

1 **H. B. 2343**

2  
3 (By Delegates M. Smith, Perry and Lawrence)  
4 [Introduced February 13, 2013; referred to the  
5 Committee on Education then Finance.]  
6

**FISCAL  
NOTE**

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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 minimum  
12 monthly salaries; increasing the education increment.

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 shall be  
19 as follows:

20 (1) Beginning July 1, 2011, and continuing thereafter, the  
21 minimum monthly pay for each service employee whose employment is  
22 for a period of more than three and one-half hours a day shall be  
23 at least the amounts indicated in the State Minimum Pay Scale Pay

1 Grade and the minimum monthly pay for each service employee whose  
 2 employment is for a period of three and one-half hours or less a  
 3 day shall be at least one half the amount indicated in the State  
 4 Minimum Pay Scale Pay Grade set forth in this subdivision.

## 5 STATE MINIMUM PAY SCALE PAY GRADE

6 Years

7 Exp.	Pay Grade								
8		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
9	0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
10	1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
11	2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
12	3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054
13	4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
14	5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
15	6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
16	7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
17	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
18	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
19	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
20	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
21	12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343
22	13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
23	14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
24	15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
25	16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472
26	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
27	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
28	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
29	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
30	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
31	22	2,333	2,354	2,395	2,447	2,498	2,561	2,593	2,666

1	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
2	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
3	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
4	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
5	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
6	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
7	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
8	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
9	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
10	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
11	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
12	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059
13	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
14	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
15	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
16	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
17	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
18	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

19

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

24 CLASS TITLE	PAY GRADE
25 Accountant I. . . . .	D
26 Accountant II.. . . .	E
27 Accountant III. . . . .	F
28 Accounts Payable Supervisor.. . . .	G
29 Aide I. . . . .	A

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

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

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

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

6           (b) An additional ~~\$12~~ \$15 per month shall be added to the  
7 minimum monthly pay of each service employee who holds a high  
8 school diploma or its equivalent.

9           (c) An additional ~~\$11~~ \$15 per month also shall be added to the  
10 minimum monthly pay of each service employee for each of the  
11 following:

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

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

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

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

24           (5) A service employee who holds sixty college hours or

1 comparable credit obtained in a trade or vocational school as  
2 approved by the state board;

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

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

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

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

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

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

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

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

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

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

1 (e) An additional \$11 per month shall be added to the minimum  
2 monthly pay of each service employee for each of the following:

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

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

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

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

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

13 (f) To meet the objective of salary equity among the counties,  
14 each service employee shall be paid an equity supplement, as set  
15 forth in section five of this article, of \$152 per month, subject  
16 to the provisions of that section. These payments: (i) Shall be in  
17 addition to any amounts prescribed in the applicable State Minimum  
18 Pay Scale Pay Grade, any specific additional amounts prescribed in  
19 this section and article and any county supplement in effect in a  
20 county pursuant to section five-b of this article; (ii) shall be  
21 paid in equal monthly installments; and (iii) shall be considered  
22 a part of the state minimum salaries for service personnel.

23 (g) When any part of a school service employee's daily shift  
24 of work is performed between the hours of six o'clock p. m. and

1 five o'clock a. m. the following day, the employee shall be paid no  
2 less than an additional \$10 per month and one half of the pay shall  
3 be paid with local funds.

4 (h) Any service employee required to work on any legal school  
5 holiday shall be paid at a rate one and one-half times the  
6 employee's usual hourly rate.

7 (i) Any full-time service personnel required to work in excess  
8 of their normal working day during any week which contains a school  
9 holiday for which they are paid shall be paid for the additional  
10 hours or fraction of the additional hours at a rate of one and one-  
11 half times their usual hourly rate and paid entirely from county  
12 board funds.

13 (j) No service employee may have his or her daily work  
14 schedule changed during the school year without the employee's  
15 written consent and the employee's required daily work hours may  
16 not be changed to prevent the payment of time and one-half wages or  
17 the employment of another employee.

18 (k) The minimum hourly rate of pay for extra duty assignments  
19 as defined in section eight-b of this article shall be no less than  
20 one seventh of the employee's daily total salary for each hour the  
21 employee is involved in performing the assignment and paid entirely  
22 from local funds: *Provided*, That an alternative minimum hourly  
23 rate of pay for performing extra duty assignments within a  
24 particular category of employment may be used if the alternate

1 hourly rate of pay is approved both by the county board and by the  
2 affirmative vote of a two-thirds majority of the regular full-time  
3 employees within that classification category of employment within  
4 that county: *Provided, however,* That the vote shall be by secret  
5 ballot if requested by a service person within that classification  
6 category within that county. The salary for any fraction of an  
7 hour the employee is involved in performing the assignment shall be  
8 prorated accordingly. When performing extra duty assignments,  
9 employees who are regularly employed on a one-half day salary basis  
10 shall receive the same hourly extra duty assignment pay computed as  
11 though the employee were employed on a full-day salary basis.

12 (1) The minimum pay for any service personnel employees  
13 engaged in the removal of asbestos material or related duties  
14 required for asbestos removal shall be their regular total daily  
15 rate of pay and no less than an additional \$3 per hour or no less  
16 than \$5 per hour for service personnel supervising asbestos removal  
17 responsibilities for each hour these employees are involved in  
18 asbestos-related duties. Related duties required for asbestos  
19 removal include, but are not limited to, travel, preparation of the  
20 work site, removal of asbestos decontamination of the work site,  
21 placing and removal of equipment and removal of structures from the  
22 site. If any member of an asbestos crew is engaged in asbestos  
23 related duties outside of the employee's regular employment county,  
24 the daily rate of pay shall be no less than the minimum amount as

1 established in the employee's regular employment county for  
2 asbestos removal and an additional \$30 per each day the employee is  
3 engaged in asbestos removal and related duties. The additional pay  
4 for asbestos removal and related duties shall be payable entirely  
5 from county funds. Before service personnel employees may be used  
6 in the removal of asbestos material or related duties, they shall  
7 have completed a federal Environmental Protection Act approved  
8 training program and be licensed. The employer shall provide all  
9 necessary protective equipment and maintain all records required by  
10 the Environmental Protection Act.

11 (m) For the purpose of qualifying for additional pay as  
12 provided in section eight, article five of this chapter, an aide  
13 shall be considered to be exercising the authority of a supervisory  
14 aide and control over pupils if the aide is required to supervise,  
15 control, direct, monitor, escort or render service to a child or  
16 children when not under the direct supervision of a certified  
17 professional person within the classroom, library, hallway,  
18 lunchroom, gymnasium, school building, school grounds or wherever  
19 supervision is required. For purposes of this section, "under the  
20 direct supervision of a certified professional person" means that  
21 certified professional person is present, with and accompanying the  
22 aide.

NOTE: The purpose of this bill is to increase the educational  
increment for school service personnel from \$11 per month to \$15

per month.

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