

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Committee Substitute

for

House Bill 4693

By Delegates Willis, Dean, Eldridge, Hornby,
Hanshaw (Mr. Speaker) Ellington, Hite, Hott, Toney,
and Stephens

[Introduced in the Committee on Education on
February ,18 2026; then to the Committee on
Finance]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by amending §18A-4-5a of the
2 code, relating to allowing county boards to declassify career technical education
3 instructors to provide additional compensation to those instructors if it determines that it
4 has a critical need and shortage.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-5a. County salary supplements for teachers.

1 (a) County boards of education in fixing the salaries of teachers shall use at least the state
2 minimum salaries established under the provisions of this article. The board may establish salary
3 schedules which shall be in excess of the state minimums fixed by this article, such county
4 schedules to be uniform throughout the county as to the classification of training, experience,
5 responsibility and other requirements subject to the following:

6 (1) Counties may fix higher salaries for teachers placed in special instructional
7 assignments, for those assigned to or employed for duties other than regular instructional duties,
8 and for teachers of one-teacher schools;

9 (2) Counties may provide additional compensation for any teacher assigned duties in
10 addition to the teacher's regular instructional duties wherein such noninstructional duties are not a
11 part of the scheduled hours of the regular school day;

12 (3) Counties may provide additional compensation for teachers who are assigned and fully
13 certified to teach in a subject area in which the county board finds it has a critical need and
14 shortage of fully certified teachers;

15 (4) Counties may provide additional compensation or other financial assistance to
16 teachers who teach in schools that are in remote geographical locations or have experienced high
17 rates of turnover in experienced teachers; ~~and~~

18 (5) Counties may provide additional compensation to teachers who, in addition to regularly
19 assigned teaching duties, are assigned as a master teacher, mentor, academic coach, or other title

20 whose duties include providing strong school-based support and supervision to assist licensure
21 candidates in a clinical internship, beginning teachers, and other teachers at the school to improve
22 their professional practice as set forth in the county's comprehensive system of support for teacher
23 and leader induction and professional growth provided for in section §18A-3C-3 of this code; and

24 (6) Counties may declassify career technical education instructors for the purpose of
25 increasing compensation if the county board finds that it has a critical need and shortage of
26 certified career technical education instructors in a particular area of expertise.

27 (b) In establishing such local salary schedules authorized in subsection (a) of this section,
28 a county may not reduce local funds allocated for salaries in effect on January 1, 1990, and used in
29 supplementing the state minimum salaries as provided for in this article, unless forced to do so by
30 defeat of a special levy, or a loss in assessed values or events over which it has no control and for
31 which the county board has received approval from the state board prior to making such reduction.

32 (c) Counties may provide, in a uniform manner, benefits for teachers which require an
33 appropriation from local funds including, but not limited to, dental, optical, health and income
34 protection insurance, vacation time and retirement plans excluding the State Teachers Retirement
35 System. Nothing herein shall prohibit the maintenance nor result in the reduction of any benefits in
36 effect on January 1, 1984, by any county board of education.