

WEST VIRGINIA LEGISLATURE
2019 FIRST EXTRAORDINARY SESSION

Introduced

House Bill 140

BY DELEGATE COOPER

[Introduced May 20, 2019]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding thereto a new section,
 2 designated §18A-2-2b; and to amend and reenact §18A-4-2 of said code, all relating to
 3 providing a bonus for teachers willing to teach in certain critical needs areas and
 4 increasing state minimum salary of special needs teachers and teachers of mathematics
 5 and computer science in grades seven through 12.

Be it enacted by the Legislature of West Virginia:

ARTICLE 2. SCHOOL PERSONNEL.

§18A-2-2b. Bonus to attract teachers in critical needs areas.

1 (a) In addition to other compensation provided under this code, county boards may provide
 2 a one-time signing bonus to qualified current or new teachers who will begin to teach in a critical
 3 needs area of math, science or special education.

4 (b) A bonus of \$1,000 would be paid to the teacher at contract signing and \$1,000 would
 5 be paid to the teacher at the end of the school year after completing the agreed assignment if the
 6 teacher is recommended for rehire.

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 (a) It is the goal of the Legislature to increase the state minimum salary for teachers with
 2 zero years of experience and an A. B. degree, including the equity supplement, to at least \$43,000
 3 by fiscal year 2019.

4 (b) For school year 2018–2019, and continuing thereafter, each teacher shall receive the
 5 amount prescribed in the State Minimum Salary Schedule as set forth in this section; specific
 6 additional amounts prescribed in this section or article; and any county supplement in effect in a
 7 county pursuant to §18A-4-5a of this code during the contract year.

Years	4 th	3 rd	2 nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doc-
Exp	Class	Class	Class		+ 15		+ 15	+ 30	+ 45	torate
0	29,937	30,626	30,892	32,335	33,096	34,863	35,624	36,385	37,146	38,181
1	30,265	30,954	31,220	32,853	33,614	35,382	36,143	36,903	37,664	38,699
2	30,594	31,282	31,548	33,372	34,133	35,900	36,661	37,422	38,183	39,218
3	30,922	31,610	31,876	33,891	34,651	36,419	37,180	37,940	38,701	39,736
4	31,494	32,182	32,448	34,653	35,414	37,182	37,943	38,703	39,464	40,499
5	31,822	32,510	32,776	35,172	35,933	37,700	38,461	39,222	39,983	41,018
6	32,150	32,838	33,104	35,690	36,451	38,219	38,980	39,740	40,501	41,536
7	32,478	33,167	33,432	36,209	36,970	38,737	39,498	40,259	41,020	42,055
8	32,806	33,495	33,761	36,727	37,488	39,256	40,017	40,777	41,538	42,573
9	33,134	33,823	34,089	37,246	38,007	39,774	40,535	41,296	42,057	43,092
10	33,463	34,151	34,417	37,766	38,526	40,294	41,055	41,816	42,576	43,611
11	33,791	34,479	34,745	38,284	39,045	40,813	41,573	42,334	43,095	44,130
12	34,119	34,807	35,073	38,803	39,563	41,331	42,092	42,853	43,613	44,648
13	34,447	35,135	35,401	39,321	40,082	41,850	42,610	43,371	44,132	45,167
14	34,775	35,463	35,729	39,840	40,600	42,368	43,129	43,890	44,650	45,685
15	35,103	35,791	36,057	40,358	41,119	42,887	43,647	44,408	45,169	46,204
16	35,431	36,119	36,385	40,877	41,637	43,405	44,166	44,927	45,687	46,722
17	35,759	36,448	36,713	41,395	42,156	43,924	44,685	45,445	46,206	47,241
18	36,087	36,776	37,042	41,914	42,675	44,442	45,203	45,964	46,725	47,760
19	36,415	37,104	37,370	42,432	43,193	44,961	45,722	46,482	47,243	48,278
20	36,743	37,432	37,698	42,951	43,712	45,479	46,240	47,001	47,762	48,797
21	37,072	37,760	38,026	43,469	44,230	45,998	46,759	47,519	48,280	49,315
22	37,400	38,088	38,354	43,988	44,749	46,516	47,277	48,038	48,799	49,834
23	37,728	38,416	38,682	44,507	45,267	47,035	47,796	48,556	49,317	50,352
24	38,056	38,744	39,010	45,025	45,786	47,554	48,314	49,075	49,836	50,871
25	38,384	39,072	39,338	45,544	46,304	48,072	48,833	49,594	50,354	51,389
26	38,712	39,400	39,666	46,062	46,823	48,591	49,351	50,112	50,873	51,908
27	39,040	39,728	39,994	46,581	47,341	49,109	49,870	50,631	51,391	52,426
28	39,368	40,057	40,322	47,099	47,860	49,628	50,388	51,149	51,910	52,945
29	39,696	40,385	40,651	47,618	48,378	50,146	50,907	51,668	52,428	53,463

30	40,024	40,713	40,979	48,136	48,897	50,665	51,425	52,186	52,947	53,982
31	40,353	41,041	41,307	48,655	49,416	51,183	51,944	52,705	53,465	54,500
32	40,681	41,369	41,635	49,173	49,934	51,702	52,463	53,223	53,984	55,019
33	41,009	41,697	41,963	49,692	50,453	52,220	52,981	53,742	54,503	55,538
34	41,337	42,025	42,291	50,210	50,971	52,739	53,500	54,260	55,021	56,056
35	41,665	42,353	42,619	50,729	51,490	53,257	54,018	54,779	55,540	56,575

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

12 (d) To meet the objective of salary equity among the counties as set forth in §18A-4-5 of
 13 this code, each teacher shall be paid an equity supplement amount as applicable for his or her
 14 classification of certification or classification of training and years of experience as follows, subject
 15 to the provisions of that section:

16 (1) For “4th Class” at zero years of experience, \$1,781. An additional \$38 shall be paid for
 17 each year of experience up to and including 35 years of experience;

18 (2) For “3rd Class” at zero years of experience, \$1,796. An additional \$67 shall be paid for
 19 each year of experience up to and including 35 years of experience;

20 (3) For “2nd Class” at zero years of experience, \$1,877. An additional \$69 shall be paid
 21 for each year of experience up to and including 35 years of experience;

22 (4) For “A. B.” at zero years of experience, \$2,360. An additional \$69 shall be paid for
 23 each year of experience up to and including 35 years of experience;

24 (5) For “A. B. + 15” at zero years of experience, \$2,452. An additional \$69 shall be paid
 25 for each year of experience up to and including 35 years of experience;

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

28 (7) For “M. A. + 15” at zero years of experience, \$2,740. An additional \$69 shall be paid

29 for each year of experience up to and including 35 years of experience;

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

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

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

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

41 (e) Two thousand dollars shall be paid annually to each special education teacher. Two
42 thousand dollars shall be paid annually to each classroom teacher who teaches at least one
43 mathematics or computer science course in any of the grade levels seven through 12. The
44 payments to special education teachers or to teachers of mathematics or computer science, are
45 subject to the following:

46 (1) The teacher is fully certified and has the appropriate programmatic level and special
47 education, mathematics, or computer science specialization recognized on his or her professional
48 license for teaching the course;

49 (2) This payment is:

50 (A) In addition to any amounts prescribed in the applicable state minimum salary schedule;

51 (B) Paid in equal monthly installments; and

52 (C) Considered a part of the state minimum salaries for teachers.

NOTE: The purpose of this bill is to encourage additional teachers to teach in critical needs

areas of math, science and special education by authorizing bonuses. The bill would increase the state minimum salary of special education teachers and teachers of mathematics and computer science in grades 7 through 12 by \$2,000. The teacher must be fully certified with the appropriate programmatic level and specialization recognized on his or her professional license.

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