

1 **H. B. 2380**

2  
3 (By Delegates Paxton, Caputo and Moye)  
4 [Introduced January 12, 2011; referred to the  
5 Committee on Education then Finance.]

6 **FISCAL**  
7 **NOTE**

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9  
10 A BILL to amend and reenact §18A-4-8a of the Code of West Virginia,  
11 1931, as amended, relating to school service personnel; and  
12 increasing the pay grade of cafeteria managers.

13 *Be it enacted by the Legislature of West Virginia:*

14 That §18A-4-8a of the Code of West Virginia, 1931, as amended,  
15 be amended and reenacted to read as follows:

16 **ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

17 **§18A-4-8a. Service personnel minimum monthly salaries.**

18 (a) The minimum monthly pay for each service employee whose  
19 employment is for a period of more than three and one-half hours a  
20 day shall be at least the amounts indicated in the state minimum  
21 pay scale pay grade and the minimum monthly pay for each service  
22 employee whose employment is for a period of three and one-half  
23 hours or less a day shall be at least one-half the amount indicated

1 in the state minimum pay scale pay grade set forth in this section.

2 **STATE MINIMUM PAY SCALE PAY GRADE**

3 **Years**

**PAY GRADE**

4 <b>Exp.</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
5 0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908
6 1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940
7 2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972
8 3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004
9 4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037
10 5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069
11 6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101
12 7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133
13 8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
14 9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
15 10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
16 11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
17 12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
18 13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
19 14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
20 15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
21 16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
22 17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
23 18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
24 19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
25 20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
26 21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
27 22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614

1	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
2	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
3	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
4	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
5	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
6	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
7	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
8	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
9	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
10	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
11	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
12	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
13	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
14	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
15	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
16	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
17	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
18	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

19 ( C l a s s T i t l e )

20 Pay Grade

21	Accountant I .....	D
22	Accountant II .....	E
23	Accountant III .....	F
24	Accounts Payable Supervisor .....	G
25	Aide I .....	A
26	Aide II .....	B

1 Aide III .....	C
2 Aide IV .....	D
3 Audiovisual Technician .....	C
4 Auditor .....	G
5 Autism Mentor .....	F
6 Braille or Sign Language Specialist .....	E
7 Bus Operator .....	D
8 Buyer .....	F
9 Cabinetmaker .....	G
10 Cafeteria Manager .....	Ⓓ <u>E</u>
11 Carpenter I .....	E
12 Carpenter II .....	F
13 Chief Mechanic .....	G
14 Clerk I .....	B
15 Clerk II.....	C
16 Computer Operator .....	E
17 Cook I .....	A
18 Cook II .....	B
19 Cook III .....	C
20 Crew Leader .....	F
21 Custodian I .....	A
22 Custodian II .....	B
23 Custodian III .....	C
24 Custodian IV .....	D

1	Director or Coordinator of Services .....	H
2	Draftsman .....	D
3	Electrician I .....	F
4	Electrician II .....	G
5	Electronic Technician I .....	F
6	Electronic Technician II .....	G
7	Executive Secretary .....	G
8	Food Services Supervisor .....	G
9	Foreman .....	G
10	General Maintenance .....	C
11	Glazier .....	D
12	Graphic Artist .....	D
13	Groundsman .....	B
14	Handyman .....	B
15	Heating and Air Conditioning Mechanic I .....	E
16	Heating and Air Conditioning Mechanic II .....	G
17	Heavy Equipment Operator .....	E
18	Inventory Supervisor .....	D
19	Key Punch Operator .....	B
20	Licensed Practical Nurse .....	F
21	Locksmith .....	G
22	Lubrication Man .....	C
23	Machinist .....	F
24	Mail Clerk .....	D

1	Maintenance Clerk .....	C
2	Mason .....	G
3	Mechanic .....	F
4	Mechanic Assistant .....	E
5	Office Equipment Repairman I .....	F
6	Office Equipment Repairman II .....	G
7	Painter .....	E
8	Paraprofessional .....	F
9	Payroll Supervisor .....	G
10	Plumber I .....	E
11	Plumber II .....	G
12	Printing Operator .....	B
13	Printing Supervisor .....	D
14	Programmer .....	H
15	Roofing/Sheet Metal Mechanic .....	F
16	Sanitation Plant Operator .....	G
17	School Bus Supervisor .....	E
18	Secretary I .....	D
19	Secretary II .....	E
20	Secretary III .....	F
21	Supervisor of Maintenance .....	H
22	Supervisor of Transportation .....	H
23	Switchboard Operator-Receptionist .....	D
24	Truck Driver .....	D

1	Warehouse Clerk .....	C
2	Watchman .....	B
3	Welder .....	F
4	WVEIS Data Entry and Administrative Clerk .....	B

5       (b) An additional \$12 per month shall be added to the minimum  
6 monthly pay of each service employee who holds a high school  
7 diploma or its equivalent.

8       (c) An additional \$11 per month also shall be added to the  
9 minimum monthly pay of each service employee for each of the  
10 following:

11       (1) A service employee who holds twelve college hours or  
12 comparable credit obtained in a trade or vocational school as  
13 approved by the state board;

14       (2) A service employee who holds twenty-four college hours or  
15 comparable credit obtained in a trade or vocational school as  
16 approved by the state board;

17       (3) A service employee who holds thirty-six college hours or  
18 comparable credit obtained in a trade or vocational school as  
19 approved by the state board;

20       (4) A service employee who holds forty-eight college hours or  
21 comparable credit obtained in a trade or vocational school as  
22 approved by the state board;

23       (5) A service employee who holds sixty college hours or  
24 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

2 (6) A service employee who holds seventy-two college hours or  
3 comparable credit obtained in a trade or vocational school as  
4 approved by the state board;

5 (7) A service employee who holds eighty-four college hours or  
6 comparable credit obtained in a trade or vocational school as  
7 approved by the state board;

8 (8) A service employee who holds ninety-six college hours or  
9 comparable credit obtained in a trade or vocational school as  
10 approved by the state board;

11 (9) A service employee who holds one hundred eight college  
12 hours or comparable credit obtained in a trade or vocational school  
13 as approved by the state board;

14 (10) A service employee who holds one hundred twenty college  
15 hours or comparable credit obtained in a trade or vocational school  
16 as approved by the state board;

17 (d) An additional \$40 per month also shall be added to the  
18 minimum monthly pay of each service employee for each of the  
19 following:

20 (1) A service employee who holds an associate's degree;

21 (2) A service employee who holds a bachelor's degree;

22 (3) A service employee who holds a master's degree;

23 (4) A service employee who holds a doctorate degree.

24 (e) An additional \$11 per month shall be added to the minimum

1 monthly pay of each service employee for each of the following:

2       (1) A service employee who holds a bachelor's degree plus  
3 fifteen college hours;

4       (2) A service employee who holds a master's degree plus  
5 fifteen college hours;

6       (3) A service employee who holds a master's degree plus thirty  
7 college hours;

8       (4) A service employee who holds a master's degree plus forty-  
9 five college hours; and

10       (5) A service employee who holds a master's degree plus sixty  
11 college hours.

12       (f) When any part of a school service employee's daily shift  
13 of work is performed between the hours of six o'clock p.m. and  
14 five o'clock a.m. the following day, the employee shall be paid no  
15 less than an additional \$10 per month and one half of the pay shall  
16 be paid with local funds.

17       (g) Any service employee required to work on any legal school  
18 holiday shall be paid at a rate one and one-half times the  
19 employee's usual hourly rate.

20       (h) Any full-time service personnel required to work in excess  
21 of their normal working day during any week which contains a school  
22 holiday for which they are paid shall be paid for the additional  
23 hours or fraction of the additional hours at a rate of one and one-  
24 half times their usual hourly rate and paid entirely from county

1 board funds.

2 (i) No service employee may have his or her daily work  
3 schedule changed during the school year without the employee's  
4 written consent and the employee's required daily work hours may  
5 not be changed to prevent the payment of time and one-half wages or  
6 the employment of another employee.

7 (j) The minimum hourly rate of pay for extra duty assignments  
8 as defined in section eight-b of this article shall be no less than  
9 one seventh of the employee's daily total salary for each hour the  
10 employee is involved in performing the assignment and paid entirely  
11 from local funds: *Provided*, That an alternative minimum hourly  
12 rate of pay for performing extra duty assignments within a  
13 particular category of employment may be used if the alternate  
14 hourly rate of pay is approved both by the county board and by the  
15 affirmative vote of a two-thirds majority of the regular full-time  
16 employees within that classification category of employment within  
17 that county: *Provided, however*, That the vote shall be by secret  
18 ballot if requested by a service ~~personnel~~ employee within that  
19 classification category within that county. The salary for any  
20 fraction of an hour the employee is involved in performing the  
21 assignment shall be prorated accordingly. When performing extra  
22 duty assignments, employees who are regularly employed on a one-  
23 half day salary basis shall receive the same hourly extra duty  
24 assignment pay computed as though the employee were employed on a

1 full-day salary basis.

2       (k) The minimum pay for any service ~~personnel~~ employees  
3 engaged in the removal of asbestos material or related duties  
4 required for asbestos removal shall be their regular total daily  
5 rate of pay and no less than an additional \$3 per hour or no less  
6 than \$5 per hour for service personnel supervising asbestos removal  
7 responsibilities for each hour these employees are involved in  
8 asbestos related duties. Related duties required for asbestos  
9 removal include, but are not limited to, travel, preparation of the  
10 work site, removal of asbestos decontamination of the work site,  
11 placing and removal of equipment and removal of structures from the  
12 site. If any member of an asbestos crew is engaged in asbestos  
13 related duties outside of the employee's regular employment county,  
14 the daily rate of pay shall be no less than the minimum amount as  
15 established in the employee's regular employment county for  
16 asbestos removal and an additional \$30 per each day the employee is  
17 engaged in asbestos removal and related duties. The additional pay  
18 for asbestos removal and related duties shall be payable entirely  
19 from county funds. Before service personnel ~~employees~~ may be used  
20 in the removal of asbestos material or related duties, they shall  
21 have completed a federal Environmental Protection Act approved  
22 training program and be licensed. The employer shall provide all  
23 necessary protective equipment and maintain all records required by  
24 the Environmental Protection Act.

1           (1) For the purpose of qualifying for additional pay as  
2 provided in section eight, article five of this chapter, an aide  
3 shall be considered to be exercising the authority of a supervisory  
4 aide and control over pupils if the aide is required to supervise,  
5 control, direct, monitor, escort or render service to a child or  
6 children when not under the direct supervision of certified  
7 professional personnel within the classroom, library, hallway,  
8 lunchroom, gymnasium, school building, school grounds or wherever  
9 supervision is required. For purposes of this section, "under the  
10 direct supervision of certified professional personnel" means that  
11 certified professional personnel is present, with and accompanying  
12 the aide.

NOTE: The purpose of this bill is to increase the pay grade of  
cafeteria managers.

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