WEST VIRGINIA LEGISLATURE

2025 REGULAR SESSION

Committee Substitute

for

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for

Senate Bill 37

By Senators Oliverio, Grady, and Phillips

[Reported March 14, 2025, from the Committee on Finance]

1 A BILL to amend and reenact §18A-4-10a of the Code of West Virginia, 1931, as amended,

2   relating to providing classroom teachers who first became a member of the Teachers

3   Retirement System on or after July 1, 2015, the opportunity to sell up to 10 of his or her

4   unused days of personal leave back to the county board in exchange for monetary

5   compensation paid on or before June 30; and providing that once the days are forfeited

6   they are no longer available to the classroom teacher.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES, AND OTHER BENEFITS.

§18A-4-10a. Bonus for unused days of personal leave.

1   (a) County boards of education ~~are authorized to~~ may pay to their employees or to defined

2   groups thereof, for the purpose of reducing absenteeism, a bonus at the end of an employment

3   term for each unused day of personal leave accumulated by the employee during that

4   employment term.

5   (b) To further incentivize attendance, any classroom teacher who first became a member

6   of the Teachers Retirement System as provided in §18-7A-1 *et seq.* of this code on or after July

7   1, 2015, may sell up to 10 of his or her unused days of personal leave back to the county board

8   at the end of the school year in exchange for a cash on-time salary enhancement equal to 80

9   percent, per day, of the pay rate used by the county board to compensate substitute teachers

10   having a bachelor's degree and 10 years of experience and substitute teaching for a single day

11   pursuant to §18A-4-7 of this code. The one-time salary enhancement shall be paid on or before

12   June 30: *Provided,* That any classroom teacher who sells his or her unused days of personal

13   leave forfeits those days, and the days shall no longer be available to the classroom teacher for

14   any purpose.