

**H. B. 4484**

(By Delegates Gearheart, Ambler, Azinger,  
Butler, Canterbury, D. Evans, Hamilton,  
Hamrick, Miller, R. Smith and Westfall)

[Introduced February 12, 2014; referred to the  
Committee on Education then Finance.]

A BILL to amend of the Code of West Virginia, 1931, as amended, by  
adding thereto a new section, designated §18-3-9c, relating  
to reduction of personnel employed by the West Virginia  
Department of Education; legislative findings; establishing  
a maximum ratio of the number of employees of the department  
to the number of students enrolled in the state after June 30,  
2017; and requiring the state superintendent to establish a  
policy to attain the ratio.

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

That the Code of West Virginia, 1931, as amended, be amended  
by adding thereto a new section, designated §18-3-9c, to read as  
follows:

**ARTICLE 3. STATE SUPERINTENDENT OF SCHOOLS.**

**§18-3-9c. Reduction of personnel necessary to carry out the  
duties and meet departmental goals.**

1       (a) The Legislature finds that the 2012 Education Efficiency  
2 Audit of West Virginia's Primary and Secondary Education System  
3 made several findings regarding the West Virginia Department of  
4 Education, including:

5       (1) For the fiscal year 2011, the department lists a total of  
6 six hundred thirty-seven positions;

7       (2) In addition to the superintendent and deputy  
8 superintendent, the department has four assistant superintendents,  
9 nineteen executive directors and twenty-seven assistant directors,  
10 one division assistant chief and one executive director/chief  
11 financial officer;

12       (3) In fiscal year 2011, the department had a total payroll  
13 of \$45.7 million;

14       (4) The West Virginia Department of Education has the second  
15 highest ratio of state primary and secondary education  
16 administrators and staff on the state level to students enrolled in  
17 primary and secondary schools in the nation and the ratio is  
18 greatly in excess of that in any surrounding state; and

19       (5) Taxpayers as well as primary and secondary education  
20 students in West Virginia deserve the most efficient use of scarce  
21 education resources possible and classroom education should be the  
22 primary focus of any education paradigm.

23       (b) After June 30, 2017, the number of employees of the  
24 department may not exceed a ratio greater than one employee for

1 every two thousand enrolled students in the state. The  
2 superintendent shall develop and adopt a strategic plan and policy  
3 to meet this ratio, which may include, but is not limited to, the  
4 following:

5 (1) Restructure the organization of the department with  
6 emphasis on meeting the major educational goals and functions of  
7 the department;

8 (2) Identification of and, to the extent practicable, adoption  
9 of best practices used or recommended by professionally recognized  
10 resources in the education community;

11 (3) Increase the span of supervisory control to not less than  
12 a one to ten ratio of supervisors to subordinates to facilitate the  
13 reduction in the number of offices within the department;

14 (4) Reduction of the number of funded positions in the  
15 department; and

16 (5) Implementation of additional cross-department initiatives  
17 to reduce duplication of work and effort to ensure funds are used  
18 as efficiently as possible.

NOTE: The purpose of this bill is to establish a maximum ratio of the number of employees of the West Virginia Department of Education to the number of students enrolled in the state after June 30, 2017 at not greater than one employee to two thousand students; and to require the state superintendent to establish a policy to attain the ratio.

This section is new; therefore, it has been completely underscored.

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