

COMMITTEE SUBSTITUTE

FOR

Senate Bill No. 186

(By Senators Plymale, Wells, Browning, Edgell,
Boley, Stollings, Jenkins, Foster, Yost and Beach)

[Originating in the Committee on Education;
reported January 20, 2012.]

A BILL to amend and reenact §18A-4-2, §18A-4-5 and §18A-4-8a of the Code of West Virginia, 1931, as amended, all relating to providing salary equity supplement payments to teachers and service personnel in order to achieve salary equity among the counties; specifying the amounts of those equity supplements; changing the methods of calculating the difference in salary potential of school employees among the counties; requiring the Department of Education to request additional funds if it determines the equity objective is not being met; clarifying the amount of equity supplement to be paid from state funds; and deleting obsolete provisions.

Be it enacted by the Legislature of West Virginia:

That §18A-4-2, §18A-4-5 and §18A-4-8a of the Code of West Virginia, 1931, as amended, be amended and reenacted, all to read as follows:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 ~~(a) Effective July 1, 2007, through June 30, 2008, each~~
2 ~~teacher shall receive the amount prescribed in the 2007-08~~
3 ~~State Minimum Salary Schedule as set forth in this section,~~
4 ~~specific additional amounts prescribed in this section or~~
5 ~~article and any county supplement in effect in a county~~
6 ~~pursuant to section five-a of this article during the contract~~
7 ~~year.~~

8 ~~Effective July 1, 2008, through June 30, 2011, each~~
9 ~~teacher shall receive the amount prescribed in the 2008-09~~
10 ~~State Minimum Salary Schedule as set forth in this section,~~
11 ~~specific additional amounts prescribed in this section or~~
12 ~~article and any county supplement in effect in a county~~
13 ~~pursuant to section five-a of this article during the contract~~
14 ~~year.~~

15 (a) Beginning July 1, 2011, and continuing thereafter,
16 each teacher shall receive the amount prescribed in the ~~2011-~~

17 12 State Minimum Salary Schedule as set forth in this
 18 section, specific additional amounts prescribed in this
 19 section or article and any county supplement in effect in a
 20 county pursuant to section five-a of this article during the
 21 contract year.

22 **~~2008-09 STATE MINIMUM SALARY SCHEDULE~~**

23	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
24	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Dec-
25	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
26	0	25,651	26,311	26,575	27,027	28,500	30,355	31,116	31,077	32,630	33,673
27	1	25,979	26,639	26,903	28,345	29,106	30,871	31,635	32,395	33,156	34,191
28	2	26,308	26,967	27,231	28,664	29,425	31,392	32,153	32,914	33,675	34,710
29	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
30	4	27,200	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
31	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
32	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
33	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
34	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
35	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
36	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,069	39,103
37	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
38	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
39	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659

40	14	30,409	31,140	31,412	35,332	36,092	37,060	38,621	39,382	40,142	41,177
41	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
42	16	31,145	31,804	32,068	36,369	37,129	38,897	39,658	40,419	41,179	42,214
43	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
44	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
45	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
46	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
47	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
48	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
49	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
50	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
51	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
52	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
53	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
54	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
55	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
56	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
57	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
58	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
59	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
60	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
61	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

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~~2011-12~~ STATE MINIMUM SALARY SCHEDULE

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(1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11)

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Years 4th 3rd 2nd A.B. M.A. M.A. M.A. Doc-

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Exp. Class Class Class A.B. +15 M.A. +15 +30 +45 torate

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0 26,917 27,606 27,872 29,315 30,076 31,843 32,604 33,365 34,126 35,161

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1 27,245 27,934 28,200 29,833 30,594 32,362 33,123 33,883 34,644 35,679

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2 27,574 28,262 28,528 30,352 31,113 32,880 33,641 34,402 35,163 36,198

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3 27,902 28,590 28,856 30,871 31,631 33,399 34,160 34,920 35,681 36,716

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4 28,474 29,162 29,428 31,633 32,394 34,162 34,923 35,683 36,444 37,479

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5 28,802 29,490 29,756 32,152 32,913 34,680 35,441 36,202 36,963 37,998

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6 29,130 29,818 30,084 32,670 33,431 35,199 35,960 36,720 37,481 38,516

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7 29,458 30,147 30,412 33,189 33,950 35,717 36,478 37,239 38,000 39,035

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8 29,786 30,475 30,741 33,707 34,468 36,236 36,997 37,757 38,518 39,553

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9 30,114 30,803 31,069 34,226 34,987 36,754 37,515 38,276 39,037 40,072

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10 30,443 31,131 31,397 34,746 35,506 37,274 38,035 38,796 39,556 40,591

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11 30,771 31,459 31,725 35,264 36,025 37,793 38,553 39,314 40,075 41,110

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12 31,099 31,787 32,053 35,783 36,543 38,311 39,072 39,833 40,593 41,628

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13 31,427 32,115 32,381 36,301 37,062 38,830 39,590 40,351 41,112 42,147

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14 31,755 32,443 32,709 36,820 37,580 39,348 40,109 40,870 41,630 42,665

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15 32,083 32,771 33,037 37,338 38,099 39,867 40,627 41,388 42,149 43,184

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16 32,411 33,099 33,365 37,857 38,617 40,385 41,146 41,907 42,667 43,702

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17 32,739 33,428 33,693 38,375 39,136 40,904 41,665 42,425 43,186 44,221

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18 33,067 33,756 34,022 38,894 39,655 41,422 42,183 42,944 43,705 44,740

85	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
86	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777
87	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
88	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
89	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
90	24	35,036	35,724	35,990	42,005	42,766	44,534	45,294	46,055	46,816	47,851
91	25	35,364	36,052	36,318	42,524	43,284	45,052	45,813	46,574	47,334	48,369
92	26	35,692	36,380	36,646	43,042	43,803	45,571	46,331	47,092	47,853	48,888
93	27	36,020	36,708	36,974	43,561	44,321	46,089	46,850	47,611	48,371	49,406
94	28	36,348	37,037	37,302	44,079	44,840	46,608	47,368	48,129	48,890	49,925
95	29	36,676	37,365	37,631	44,598	45,358	47,126	47,887	48,648	49,408	50,443
96	30	37,004	37,693	37,959	45,116	45,877	47,645	48,405	49,166	49,927	50,962
97	31	37,333	38,021	38,287	45,635	46,396	48,163	48,924	49,685	50,445	51,480
98	32	37,661	38,349	38,615	46,153	46,914	48,682	49,443	50,203	50,964	51,999
99	33	37,989	38,677	38,943	46,672	47,433	49,200	49,961	50,722	51,483	52,518
100	34	38,317	39,005	39,271	47,190	47,951	49,719	50,480	51,240	52,001	53,036
101	35	38,645	39,333	39,599	47,709	48,470	50,237	50,998	51,759	52,520	53,555

102 (b) \$600 shall be paid annually to each classroom teacher
103 who has at least twenty years of teaching experience. The
104 payments: (I) Shall be in addition to any amounts prescribed
105 in the applicable state minimum salary schedule; (ii) shall be
106 paid in equal monthly installments; and (iii) shall be consid-
107 ered a part of the state minimum salaries for teachers.

108 (c) To meet the objective of salary equity among the
109 counties as set forth in section five of this article, each
110 teacher shall be paid an equity supplement amount as
111 applicable for his or her classification of certification or
112 classification of training and years of experience as follows,
113 subject to the provisions of that section:

114 (1) For “4th Class” at zero years of experience, \$1,781.
115 An additional \$38 shall be paid for each year of experience
116 up to and including thirty-five years of experience;

117 (2) For “3rd Class” at zero years of experience, \$1,796.
118 An additional \$67 shall be paid for each year of experience
119 up to and including thirty-five years of experience;

120 (3) For “2nd Class” at zero years of experience, \$1,877.
121 An additional \$69 shall be paid for each year of experience
122 up to and including thirty-five years of experience;

123 (4) For “A. B.” at zero years of experience, \$2,360. An
124 additional \$69 shall be paid for each year of experience up to
125 and including thirty-five years of experience;

126 (5) For “A. B. + 15” at zero years of experience, \$2,452.
127 An additional \$69 shall be paid for each year of experience
128 up to and including thirty-five years of experience;

129 (6) For “M. A.” at zero years of experience, \$2,644. An
130 additional \$69 shall be paid for each year of experience up to
131 and including thirty-five years of experience;

132 (7) For “M. A. + 15” at zero years of experience, \$2,740.
133 An additional \$69 shall be paid for each year of experience
134 up to and including thirty-five years of experience;

135 (8) For “M. A. + 30” at zero years of experience, \$2,836.
136 An additional \$69 shall be paid for each year of experience
137 up to and including thirty-five years of experience;

138 (9) For “M. A. + 45” at zero years of experience, \$2,836.
139 An additional \$69 shall be paid for each year of experience
140 up to and including thirty-five years of experience; and

141 (10) For “Doctorate” at zero years of experience, \$2,927.
142 An additional \$69 shall be paid for each year of experience
143 up to and including thirty-five years of experience.

144 These payments: (i) Shall be in addition to any amounts
145 prescribed in the applicable State Minimum Salary Sched-
146 ule, any specific additional amounts prescribed in this
147 section and article and any county supplement in effect in a
148 county pursuant to section five-a of this article; (ii) shall be
149 paid in equal monthly installments; and (iii) shall be consid-
150 ered a part of the state minimum salaries for teachers.

§18A-4-5. Salary equity among the counties; state salary supplement.

1 (a) For the purposes of this section, salary equity among
2 the counties means that the salary potential of school
3 employees employed by the various districts throughout the
4 state does not differ by greater than ten percent between
5 those offering the highest salaries and those offering the
6 lowest salaries. In the case of professional educators, the
7 difference shall be calculated ~~utilizing~~ using the average of
8 the professional educator salary schedules, degree classifica-
9 tions B. A. through doctorate and the years of experience
10 provided ~~for~~ in the most recent state minimum salary
11 schedule for teachers, in effect in the ~~five~~ ten counties
12 offering the highest salary schedules compared to the lowest
13 salary schedule in effect among the fifty-five counties. In the
14 case of school service personnel, the difference shall be
15 calculated utilizing the average of the school service person-
16 nel salary schedules, pay grades A through H and the years
17 of experience provided ~~for~~ in the most recent state minimum
18 pay scale pay grade for service personnel, in effect in the ~~five~~
19 ten counties offering the highest salary schedules compared
20 to the lowest salary schedule in effect among the fifty-five

21 counties. ~~Effective July 1, 2013, for both professional~~
22 ~~educators and school service personnel, the differences shall~~
23 ~~be calculated as otherwise required by this subsection except~~
24 ~~that the ten counties offering the highest salary schedules~~
25 ~~shall be compared to the lowest salary schedule in effect~~
26 ~~among the fifty-five counties.~~

27 (b) ~~To assist the state in meeting its~~ meet the objective of
28 salary equity among the counties, as defined in subsection (a)
29 of this section, on and after July 1, 1984, subject to available
30 state appropriations and the conditions set forth herein, each
31 teacher and school service personnel shall receive ~~a supple-~~
32 ~~mental~~ an equity supplement amount as specified in sections
33 two and eight-a, respectively, of this article in addition to
34 the amount from the state minimum salary schedules
35 provided ~~for in this article~~ those sections.

36 (c) State funds for this purpose shall be paid within the
37 West Virginia public school support plan in accordance with
38 article nine-a, chapter eighteen of this code. The amount
39 allocated for salary equity shall be apportioned between
40 teachers and school service personnel in direct proportion to
41 that amount necessary to support the professional salaries
42 and service personnel salaries statewide under sections four,

43 five and eight, article nine-a, chapter eighteen of this code.
44 In the event the Department of Education determines that
45 the objective of salary equity among the counties has not
46 been met, it shall include in its budget request for the public
47 school support plan for the next school year a request for
48 funding sufficient to meet the objective of salary equity
49 through an across-the-board increase in the equity supple-
50 ment amount of the affected class of employees.

51 (d) Pursuant to this section, each teacher and ~~school~~
52 ~~service personnel~~ person shall receive from state funds the
53 equity supplement amount indicated ~~on the applicable State~~
54 ~~Equity Supplement Schedule or Pay Scale for 2010-11,~~
55 ~~maintained by the West Virginia Department of Education~~
56 in subsection (c), section two and subsection (f), section
57 eight-a of this article, as applicable, reduced by any amount
58 provided by the county as a salary supplement for teachers
59 and school service personnel on January 1, 1984. ~~Provided,~~
60 ~~That effective July 1, 2011, the amounts indicated on the~~
61 ~~state Equity Supplement Pay Scale for service personnel is~~
62 ~~increased by \$37 across-the-board.~~

63 (e) The amount received pursuant to this section shall not
64 be decreased as a result of any county supplement increase

65 instituted after January 1, 1984: *Provided*, That any amount
66 received pursuant to this section may be reduced proportion-
67 ately based upon the amount of funds appropriated for this
68 purpose. No county may reduce any salary supplement that
69 was in effect on January 1, 1984, except as permitted by
70 sections five-a and five-b of this article.

71 ~~(f) During its 2011 interim meetings, the Legislative~~
72 ~~Oversight Commission on Education Accountability shall~~
73 ~~conduct a study on whether a recommendation should be~~
74 ~~made to the Legislature for establishing the state Equity~~
75 ~~Supplement Schedule and the state Equity Supplement Pay~~
76 ~~Scale in statute.~~

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

1 (a) The minimum monthly pay for each service employee
2 shall be as follows:

3 ~~(1) Effective July 1, 2010, through June 30, 2011, the~~
4 ~~minimum monthly pay for each service employee whose~~
5 ~~employment is for a period of more than three and one-half~~
6 ~~hours a day shall be at least the amounts indicated in the~~
7 ~~2010-2011 State Minimum Pay Scale Pay Grade and the~~
8 ~~minimum monthly pay for each service employee whose~~
9 ~~employment is for a period of three and one-half hours or~~

10 less a day shall be at least one-half the amount indicated in
 11 the 2010-2011 State Minimum Pay Scale Pay Grade set forth
 12 in this subdivision.

13 (1) Beginning July 1, 2011, and continuing thereafter, the
 14 minimum monthly pay for each service employee whose
 15 employment is for a period of more than three and one-half
 16 hours a day shall be at least the amounts indicated in the
 17 ~~2011-2012~~ State Minimum Pay Scale Pay Grade and the
 18 minimum monthly pay for each service employee whose
 19 employment is for a period of three and one-half hours or
 20 less a day shall be at least one half the amount indicated in
 21 the ~~2011-2012~~ State Minimum Pay Scale Pay Grade set forth
 22 in this section subdivision.

23 ~~2010-2011 STATE MINIMUM PAY SCALE PAY GRADE~~

24 ~~Years~~

25	Exp.	Pay Grade							
26		A	B	C	D	E	F	G	H
27	0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908
28	1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940
29	2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972
30	3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004
31	4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037
32	5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069

33	6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101
34	7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133
35	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
36	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
37	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
38	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
39	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
40	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
41	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
42	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
43	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
44	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
45	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
46	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
47	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
48	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
49	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
50	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
51	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
52	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
53	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
54	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
55	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
56	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
57	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
58	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
59	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935

60	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
61	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
62	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
63	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
64	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
65	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
66	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
67	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

68 ~~2011-2012~~ STATE MINIMUM PAY SCALE PAY GRADE

69 Years

70	Exp.	Pay Grade							
71		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
72	0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
73	1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
74	2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
75	3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054
76	4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
77	5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
78	6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
79	7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
80	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
81	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
82	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
83	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311

84	12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343
85	13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
86	14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
87	15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
88	16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472
89	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
90	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
91	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
92	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
93	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
94	22	2,333	2,354	2,395	2,447	2,498	2,561	2,593	2,666
95	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
96	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
97	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
98	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
99	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
100	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
101	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
102	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
103	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
104	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
105	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
106	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059

107	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
108	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
109	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
110	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
111	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
112	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

113 (2) Each service employee shall receive the amount
 114 prescribed in the Minimum Pay Scale in accordance with the
 115 provisions of this subsection according to their class title and
 116 pay grade as set forth in this subdivision:

117	CLASS TITLE	PAY GRADE
118	Accountant I	D
119	Accountant II	E
120	Accountant III	F
121	Accounts Payable Supervisor	G
122	Aide I	A
123	Aide II	B
124	Aide III	C
125	Aide IV	D
126	Audiovisual Technician	C
127	Auditor	G
128	Autism Mentor	F

129	Braille or Sign Language Specialist	E
130	Bus Operator	D
131	Buyer	F
132	Cabinetmaker	G
133	Cafeteria Manager	D
134	Carpenter I	E
135	Carpenter II	F
136	Chief Mechanic	G
137	Clerk I	B
138	Clerk II	C
139	Computer Operator	E
140	Cook I	A
141	Cook II	B
142	Cook III	C
143	Crew Leader	F
144	Custodian I	A
145	Custodian II	B
146	Custodian III	C
147	Custodian IV	D
148	Director or Coordinator of Services	H
149	Draftsman	D
150	Electrician I	F

151	Electrician II	G
152	Electronic Technician I	F
153	Electronic Technician II	G
154	Executive Secretary	G
155	Food Services Supervisor	G
156	Foreman	G
157	General Maintenance	C
158	Glazier	D
159	Graphic Artist	D
160	Groundsman	B
161	Handyman	B
162	Heating and Air Conditioning Mechanic I	E
163	Heating and Air Conditioning Mechanic II	G
164	Heavy Equipment Operator	E
165	Inventory Supervisor	D
166	Key Punch Operator	B
167	Licensed Practical Nurse	F
168	Locksmith	G
169	Lubrication Man	C
170	Machinist	F
171	Mail Clerk	D
172	Maintenance Clerk	C

173	Mason	G
174	Mechanic	F
175	Mechanic Assistant	E
176	Office Equipment Repairman I	F
177	Office Equipment Repairman II	G
178	Painter	E
179	Paraprofessional	F
180	Payroll Supervisor	G
181	Plumber I	E
182	Plumber II	G
183	Printing Operator	B
184	Printing Supervisor	D
185	Programmer	H
186	Roofing/Sheet Metal Mechanic	F
187	Sanitation Plant Operator	G
188	School Bus Supervisor	E
189	Secretary I	D
190	Secretary II	E
191	Secretary III	F
192	Supervisor of Maintenance	H
193	Supervisor of Transportation	H
194	Switchboard Operator-Receptionist	D

195 Truck Driver D
196 Warehouse Clerk C
197 Watchman B
198 Welder F
199 WVEIS Data Entry and Administrative Clerk B

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

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

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

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

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

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

218 (5) A service employee who holds sixty college hours or
219 comparable credit obtained in a trade or vocational school as
220 approved by the state board;

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

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

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

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

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

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

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

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

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

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

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

244 minimum monthly pay of each service employee for each of

245 the following:

246 (1) A service employee who holds a bachelor's degree

247 plus fifteen college hours;

248 (2) A service employee who holds a master's degree plus

249 fifteen college hours;

250 (3) A service employee who holds a master's degree plus

251 thirty college hours;

252 (4) A service employee who holds a master's degree plus

253 forty-five college hours; and

254 (5) A service employee who holds a master's degree plus

255 sixty college hours.

256 (f) To meet the objective of salary equity among the

257 counties, each service employee shall be paid an equity

258 supplement, as set forth in section five of this article, of \$152

259 per month, subject to the provisions of that section. These

260 payments: (i) Shall be in addition to any amounts prescribed

261 in the applicable State Minimum Pay Scale Pay Grade, any
262 specific additional amounts prescribed in this section and
263 article and any county supplement in effect in a county
264 pursuant to section five-b of this article; (ii) shall be paid in
265 equal monthly installments; and (iii) shall be considered a
266 part of the state minimum salaries for service personnel.

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

272 ~~(g)~~ (h) Any service employee required to work on any
273 legal school holiday shall be paid at a rate one and one-half
274 times the employee's usual hourly rate.

275 ~~(h)~~ (i) Any full-time service personnel required to work
276 in excess of their normal working day during any week
277 which contains a school holiday for which they are paid shall
278 be paid for the additional hours or fraction of the additional
279 hours at a rate of one and one-half times their usual hourly
280 rate and paid entirely from county board funds.

281 ~~(i)~~ (j) No service employee may have his or her daily work
282 schedule changed during the school year without the em-

283 ployee's written consent and the employee's required daily
284 work hours may not be changed to prevent the payment of
285 time and one-half wages or the employment of another
286 employee.

287 (†) (k) The minimum hourly rate of pay for extra duty
288 assignments as defined in section eight-b of this article shall
289 be no less than one seventh of the employee's daily total
290 salary for each hour the employee is involved in performing
291 the assignment and paid entirely from local funds: *Provided*,
292 That an alternative minimum hourly rate of pay for perform-
293 ing extra duty assignments within a particular category of
294 employment may be used if the alternate hourly rate of pay
295 is approved both by the county board and by the affirmative
296 vote of a two-thirds majority of the regular full-time employ-
297 ees within that classification category of employment within
298 that county: *Provided, however*, That the vote shall be by
299 secret ballot if requested by a service ~~personnel-employee~~
300 person within that classification category within that county.

301 The salary for any fraction of an hour the employee is
302 involved in performing the assignment shall be prorated
303 accordingly. When performing extra duty assignments,
304 employees who are regularly employed on a one-half day

305 salary basis shall receive the same hourly extra duty assign-
306 ment pay computed as though the employee were employed
307 on a full-day salary basis.

308 ~~(*)~~ (1) The minimum pay for any service personnel
309 employees engaged in the removal of asbestos material or
310 related duties required for asbestos removal shall be their
311 regular total daily rate of pay and no less than an additional
312 \$3 per hour or no less than \$5 per hour for service personnel
313 supervising asbestos removal responsibilities for each hour
314 these employees are involved in asbestos-related duties.
315 Related duties required for asbestos removal include, but are
316 not limited to, travel, preparation of the work site, removal
317 of asbestos decontamination of the work site, placing and
318 removal of equipment and removal of structures from the
319 site. If any member of an asbestos crew is engaged in
320 asbestos related duties outside of the employee's regular
321 employment county, the daily rate of pay shall be no less
322 than the minimum amount as established in the employee's
323 regular employment county for asbestos removal and an
324 additional \$30 per each day the employee is engaged in
325 asbestos removal and related duties. The additional pay for
326 asbestos removal and related duties shall be payable entirely

327 from county funds. Before service personnel employees may
328 be used in the removal of asbestos material or related duties,
329 they shall have completed a federal Environmental Protec-
330 tion Act approved training program and be licensed. The
331 employer shall provide all necessary protective equipment
332 and maintain all records required by the Environmental
333 Protection Act.

334 (†) (m) For the purpose of qualifying for additional pay as
335 provided in section eight, article five of this chapter, an aide
336 shall be considered to be exercising the authority of a
337 supervisory aide and control over pupils if the aide is
338 required to supervise, control, direct, monitor, escort or
339 render service to a child or children when not under the
340 direct supervision of a certified professional ~~personnel~~
341 person within the classroom, library, hallway, lunchroom,
342 gymnasium, school building, school grounds or wherever
343 supervision is required. For purposes of this section, “under
344 the direct supervision of a certified professional ~~personnel~~
345 person” means that certified professional ~~personnel~~ person
346 is present, with and accompanying the aide.