

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

House Bill 4875

**FISCAL
NOTE**

By Delegates Pritt, Brooks, Clay, Miller, Toney, and

B.Smith

[Introduced January 28, 2026; referred to the

Committee on Finance]

1 A BILL to amend and reenact §18A-4-8a of the Code of West Virginia, 1931, as amended, relating
 2 to providing a 25% pay increase for state school service personnel across all salary scales.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 (a) Effective July 1, 2024, the minimum monthly pay for each service employee shall be as
 2 follows:

3 (1) For school year 2024-2025 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 a
 5 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	2,377	2,398	2,440	2,493	2,546	2,609	2,641	2,714
1	2,409	2,431	2,472	2,525	2,579	2,642	2,673	2,747
2	2,442	2,463	2,505	2,558	2,611	2,674	2,706	2,779
3	2,474	2,496	2,538	2,591	2,644	2,707	2,739	2,812
4	2,507	2,529	2,570	2,623	2,676	2,740	2,771	2,846
5	2,540	2,561	2,603	2,656	2,709	2,772	2,804	2,878
6	2,572	2,594	2,637	2,689	2,742	2,805	2,837	2,911
7	2,606	2,626	2,669	2,721	2,774	2,838	2,869	2,944
8	2,639	2,659	2,702	2,754	2,807	2,870	2,902	2,976
9	2,671	2,692	2,735	2,788	2,840	2,903	2,934	3,009
10	2,704	2,725	2,767	2,820	2,872	2,937	2,968	3,042
11	2,737	2,758	2,800	2,853	2,905	2,969	3,001	3,074
12	2,769	2,791	2,832	2,886	2,939	3,002	3,033	3,107
13	2,802	2,823	2,865	2,918	2,971	3,034	3,066	3,140

14	2,835	2,856	2,898	2,951	3,004	3,067	3,099	3,172
15	2,867	2,889	2,930	2,983	3,036	3,100	3,131	3,205
16	2,900	2,921	2,963	3,016	3,069	3,132	3,164	3,238
17	2,932	2,954	2,997	3,049	3,102	3,165	3,197	3,271
18	2,965	2,987	3,029	3,081	3,134	3,198	3,229	3,304
19	2,999	3,019	3,062	3,114	3,167	3,230	3,262	3,336
20	3,031	3,052	3,095	3,148	3,200	3,263	3,295	3,370
21	3,064	3,084	3,127	3,180	3,232	3,296	3,327	3,404
22	3,097	3,118	3,160	3,213	3,265	3,329	3,361	3,436
23	3,129	3,151	3,193	3,246	3,299	3,363	3,395	3,470
24	3,162	3,183	3,225	3,278	3,331	3,397	3,428	3,504
25	3,195	3,216	3,258	3,311	3,365	3,429	3,462	3,536
26	3,227	3,249	3,290	3,345	3,399	3,463	3,494	3,570
27	3,260	3,281	3,323	3,377	3,431	3,495	3,528	3,603
28	3,293	3,314	3,357	3,411	3,465	3,529	3,562	3,637
29	3,325	3,348	3,390	3,443	3,498	3,563	3,594	3,671
30	3,359	3,380	3,424	3,477	3,531	3,595	3,628	3,704
31	3,392	3,414	3,458	3,511	3,565	3,629	3,662	3,737
32	3,426	3,447	3,490	3,544	3,597	3,663	3,694	3,771
33	3,460	3,480	3,524	3,578	3,631	3,695	3,728	3,804
34	3,492	3,514	3,558	3,612	3,665	3,729	3,762	3,837
35	3,526	3,548	3,590	3,644	3,697	3,763	3,795	3,871
36	3,560	3,581	3,624	3,678	3,732	3,796	3,829	3,903
37	3,592	3,615	3,658	3,712	3,766	3,830	3,862	3,937
38	3,626	3,647	3,690	3,744	3,798	3,863	3,895	3,971
39	3,660	3,681	3,724	3,778	3,832	3,896	3,929	4,003
40	3,692	3,715	3,757	3,811	3,866	3,930	3,962	4,037

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;

(6) A service person who holds 72 college hours or comparable credit obtained in a trade 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:

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

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

(f) Each service person is paid a supplement, as set forth in §18A-4-5 of the

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

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

104 person" means that certified professional person is present, with and accompanying the aide.

105 (n) Effective July 1, 2026, all state school service personnel shall receive a 25% pay raise

106 across all salary scales.

NOTE: The purpose of this bill is to provide a 25% pay increase for state school service personnel across all salary scales.

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