

# **WEST VIRGINIA LEGISLATURE**

## **2025 REGULAR SESSION**

**Engrossed**  
**Committee Substitute**  
**for**  
**Senate Bill 275**

BY SENATORS OLIVERIO, THORNE, AND ROSE

[Reported February 19, 2025, from the Committee on  
Education]



1 A BILL to amend and reenact §18A-2-5 of the Code of West Virginia, 1931, as amended, relating  
2 to removing the requirement for cooks and custodians who are 21 years of age or older to  
3 have a high school diploma or equivalent as a condition of employment by a county board  
4 of education.

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

## **ARTICLE 2. SCHOOL PERSONNEL.**

### **§18A-2-5. Employment of service personnel; limitation.**

1 The board may employ such service personnel, including substitutes, as is deemed  
2 necessary for meeting the needs of the county school system: *Provided*, That the board may not  
3 employ a number of such personnel whose minimum monthly salary under §18A-4-8a of this code  
4 is specified as pay grade "H", which number exceeds the number employed by the board on  
5 March 1, 1988.

6 Effective July 1, 1988, a county board shall not employ for the first time any person who  
7 has not obtained a high school diploma or general educational development certificate (GED) or  
8 who is not enrolled in an approved adult education course by the date of employment in  
9 preparation for obtaining a GED: *Provided*, That such employment is contingent upon continued  
10 enrollment or successful completion of the GED program: *Provided, further however*, That this  
11 paragraph shall not apply to school bus drivers and who are 21 years of age or older: *Provided*  
12 *further*, That this paragraph shall not apply to cooks or custodians.

13 Before entering upon their duties service personnel shall execute with the board a written  
14 contract which shall be in the following form:

15 "COUNTY BOARD OF EDUCATION

16 SERVICE PERSONNEL CONTRACT OF EMPLOYMENT

17 THIS (Probationary or Continuing) CONTRACT OF EMPLOYMENT, made and entered  
18 into this \_\_\_\_\_ day of \_\_\_\_\_, 49 20 \_\_\_\_, by and between THE BOARD OF  
19 EDUCATION OF THE COUNTY OF \_\_\_\_\_, a corporation, hereinafter called the

'Board,' and (Name and Social Security Number of Employee), of (Mailing Address), hereinafter called the 'Employee.'

WITNESSETH, that whereas, at a lawful meeting of the Board of Education of the County of \_\_\_\_\_ held at the offices of said Board, in the City of \_\_\_\_\_, \_\_\_\_\_ County, West Virginia, on the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, the Employee was duly hired and appointed for employment as a (Job Classification) at (Place of Assignment) for the school year commencing \_\_\_\_\_ for the employment term and at the salary and upon the terms hereinafter set out.

NOW, THEREFORE, pursuant to said employment, Board and Employee mutually agree as follows:

(1) The Employee is employed by the Board as a (Job Classification) at (Place of Assignment) for the school year or remaining part thereof commencing \_\_\_\_\_, 19\_\_\_\_. The period of employment is \_\_\_\_\_ days at an annual salary of \$\_\_\_\_\_ at the rate of \$\_\_\_\_\_ per month.

(2) The Board hereby certifies that the Employee's employment has been duly approved by the Board and will be a matter of the Board's minute records.

(3) The services to be performed by the Employee shall be such services as are prescribed for the job classification set out above in paragraph (1) and as defined in §18A-4-8 of this code.

(4) The Employee may be dismissed at any time for immorality, incompetency, cruelty, insubordination, intemperance or willful neglect of duty pursuant to §18A-2-8 of this code.

(5) The Superintendent of the \_\_\_\_\_ County Board of Education, subject to the approval of the Board, may transfer and assign the Employee in the manner provided by §18A-7-2 of this code.

(6) This contract shall at all times be subject to any and all existing laws, or such laws as may hereafter be lawfully enacted, and such laws shall be a part of this contract.

(7) This contract may be terminated or modified at any time by the mutual consent of the Board and the Employee.

(8) This contract shall be automatically terminated if the Employee is convicted under §61-8D-3 or §61-8D-5 of this code or comparable statute in any other state, of any criminal offense that requires the Employee to register as a sex offender, or of any criminal offense which has as an element delivery or distribution of a controlled substance: *Provided*, That if the conviction resulting in automatic revocation pursuant to this section is overturned by any Court of this state or the United States, the Employee's contract shall be reinstated unless otherwise prohibited by law.

(9) This contract shall be signed and returned to the Board at its address of \_\_\_\_\_ within 30 days after being received by the Employee.

(10) By signing this contract the Employee accepts employment upon the terms herein set out.

WITNESS the following signatures as of the day, month and year first above written:

\_\_\_\_\_, (President, \_\_\_\_\_ County Board of Education) \_\_\_\_\_,  
(Secretary, \_\_\_\_\_ County Board of Education) \_\_\_\_\_, (Employee)"

The use of this form may not be interpreted to authorize boards to discontinue any employee's contract status with the board or rescind any rights, privileges, or benefits held under contract or otherwise by any employee prior to the effective date of this section.

Each contract of employment shall be designated as a probationary or continuing contract. The employment of service personnel shall be made a matter of minute record. The employee shall return the contract of employment to the county board of education within 30 days after receipt or otherwise he or she shall forfeit his or her right to employment.

Under such regulation and policy as may be established by the county board, service personnel selected and trained for teacher-aide classifications, such as monitor aide, clerical aide,

70 classroom aide, and general aide, shall work under the direction of the principal and teachers to  
71 whom assigned.