

**WEST VIRGINIA LEGISLATURE**  
**2019 FIRST EXTRAORDINARY SESSION**

**ENROLLED**

**Committee Substitute**

**for**

**House Bill 193**

BY DELEGATES ELLINGTON, LINVILLE, WAXMAN, FOSTER,  
HOWELL, DEAN, HARSHBARGER, SUMMERS, HAMRICK,  
BIBBY AND COOPER

[Passed July 22, 2019; in effect ninety days from  
passage.]



1 AN ACT to amend and reenact §18A-2-7a of the Code of West Virginia, 1931, as amended,  
2 relating to the statewide school personnel job bank; expanding the purpose of the  
3 statewide job bank to include the recruitment and reemployment of professional  
4 experienced personnel; requiring that a total compensation statement be contained within  
5 a job posting on the statewide job bank; and defining terms.

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

**ARTICLE 2. SCHOOL PERSONNEL.**

**§18A-2-7a. Statewide job bank.**

1 (a) The state board shall establish and maintain a statewide job bank to assist the  
2 recruitment and reemployment of experienced professional personnel. The job bank shall consist  
3 of the following for each county:

4 (1) A list of the names, qualifications, and contact information of all professional personnel  
5 who have been terminated because of a reduction in force, except personnel who have requested  
6 in writing that they not be listed in the job bank;

7 (2) A list of professional positions for which the county is seeking applicants; and

8 (3) A total compensation statement for each listed position.

9 (b) The job bank shall be accessible electronically to each county and to individuals on a  
10 read only basis, except that each county shall have the capability of editing information for the  
11 county and shall be responsible for maintaining current information on the county lists.

12 (c) The following terms are defined as follows:

13 (1) "Direct compensation" means base salary and incentives that are provided regularly  
14 and consistently.

15 (2) "Indirect compensation" means any noncash benefit provided to an employee,  
16 including, but not limited to:

17 (A) Health insurance;

18 (B) Dental insurance;

- 19 (C) Vision insurance;
- 20 (D) Life insurance;
- 21 (E) Disability income protection;
- 22 (F) Retirement benefits;
- 23 (G) Employer student loan contributions or other employee assistance programs;
- 24 (H) Educational benefits;
- 25 (I) Childcare;
- 26 (J) Relocation benefits; and
- 27 (K) Vacation leave, sick leave, and any other form of paid time-off.

28 (3) "Total compensation statement" means a list of direct and indirect compensation  
29 provided or offered for a position, including an itemized list of the types of compensation provided  
30 or offered and a cumulative total of the value of all compensation provided or offered.

The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

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*Chairman, House Committee*

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*Chairman, Senate Committee*

Originating in the House.

In effect ninety days from passage.

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*Clerk of the House of Delegates*

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*Clerk of the Senate*

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*Speaker of the House of Delegates*

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*President of the Senate*

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The within ..... this the.....  
day of ....., 2019.

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*Governor*