

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

Senate Bill 11

**FISCAL
NOTE**

By Senator Oliverio

[Introduced January 14, 2026; referred
to the Committee on Education; and then to 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 members of the Teachers
3 Retirement System on or after July 1, 2015, the opportunity to sell up to 10 of their unused
4 days of personal leave back to the county board in exchange for monetary compensation
5 paid on or before June 30; and providing that once the days are forfeited they are no longer
6 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 employment
4 term.

5 (b) To further incentivize attendance, any classroom teacher who first became a member of
6 the Teachers Retirement System as provided in §18-7A-1 et seq. of this code on or after July 1,
7 2015, may sell up to 10 of his or her unused days of personal leave back to the county board at the
8 end of the school year in exchange for a cash one-time salary enhancement equal to 80 percent,
9 per day, of the pay rate used by the county board to compensate substitute teachers having a
10 bachelor's degree and 10 years of experience and substitute teaching for a single day pursuant to
11 §18A-4-7 of this code. The one-time salary enhancement shall be paid on or before June 30:
12 Provided, That any classroom teacher who sells his or her unused days of personal leave forfeits
13 those days, and the days shall no longer be available to the classroom teacher for any purpose.

NOTE: The purpose of this bill is to combat absenteeism among educators by providing a cash bonus in exchange for unused days of personal leave.

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