

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

ENROLLED

House Bill 4765

BY DELEGATES HANSHAW (MR. SPEAKER), HORNBUCKLE,

AND G. HOWELL

(BY REQUEST OF THE EXECUTIVE)

[Passed March 14, 2026; in effect 90 days from
passage (June 12, 2026)]

1 AN ACT to amend and reenact §15-2-5, §18A-4-2, and §18A-4-8a of the Code of West Virginia,
2 1931, as amended, relating to increasing annual salaries of certain employees of the state;
3 increasing the salaries of members of the West Virginia State Police and certain personnel
4 thereof; increasing annual salaries of public school teachers; increasing annual salaries
5 of school service personnel; and providing an effective date for these increases.

Be it enacted by the Legislature of West Virginia:

CHAPTER 15. PUBLIC SAFETY.

ARTICLE 2. WEST VIRGINIA STATE POLICE.

§15-2-5. Career progression system state; salaries; exclusion from wage and hour laws, with supplemental payment; bond; leave time for members called to duty in guard or reserves.

1 (a) The superintendent shall establish within the West Virginia State Police a system to
2 provide for: (1) The promotion of members to the supervisory ranks of sergeant, first sergeant,
3 second lieutenant, and first lieutenant; (2) the classification of nonsupervisory members within the
4 field operations force to the ranks of trooper, senior trooper, trooper first class, or corporal; and
5 (3) the temporary reclassification of members assigned to administrative duties as administrative
6 support specialist I-VIII. The promotion of individuals in the forensic laboratory shall include the
7 classifications of Evidence Custodians I-IV, Forensic Technicians I-III, Forensic Scientists I-VI,
8 and Forensic Scientist Supervisors I-IV, based on the Forensic Lab Career Progression System.

9 (b) The superintendent may propose legislative rules for promulgation in accordance with
10 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability, and
11 independent review of any system developed under the provisions of this section.

12 (c) The superintendent shall provide to each member a written manual governing any
13 system established under the provisions of this section and specific procedures shall be identified
14 for the evaluation and testing of members for promotion or reclassification and the subsequent

15 placement of any members on a promotional eligibility or reclassification recommendation list. A
 16 written manual shall also be provided to individuals within the forensic laboratory governing any
 17 system established under the provisions of this section and specific procedures shall be identified
 18 for the evaluation of promotion or reclassification of those individuals.

19 (d) Effective July 1, 2026, members shall receive annual salaries payable at least twice
 20 per month as follows:

ANNUAL SALARY SCHEDULE (BASE PAY)	
SUPERVISORY AND NONSUPERVISORY RANKS	
Cadet During Training	\$55,518
Cadet Trooper After Training	\$62,778
Trooper Second Year	\$63,790
Trooper Third Year	\$64,173
Senior Trooper	\$64,572
Trooper First Class	\$65,178
Corporal	\$65,784
Sergeant	\$70,085
First Sergeant	\$72,236
Second Lieutenant	\$74,386
First Lieutenant	\$76,537
Captain	\$78,688
Major	\$80,838
Lieutenant Colonel	\$82,989
ANNUAL SALARY SCHEDULE (BASE PAY)	

ADMINISTRATION	SUPPORT	SPECIALIST
CLASSIFICATION		
I		\$63,790
II		\$64,572
III		\$65,178
IV		\$65,784
V		\$70,085
VI		\$72,236
VII		\$74,386
VIII		\$76,537

21

22 Effective July 1, 2026, designated individuals within the forensic laboratory shall receive

23 annual base salaries payable at least twice per month as follows:

24

ANNUAL SALARY SCHEDULE (BASE PAY)	
EVIDENCE CUSTODIAN	
I	\$52,644
II	\$54,972
III	\$58,633
IV	\$61,660
FORENSIC TECHNICIAN	
I	\$54,844
II	\$56,538
III	\$60,420

FORENSIC SCIENTIST	
I	\$62,044
II	\$64,228
III	\$66,332
IV	\$68,731
V	\$72,257
VI	\$76,057
FORENSIC SCIENTIST SUPERVISOR	
I	\$78,756
II	\$82,320
III	\$86,098
IV	\$90,102

25

26 Each member of the West Virginia State Police whose salary is fixed and specified in this
 27 annual salary schedule is entitled to the length of service increases set forth in subsection (e) of
 28 this section and supplemental pay as provided in subsection (g) of this section.

29 (e) Each member of the West Virginia State Police whose salary is fixed and specified
 30 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in
 31 subsection (d) of this section for grade in rank, based on length of service, including that service
 32 served before and after the effective date of this section with the West Virginia State Police as
 33 follows: Beginning on January 1, 2015, and continuing thereafter, at the end of two years of
 34 service with the West Virginia State Police, the member shall receive a salary increase of \$500
 35 to be effective during his or her next year of service and a like increase at yearly intervals
 36 thereafter, with the increases to be cumulative. The forensic laboratory employees whose
 37 salaries are fixed and specified pursuant to this section, shall receive, and are entitled to, an

38 increase in salary over that set forth in subsection (d) of this section, in accordance with §15-2-
39 7(h) of this code.

40 (f) In applying the salary schedules set forth in this section where salary increases are
41 provided for length of service, members of the West Virginia State Police in service at the time
42 the schedules become effective shall be given credit for prior service and shall be paid the salaries
43 the same length of service entitles them to receive under the provisions of this section.

44 (g) The Legislature finds and declares that because of the unique duties of members of
45 the West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour
46 laws to them. Accordingly, members of the West Virginia State Police are excluded from the
47 provisions of state wage and hour laws. This express exclusion shall not be construed as any
48 indication that the members were or were not covered by the wage and hour laws prior to this
49 exclusion.

50 In lieu of any overtime pay they might otherwise have received under the wage and hour
51 laws, and in addition to their salaries and increases for length of service, members who have
52 completed basic training and who are exempt from federal Fair Labor Standards Act guidelines
53 may receive supplemental pay as provided in this section.

54 The authority of the superintendent to propose a legislative rule or amendment thereto for
55 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours
56 per month which constitute the standard pay period for the members of the West Virginia State
57 Police is hereby continued. The rule shall further establish, on a graduated hourly basis, the
58 criteria for receipt of a portion or all of supplemental payment when hours are worked in excess
59 of the standard pay period. The superintendent shall certify at least twice per month to the West
60 Virginia State Police payroll officer the names of those members who have worked in excess of
61 the standard pay period and the amount of their entitlement to supplemental payment. The
62 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian
63 employees of the West Virginia State Police are not eligible for any supplemental payments.

64 (h) Each member of the West Virginia State Police, except the superintendent and civilian
65 employees, shall execute, before entering upon the discharge of his or her duties, a bond with
66 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful
67 performance of his or her duties, and the bond shall be approved as to form by the Attorney
68 General and as to sufficiency by the Governor.

69 (i) In consideration for compensation paid by the West Virginia State Police to its members
70 during those members' participation in the West Virginia State Police Cadet Training Program
71 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by
72 written agreement entered into with each of them in advance of such participation in the program
73 that, if a member should voluntarily discontinue employment any time within one year immediately
74 following completion of the training program, he or she shall be obligated to pay to the West
75 Virginia State Police a pro rata portion of such compensation equal to that part of such year which
76 the member has chosen not to remain in the employ of the West Virginia State Police.

77 (j) Any member of the West Virginia State Police who is called to perform active duty
78 training or inactive duty training in the National Guard or any reserve component of the armed
79 forces of the United States annually shall be granted, upon request, leave time not to exceed 30
80 calendar days for the purpose of performing the active duty training or inactive duty training and
81 the time granted may not be deducted from any leave accumulated as a member of the West
82 Virginia State Police.

CHAPTER 18A. SCHOOL PERSONNEL.

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 (a) For school year 2026-2027, and continuing thereafter, each teacher shall receive the
2 amount prescribed in the State Minimum Salary Schedule as set forth in this section, specific

3 additional amounts prescribed in this section or article, and any county supplement in effect in a
 4 county pursuant to §18A-4-5a of this code during the contract year.

5 STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A. 45	Doctorate
0	40,617	41,306	41,572	43,015	43,776	45,543	46,304	47,065	47,826	48,861
1	40,945	41,634	41,900	43,533	44,294	46,062	46,823	47,583	48,344	49,379
2	41,274	41,962	42,228	44,052	44,813	46,580	47,341	48,102	48,863	49,898
3	41,602	42,290	42,556	44,571	45,331	47,099	47,860	48,620	49,381	50,416
4	42,174	42,862	43,128	45,333	46,094	47,862	48,623	49,383	50,144	51,179
5	42,502	43,190	43,456	45,852	46,613	48,380	49,141	49,902	50,663	51,698
6	42,830	43,518	43,784	46,370	47,131	48,899	49,660	50,420	51,181	52,216
7	43,158	43,847	44,112	46,889	47,650	49,417	50,178	50,939	51,700	52,735
8	43,486	44,175	44,441	47,407	48,168	49,936	50,697	51,457	52,218	53,253
9	43,814	44,503	44,769	47,926	48,687	50,454	51,215	51,976	52,737	53,772
10	44,143	44,831	45,097	48,446	49,206	50,974	51,735	52,496	53,256	54,291
11	44,471	45,159	45,425	48,964	49,725	51,493	52,253	53,014	53,775	54,810
12	44,799	45,487	45,753	49,483	50,243	52,011	52,772	53,533	54,293	55,328
13	45,127	45,815	46,081	50,001	50,762	52,530	53,290	54,051	54,812	55,847
14	45,455	46,143	46,409	50,520	51,280	53,048	53,809	54,570	55,330	56,365
15	45,783	46,471	46,737	51,038	51,799	53,567	54,327	55,088	55,849	56,884
16	46,111	46,799	47,065	51,557	52,317	54,085	54,846	55,607	56,367	57,402
17	46,439	47,128	47,393	52,075	52,836	54,604	55,365	56,125	56,886	57,921
18	46,767	47,456	47,722	52,594	53,355	55,122	55,883	56,644	57,405	58,440
19	47,095	47,784	48,050	53,112	53,873	55,641	56,402	57,162	57,923	58,958
20	47,423	48,112	48,378	53,631	54,392	56,159	56,920	57,681	58,442	59,477
21	47,752	48,440	48,706	54,149	54,910	56,678	57,439	58,199	58,960	59,995
22	48,080	48,768	49,034	54,668	55,429	57,196	57,957	58,718	59,479	60,514
23	48,408	49,096	49,362	55,187	55,947	57,715	58,476	59,236	59,997	61,032
24	48,736	49,424	49,690	55,705	56,466	58,234	58,994	59,755	60,516	61,551
25	49,064	49,752	50,018	56,224	56,984	58,752	59,513	60,274	61,034	62,069
26	49,392	50,080	50,346	56,742	57,503	59,271	60,031	60,792	61,553	62,588
27	49,720	50,408	50,674	57,261	58,021	59,789	60,550	61,311	62,071	63,106
28	50,048	50,737	51,002	57,779	58,540	60,308	61,068	61,829	62,590	63,625
29	50,376	51,065	51,331	58,298	59,058	60,826	61,587	62,348	63,108	64,143
30	50,704	51,393	51,659	58,816	59,577	61,345	62,105	62,866	63,627	64,662
31	51,033	51,721	51,987	59,335	60,096	61,863	62,624	63,385	64,145	65,180
32	51,361	52,049	52,315	59,853	60,614	62,382	63,143	63,903	64,664	65,699

33	51,689	52,377	52,643	60,372	61,133	62,900	63,661	64,422	65,183	66,218
34	52,017	52,705	52,971	60,890	61,651	63,419	64,180	64,940	65,701	66,736
35	52,345	53,033	53,299	61,409	62,170	63,937	64,698	65,459	66,220	67,255

6 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least
 7 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed
 8 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;
 9 and (iii) shall be considered a part of the state minimum salaries for teachers.

10 (c) Effective July 1, 2019, each classroom teacher providing math instruction in the
 11 teacher’s certified area of study for at least 60 percent of the time the teacher is providing
 12 instruction to students shall be considered to have three additional years of experience only for
 13 the purposes of the salary schedule set forth in subsection (a) of this section: *Provided*, That for
 14 any classroom teacher who satisfies these requirements and whose years of experience plus the
 15 three additional years due to them exceeds the years of experience provided for on the salary
 16 schedule shall be paid the additional amount equivalent to three additional years of experience
 17 notwithstanding the maximum experience provided on the salary schedule.

18 (d) Effective July 1, 2019, each classroom teacher certified in special education and
 19 employed as a full-time special education teacher, as defined by the State Superintendent, shall
 20 be considered to have three additional years of experience only for the purposes of the salary
 21 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who
 22 satisfies these requirements and whose years of experience plus the three additional years due
 23 to them exceeds the years of experience provided for on the salary schedule shall be paid the
 24 additional amount equivalent to three additional years of experience notwithstanding the
 25 maximum experience provided on the salary schedule.

26 (e) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement
 27 amount as applicable for his or her classification of certification or classification of training and
 28 years of experience as follows, subject to the provisions of that section:

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

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

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

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

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

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

41 (7) For "M.A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid
42 for each year of experience up to and including 35 years of experience;

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

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

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

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

§18A-4-8a. Service personnel minimum monthly salaries.

1 (a) Effective July 1, 2026, the minimum monthly pay for each service employee shall be
 2 as follows:

3 (1) For school year 2026-2027 and continuing thereafter, the minimum monthly pay for
 4 each service employee whose employment is for a period of more than three and one-half hours
 5 a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade Schedule
 6 set forth in this subdivision and the minimum monthly pay for each service employee whose
 7 employment is for a period of three and one-half hours or less a day shall be at least one-half the
 8 amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this
 9 subdivision.

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
0	2,464	2,485	2,527	2,580	2,633	2,696	2,728	2,801
1	2,496	2,518	2,559	2,612	2,666	2,729	2,760	2,834
2	2,529	2,550	2,592	2,645	2,698	2,761	2,793	2,866
3	2,561	2,583	2,625	2,678	2,731	2,794	2,826	2,899
4	2,594	2,616	2,657	2,710	2,763	2,827	2,858	2,933
5	2,627	2,648	2,690	2,743	2,796	2,859	2,891	2,965
6	2,659	2,681	2,724	2,776	2,829	2,892	2,924	2,998
7	2,693	2,713	2,756	2,808	2,861	2,925	2,956	3,031
8	2,726	2,746	2,789	2,841	2,894	2,957	2,989	3,063
9	2,758	2,779	2,822	2,875	2,927	2,990	3,021	3,096
10	2,791	2,812	2,854	2,907	2,959	3,024	3,055	3,129
11	2,824	2,845	2,887	2,940	2,992	3,056	3,088	3,161
12	2,856	2,878	2,919	2,973	3,026	3,089	3,120	3,194
13	2,889	2,910	2,952	3,005	3,058	3,121	3,153	3,227
14	2,922	2,943	2,985	3,038	3,091	3,154	3,186	3,259
15	2,954	2,976	3,017	3,070	3,123	3,187	3,218	3,292
16	2,987	3,008	3,050	3,103	3,156	3,219	3,251	3,325
17	3,019	3,041	3,084	3,136	3,189	3,252	3,284	3,358
18	3,052	3,074	3,116	3,168	3,221	3,285	3,316	3,391

19	3,086	3,106	3,149	3,201	3,254	3,317	3,349	3,423
20	3,118	3,139	3,182	3,235	3,287	3,350	3,382	3,457
21	3,151	3,171	3,214	3,267	3,319	3,383	3,414	3,491
22	3,184	3,205	3,247	3,300	3,352	3,416	3,448	3,523
23	3,216	3,238	3,280	3,333	3,386	3,450	3,482	3,557
24	3,249	3,270	3,312	3,365	3,418	3,484	3,515	3,591
25	3,282	3,303	3,345	3,398	3,452	3,516	3,549	3,623
26	3,314	3,336	3,377	3,432	3,486	3,550	3,581	3,657
27	3,347	3,368	3,410	3,464	3,518	3,582	3,615	3,690
28	3,380	3,401	3,444	3,498	3,552	3,616	3,649	3,724
29	3,412	3,435	3,477	3,530	3,585	3,650	3,681	3,758
30	3,446	3,467	3,511	3,564	3,618	3,682	3,715	3,791
31	3,479	3,501	3,545	3,598	3,652	3,716	3,749	3,824
32	3,513	3,534	3,577	3,631	3,684	3,750	3,781	3,858
33	3,547	3,567	3,611	3,665	3,718	3,782	3,815	3,891
34	3,579	3,601	3,645	3,699	3,752	3,816	3,849	3,924
35	3,613	3,635	3,677	3,731	3,784	3,850	3,882	3,958
36	3,647	3,668	3,711	3,765	3,819	3,883	3,916	3,990
37	3,679	3,702	3,745	3,799	3,853	3,917	3,949	4,024
38	3,713	3,734	3,777	3,831	3,885	3,950	3,982	4,058
39	3,747	3,768	3,811	3,865	3,919	3,983	4,016	4,090
40	3,779	3,802	3,844	3,898	3,953	4,017	4,049	4,124

10 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay
 11 Scale Pay Grade in accordance with the provisions of this subsection according to their class title
 12 and pay grade as set forth in this subdivision:

CLASS TITLE	PAY GRADE
Accountant I	D
Accountant II	E
Accountant III	F

Accounts Payable Supervisor	G
Aide I	A
Aide II	B
Aide III	C
Aide IV	D
Aide V – Temporary Authorization	E
Aide V	F
Aide VI – Temporary Authorization	E
Aide VI	F
Audiovisual Technician	C
Auditor	G
Autism Mentor	F
Braille Specialist	E
Bus Operator	D
Buyer	F
Cabinetmaker	G
Cafeteria Manager	D
Carpenter I	E

Carpenter II	F
Chief Mechanic	G
Clerk I	B
Clerk II	C
Computer Operator	E
Cook I	A
Cook II	B
Cook III	C
Crew Leader	F
Custodian I	A
Custodian II	B
Custodian III	C
Custodian IV	D
Director or Coordinator of Services	H
Draftsman	D
Early Childhood Classroom Assistant Teacher I	E

Early Childhood Classroom Assistant Teacher II	E
Early Childhood Classroom Assistant Teacher III	F
Educational Sign Language Interpreter I	F
Educational Sign Language Interpreter II	G
Electrician I	F
Electrician II	G
Electronic Technician I	F
Electronic Technician II	G

Executive Secretary	G
Food Services Supervisor	G
Foreman	G
General Maintenance	C
Glazier	D
Graphic Artist	D
Groundsman	B
Handyman	B
Heating and Air Conditioning Mechanic I	E
Heating and Air Conditioning Mechanic II	G
Heavy Equipment Operator	E
Inventory Supervisor	D

Key Punch Operator	B
Licensed Practical Nurse	F
Locksmith	G
Lubrication Man	C
Machinist	F
Mail Clerk	D
Maintenance Clerk	C
Mason	G
Mechanic	F
Mechanic Assistant	E
Office Equipment Repairman I	F
Office Equipment Repairman II	G
Painter	E
Paraprofessional	F
Payroll Supervisor	G

Plumber I	E
Plumber II	G
Printing Operator	B
Printing Supervisor	D
Programmer	H
Roofing/Sheet Metal Mechanic	F
Sanitation Plant Operator	G
School Bus Supervisor	E
Secretary I	D
Secretary II	E
Secretary III	F
Sign Support Specialist	E
Supervisor of Maintenance	H
Supervisor of Transportation	H

Switchboard Receptionist	Operator- D
Truck Driver	D
Warehouse Clerk	C
Watchman	B
Welder	F
WVEIS Data Entry and Administrative Clerk	B

13

14 (b) An additional \$12 per month is added to the minimum monthly pay of each service
 15 person who holds a high school diploma or its equivalent.

16 (c) An additional \$11 per month also is added to the minimum monthly pay of each service
 17 person for each of the following:

18 (1) A service person who holds 12 college hours or comparable credit obtained in a trade
 19 or vocational school as approved by the state board;

20 (2) A service person who holds 24 college hours or comparable credit obtained in a trade
 21 or vocational school as approved by the state board;

22 (3) A service person who holds 36 college hours or comparable credit obtained in a trade
 23 or vocational school as approved by the state board;

24 (4) A service person who holds 48 college hours or comparable credit obtained in a trade
 25 or vocational school as approved by the state board;

26 (5) A service employee who holds 60 college hours or comparable credit obtained in a
27 trade or vocational school as approved by the state board;

28 (6) A service person who holds 72 college hours or comparable credit obtained in a trade
29 or vocational school as approved by the state board;

30 (7) A service person who holds 84 college hours or comparable credit obtained in a trade
31 or vocational school as approved by the state board;

32 (8) A service person who holds 96 college hours or comparable credit obtained in a trade
33 or vocational school as approved by the state board;

34 (9) A service person who holds 108 college hours or comparable credit obtained in a trade
35 or vocational school as approved by the state board;

36 (10) A service person who holds 120 college hours or comparable credit obtained in a
37 trade or vocational school as approved by the state board.

38 (d) An additional \$40 per month also is added to the minimum monthly pay of each service
39 person for each of the following:

40 (1) A service person who holds an associate's degree;

41 (2) A service person who holds a bachelor's degree;

42 (3) A service person who holds a master's degree;

43 (4) A service person who holds a doctorate degree.

44 (e) An additional \$11 per month is added to the minimum monthly pay of each service
45 person for each of the following:

46 (1) A service person who holds a bachelor's degree plus 15 college hours;

47 (2) A service person who holds a master's degree plus 15 college hours;

48 (3) A service person who holds a master's degree plus 30 college hours;

49 (4) A service person who holds a master's degree plus 45 college hours; and

50 (5) A service person who holds a master's degree plus 60 college hours.

51 (f) Each service person is paid a supplement, as set forth in §18A-4-5 of this code, of \$164
52 per month, subject to the provisions of that section. These payments: (i) Are in addition to any
53 amounts prescribed in the applicable State Minimum Pay Scale Pay Grade, any specific additional
54 amounts prescribed in this section and article and any county supplement in effect in a county
55 pursuant to §18A-4-5b of this code; (ii) are paid in equal monthly installments; and (iii) are
56 considered a part of the state minimum salaries for service personnel.

57 (g) When any part of a school service person's daily shift of work is performed between
58 the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an
59 additional \$10 per month and one half of the pay is paid with local funds.

60 (h) Any service person required to work on any legal school holiday is paid at a rate one
61 and one-half times the person's usual hourly rate.

62 (i) Any full-time service personnel required to work in excess of their normal working day
63 during any week which contains a school holiday for which they are paid is paid for the additional
64 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate
65 and paid entirely from county board funds.

66 (j) A service person may not have his or her daily work schedule changed during the school
67 year without the employee's written consent and the person's required daily work hours may not
68 be changed to prevent the payment of time and one-half wages or the employment of another
69 employee.

70 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of
71 this code is no less than one seventh of the person's daily total salary for each hour the person is
72 involved in performing the assignment and paid entirely from local funds: *Provided*, That an
73 alternative minimum hourly rate of pay for performing extra duty assignments within a particular
74 category of employment may be used if the alternate hourly rate of pay is approved both by the
75 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons
76 within that classification category of employment within that county: *Provided, however*, That the

77 vote is by secret ballot if requested by a service person within that classification category within
78 that county. The salary for any fraction of an hour the employee is involved in performing the
79 assignment is prorated accordingly. When performing extra duty assignments, persons who are
80 regularly employed on a one-half day salary basis shall receive the same hourly extra duty
81 assignment pay computed as though the person were employed on a full-day salary basis.

82 (l) The minimum pay for any service personnel engaged in the removal of asbestos
83 material or related duties required for asbestos removal is their regular total daily rate of pay and
84 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel
85 supervising asbestos removal responsibilities for each hour these employees are involved in
86 asbestos-related duties. Related duties required for asbestos removal include, but are not limited
87 to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,
88 placing and removal of equipment and removal of structures from the site. If any member of an
89 asbestos crew is engaged in asbestos-related duties outside of the employee's regular
90 employment county, the daily rate of pay is no less than the minimum amount as established in
91 the employee's regular employment county for asbestos removal and an additional \$30 per each
92 day the employee is engaged in asbestos removal and related duties. The additional pay for
93 asbestos removal and related duties shall be payable entirely from county funds. Before service
94 personnel may be used in the removal of asbestos material or related duties, they shall have
95 completed a federal Environmental Protection Act-approved training program and be licensed.
96 The employer shall provide all necessary protective equipment and maintain all records required
97 by the Environmental Protection Act.

98 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,
99 an aide is considered to be exercising the authority of a supervisory aide and control over pupils
100 if the aide is required to supervise, control, direct, monitor, escort, or render service to a child or
101 children when not under the direct supervision of a certified professional person within the
102 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever

103 supervision is required. For purposes of this section, "under the direct supervision of a certified
104 professional person" means that certified professional person is present, with and accompanying
105 the aide.

The Clerk of the House of Delegates and the Clerk of the Senate hereby certify that the foregoing bill is correctly enrolled.

.....
Clerk of the House of Delegates

.....
Clerk of the Senate

Originated in the House of Delegates.

In effect 90 days from passage.

.....
Speaker of the House of Delegates

.....
President of the Senate

The within is this the.....
Day of, 2026.

.....
Governor