 times ~~their~~ the usual hourly rate and paid entirely from county
245 board funds.

246 ~~(i) No service employee may~~

247 (k) A service person may not have his or her daily work
248 schedule changed during the school year without ~~the~~
249 ~~employee's~~ his or her written consent, and the ~~employee's~~
250 service person's required daily work hours may not be
251 changed to prevent the payment of time and one-half wages
252 or the employment of another employee.

253 ~~(j)~~ (l) The minimum hourly rate of pay for extra duty
254 assignments as defined in section eight-b of this article ~~shall~~
255 ~~be~~ is no less than one seventh of the employee's daily total
256 salary for each hour the employee is involved in performing
257 the assignment and paid entirely from local funds: *Provided,*
258 That an alternative minimum hourly rate of pay for
259 performing extra duty assignments within a particular
260 category of employment may be used if the alternate hourly
261 rate of pay is approved both by the county board and by the

262 affirmative vote of a two-thirds majority of the regular full-
263 time employees within that classification category of
264 employment within that county: *Provided, however,* That the
265 vote shall be by secret ballot if requested by a service
266 ~~personnel~~ ~~employee~~ person within that classification category
267 within that county. The salary for any fraction of an hour the
268 employee is involved in performing the assignment ~~shall be~~
269 is prorated accordingly. When performing extra duty
270 assignments, employees who are regularly employed on a
271 one-half day salary basis shall receive the same hourly extra
272 duty assignment pay computed as though the employee were
273 employed on a full-day salary basis.

274 ~~(k)~~ (m) The minimum pay for any service ~~personnel~~
275 ~~employees~~ person engaged in the removal of asbestos
276 material or related duties required for asbestos removal ~~shall~~
277 ~~be there is the~~ regular total daily rate of pay and no less than
278 an additional \$3 per hour or no less than \$5 per hour for
279 service personnel supervising asbestos removal
280 responsibilities for each hour these employees are involved

281 in asbestos related duties. Related duties required for asbestos
282 removal include, but are not limited to, travel, preparation of
283 the work site, removal of asbestos decontamination of the
284 work site, placing and removal of equipment and removal of
285 structures from the site. If any member of an asbestos crew
286 is engaged in asbestos related duties outside of the
287 employee's regular employment county, the daily rate of pay
288 ~~shall be~~ is no less than the minimum amount as established in
289 the employee's regular employment county for asbestos
290 removal and an additional ~~thirty dollars~~ \$30 per each day the
291 employee is engaged in asbestos removal and related duties.
292 The additional pay for asbestos removal and related duties
293 ~~shall be~~ is payable entirely from county funds. Before
294 service personnel ~~employees~~ may be used in the removal of
295 asbestos material or related duties, they shall have completed
296 a federal Environmental Protection Act approved training
297 program and be licensed. The ~~employer~~ county board shall
298 provide all necessary protective equipment and maintain all
299 records required by the Environmental Protection Act.

300 (†) (n) For the purpose of qualifying for additional pay as
301 provided in section eight, article five of this chapter, an aide
302 ~~shall be~~ is considered to be exercising the authority of a
303 supervisory aide and control over pupils if the aide is
304 required to supervise, control, direct, monitor, escort or
305 render service to a child or children when not under the direct
306 supervision of certified professional personnel within the
307 classroom, library, hallway, lunchroom, gymnasium, school
308 building, school grounds or wherever supervision is required.
309 For purposes of this section, “under the direct supervision of
310 certified professional personnel” means that certified
311 professional personnel is present, with and accompanying the
312 aide.