

COMMITTEE SUBSTITUTE

FOR

COMMITTEE SUBSTITUTE

FOR

## **Senate Bill No. 391**

(By Senators Kessler (Mr. President) and M. Hall,  
By Request of the Executive)

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[Originating in the Committee on Finance;  
reported February 21, 2014.]

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A BILL to amend and reenact §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as amended, all relating to teacher and school service personnel salary increases; establishing a salary goal for certain teachers; adjusting effective dates; and revising state minimum salary schedules for teachers and school service personnel.

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

That §18A-4-2 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) It is the goal of the Legislature to increase the state  
2           minimum salary for teachers with zero years of experience  
3           and an A. B. degree, including the equity supplement, to at  
4           least \$43,000 by fiscal year 2019.

5           ~~(a)~~ (b) Beginning July 1, ~~2011~~ 2014, and continuing  
6 thereafter, each teacher shall receive the amount prescribed  
7 in the State Minimum Salary Schedule as set forth in this  
8 section, specific additional amounts prescribed in this section  
9 or article and any county supplement in effect in a county  
10 pursuant to section five-a of this article during the contract  
11 year.

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## STATE MINIMUM SALARY SCHEDULE

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
Year	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Docr	
Exp:	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate	
13	0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
14	1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
15	2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
16	3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
17	4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
18	5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
19	6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
20	7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035
21	8	29,786	30,475	30,741	33,707	34,468	36,236	36,997	37,757	38,518	39,553
22	9	30,114	30,803	31,069	34,226	34,987	36,754	37,515	38,276	39,037	40,072
23	10	30,443	31,131	31,397	34,746	35,506	37,274	38,035	38,796	39,556	40,591
24	11	30,771	31,459	31,725	35,264	36,025	37,793	38,553	39,314	40,075	41,110
25	12	31,099	31,787	32,053	35,783	36,543	38,311	39,072	39,833	40,593	41,628
26	13	31,427	32,115	32,381	36,301	37,062	38,830	39,590	40,351	41,112	42,147
27	14	31,755	32,443	32,709	36,820	37,580	39,348	40,109	40,870	41,630	42,665
28	15	32,083	32,771	33,037	37,338	38,099	39,867	40,627	41,388	42,149	43,184
29	16	32,411	33,099	33,365	37,857	38,617	40,385	41,146	41,907	42,667	43,702
30	17	32,739	33,428	33,693	38,375	39,136	40,904	41,665	42,425	43,186	44,221
31	18	33,067	33,756	34,022	38,894	39,655	41,422	42,183	42,944	43,705	44,740
32	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
33	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777
34	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
35	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
36	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
37	24	35,036	35,724	35,990	42,005	42,766	44,534	45,294	46,055	46,816	47,851
38	25	35,364	36,052	36,318	42,524	43,284	45,052	45,813	46,574	47,334	48,369
39	26	35,692	36,380	36,646	43,042	43,803	45,571	46,331	47,092	47,853	48,888
40	27	36,020	36,708	36,974	43,561	44,321	46,089	46,850	47,611	48,371	49,406
41	28	36,348	37,037	37,302	44,079	44,840	46,608	47,368	48,129	48,890	49,925
42	29	36,676	37,365	37,631	44,598	45,358	47,126	47,887	48,648	49,408	50,443
43	30	37,004	37,693	37,959	45,116	45,877	47,645	48,405	49,166	49,927	50,962
44	31	37,333	38,021	38,287	45,635	46,396	48,163	48,924	49,685	50,445	51,480
45	32	37,661	38,349	38,615	46,153	46,914	48,682	49,443	50,203	50,964	51,999
46	33	37,989	38,677	38,943	46,672	47,433	49,200	49,961	50,722	51,483	52,518
47	34	38,317	39,005	39,271	47,190	47,951	49,719	50,480	51,240	52,001	53,036
48	35	38,645	39,333	39,599	47,709	48,470	50,237	50,998	51,759	52,520	53,555

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STATE MINIMUM SALARY SCHEDULE

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<u>Years</u>	<u>4th</u>	<u>3rd</u>	<u>2nd</u>		<u>A.B.</u>		<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>Doc-</u>
<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>	<u>A.B.</u>	<u>+15</u>	<u>M.A.</u>	<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>torate</u>
<u>0</u>	<u>27,455</u>	<u>28,158</u>	<u>28,429</u>	<u>29,901</u>	<u>30,678</u>	<u>32,480</u>	<u>33,256</u>	<u>34,032</u>	<u>34,809</u>	<u>35,864</u>
<u>1</u>	<u>27,790</u>	<u>28,493</u>	<u>28,764</u>	<u>30,430</u>	<u>31,206</u>	<u>33,009</u>	<u>33,785</u>	<u>34,561</u>	<u>35,337</u>	<u>36,393</u>
<u>2</u>	<u>28,125</u>	<u>28,827</u>	<u>29,099</u>	<u>30,959</u>	<u>31,735</u>	<u>33,538</u>	<u>34,314</u>	<u>35,090</u>	<u>35,866</u>	<u>36,922</u>
<u>3</u>	<u>28,460</u>	<u>29,162</u>	<u>29,433</u>	<u>31,488</u>	<u>32,264</u>	<u>34,067</u>	<u>34,843</u>	<u>35,618</u>	<u>36,395</u>	<u>37,450</u>
<u>4</u>	<u>29,043</u>	<u>29,745</u>	<u>30,017</u>	<u>32,266</u>	<u>33,042</u>	<u>34,845</u>	<u>35,621</u>	<u>36,397</u>	<u>37,173</u>	<u>38,229</u>
<u>5</u>	<u>29,378</u>	<u>30,080</u>	<u>30,351</u>	<u>32,795</u>	<u>33,571</u>	<u>35,374</u>	<u>36,150</u>	<u>36,926</u>	<u>37,702</u>	<u>38,758</u>
<u>6</u>	<u>29,713</u>	<u>30,414</u>	<u>30,686</u>	<u>33,323</u>	<u>34,100</u>	<u>35,903</u>	<u>36,679</u>	<u>37,454</u>	<u>38,231</u>	<u>39,286</u>
<u>7</u>	<u>30,047</u>	<u>30,750</u>	<u>31,020</u>	<u>33,853</u>	<u>34,629</u>	<u>36,431</u>	<u>37,208</u>	<u>37,984</u>	<u>38,760</u>	<u>39,816</u>
<u>8</u>	<u>30,382</u>	<u>31,085</u>	<u>31,355</u>	<u>34,381</u>	<u>35,157</u>	<u>36,961</u>	<u>37,737</u>	<u>38,512</u>	<u>39,288</u>	<u>40,344</u>
<u>9</u>	<u>30,716</u>	<u>31,419</u>	<u>31,690</u>	<u>34,911</u>	<u>35,687</u>	<u>37,489</u>	<u>38,265</u>	<u>39,042</u>	<u>39,818</u>	<u>40,873</u>
<u>10</u>	<u>31,052</u>	<u>31,754</u>	<u>32,025</u>	<u>35,441</u>	<u>36,216</u>	<u>38,019</u>	<u>38,795</u>	<u>39,572</u>	<u>40,347</u>	<u>41,403</u>
<u>11</u>	<u>31,386</u>	<u>32,088</u>	<u>32,360</u>	<u>35,969</u>	<u>36,746</u>	<u>38,549</u>	<u>39,324</u>	<u>40,100</u>	<u>40,877</u>	<u>41,932</u>
<u>12</u>	<u>31,721</u>	<u>32,423</u>	<u>32,694</u>	<u>36,499</u>	<u>37,274</u>	<u>39,077</u>	<u>39,853</u>	<u>40,630</u>	<u>41,405</u>	<u>42,461</u>
<u>13</u>	<u>32,056</u>	<u>32,757</u>	<u>33,029</u>	<u>37,027</u>	<u>37,803</u>	<u>39,607</u>	<u>40,382</u>	<u>41,158</u>	<u>41,934</u>	<u>42,990</u>
<u>14</u>	<u>32,390</u>	<u>33,092</u>	<u>33,363</u>	<u>37,556</u>	<u>38,332</u>	<u>40,135</u>	<u>40,911</u>	<u>41,687</u>	<u>42,463</u>	<u>43,518</u>
<u>15</u>	<u>32,725</u>	<u>33,426</u>	<u>33,698</u>	<u>38,085</u>	<u>38,861</u>	<u>40,664</u>	<u>41,440</u>	<u>42,216</u>	<u>42,992</u>	<u>44,048</u>
<u>16</u>	<u>33,059</u>	<u>33,761</u>	<u>34,032</u>	<u>38,614</u>	<u>39,389</u>	<u>41,193</u>	<u>41,969</u>	<u>42,745</u>	<u>43,520</u>	<u>44,576</u>
<u>17</u>	<u>33,394</u>	<u>34,097</u>	<u>34,367</u>	<u>39,143</u>	<u>39,919</u>	<u>41,722</u>	<u>42,498</u>	<u>43,274</u>	<u>44,050</u>	<u>45,105</u>
<u>18</u>	<u>33,728</u>	<u>34,431</u>	<u>34,702</u>	<u>39,672</u>	<u>40,448</u>	<u>42,250</u>	<u>43,027</u>	<u>43,803</u>	<u>44,579</u>	<u>45,635</u>
<u>19</u>	<u>34,063</u>	<u>34,766</u>	<u>35,037</u>	<u>40,200</u>	<u>40,976</u>	<u>42,780</u>	<u>43,556</u>	<u>44,331</u>	<u>45,107</u>	<u>46,163</u>
<u>20</u>	<u>34,397</u>	<u>35,100</u>	<u>35,372</u>	<u>40,730</u>	<u>41,506</u>	<u>43,308</u>	<u>44,084</u>	<u>44,861</u>	<u>45,637</u>	<u>46,693</u>
<u>21</u>	<u>34,733</u>	<u>35,435</u>	<u>35,706</u>	<u>41,258</u>	<u>42,034</u>	<u>43,838</u>	<u>44,614</u>	<u>45,389</u>	<u>46,165</u>	<u>47,221</u>
<u>22</u>	<u>35,068</u>	<u>35,769</u>	<u>36,041</u>	<u>41,787</u>	<u>42,564</u>	<u>44,366</u>	<u>45,142</u>	<u>45,918</u>	<u>46,695</u>	<u>47,750</u>
<u>23</u>	<u>35,402</u>	<u>36,104</u>	<u>36,375</u>	<u>42,317</u>	<u>43,092</u>	<u>44,895</u>	<u>45,672</u>	<u>46,447</u>	<u>47,223</u>	<u>48,279</u>
<u>24</u>	<u>35,737</u>	<u>36,438</u>	<u>36,710</u>	<u>42,845</u>	<u>43,621</u>	<u>45,425</u>	<u>46,200</u>	<u>46,976</u>	<u>47,752</u>	<u>48,808</u>
<u>25</u>	<u>36,071</u>	<u>36,773</u>	<u>37,044</u>	<u>43,374</u>	<u>44,150</u>	<u>45,953</u>	<u>46,729</u>	<u>47,505</u>	<u>48,281</u>	<u>49,336</u>
<u>26</u>	<u>36,406</u>	<u>37,108</u>	<u>37,379</u>	<u>43,903</u>	<u>44,679</u>	<u>46,482</u>	<u>47,258</u>	<u>48,034</u>	<u>48,810</u>	<u>49,866</u>
<u>27</u>	<u>36,740</u>	<u>37,442</u>	<u>37,713</u>	<u>44,432</u>	<u>45,207</u>	<u>47,011</u>	<u>47,787</u>	<u>48,563</u>	<u>49,338</u>	<u>50,394</u>
<u>28</u>	<u>37,075</u>	<u>37,778</u>	<u>38,048</u>	<u>44,961</u>	<u>45,737</u>	<u>47,540</u>	<u>48,315</u>	<u>49,092</u>	<u>49,868</u>	<u>50,924</u>
<u>29</u>	<u>37,410</u>	<u>38,112</u>	<u>38,383</u>	<u>45,490</u>	<u>46,265</u>	<u>48,069</u>	<u>48,845</u>	<u>49,621</u>	<u>50,396</u>	<u>51,452</u>
<u>30</u>	<u>37,744</u>	<u>38,447</u>	<u>38,718</u>	<u>46,018</u>	<u>46,795</u>	<u>48,598</u>	<u>49,373</u>	<u>50,149</u>	<u>50,926</u>	<u>51,981</u>
<u>31</u>	<u>38,080</u>	<u>38,781</u>	<u>39,053</u>	<u>46,548</u>	<u>47,324</u>	<u>49,126</u>	<u>49,902</u>	<u>50,679</u>	<u>51,454</u>	<u>52,510</u>
<u>32</u>	<u>38,414</u>	<u>39,116</u>	<u>39,387</u>	<u>47,076</u>	<u>47,852</u>	<u>49,656</u>	<u>50,432</u>	<u>51,207</u>	<u>51,983</u>	<u>53,039</u>
<u>33</u>	<u>38,749</u>	<u>39,451</u>	<u>39,722</u>	<u>47,605</u>	<u>48,382</u>	<u>50,184</u>	<u>50,960</u>	<u>51,736</u>	<u>52,513</u>	<u>53,568</u>
<u>34</u>	<u>39,083</u>	<u>39,785</u>	<u>40,056</u>	<u>48,134</u>	<u>48,910</u>	<u>50,713</u>	<u>51,490</u>	<u>52,265</u>	<u>53,041</u>	<u>54,097</u>
<u>35</u>	<u>39,418</u>	<u>40,120</u>	<u>40,391</u>	<u>48,663</u>	<u>49,439</u>	<u>51,242</u>	<u>52,018</u>	<u>52,794</u>	<u>53,570</u>	<u>54,626</u>

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92           ~~(b)~~ (c) Six hundred dollars shall be paid annually to each  
93 classroom teacher who has at least twenty years of teaching  
94 experience. The payments: (i) Shall be in addition to any  
95 amounts prescribed in the applicable State Minimum Salary  
96 Schedule; (ii) shall be paid in equal monthly installments; and  
97 (iii) shall be considered a part of the state minimum salaries for  
98 teachers.

99           ~~(c)~~ (d) To meet the objective of salary equity among the  
100 counties as set forth in section five of this article, each teacher  
101 shall be paid an equity supplement amount as applicable for his  
102 or her classification of certification or classification of training  
103 and years of experience as follows, subject to the provisions of  
104 that section:

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

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

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

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

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

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

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

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

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129 (9) For “M. A. + 45” at zero years of experience, \$2,836.

130 An additional \$69 shall be paid for each year of experience up

131 to and including thirty-five years of experience; and

132 (10) For “Doctorate” at zero years of experience, \$2,927.

133 An additional \$69 shall be paid for each year of experience up

134 to and including thirty-five years of experience.

135 These payments: (i) Shall be in addition to any amounts

136 prescribed in the applicable State Minimum Salary Schedule,

137 any specific additional amounts prescribed in this section and

138 article and any county supplement in effect in a county

139 pursuant to section five-a of this article; (ii) shall be paid in

140 equal monthly installments; and (iii) shall be considered a part

141 of the state minimum salaries for teachers.

**§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) Beginning July 1, ~~2011~~ 2014, and continuing thereafter,

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

Years Exp:	STATE MINIMUM PAY SCALE PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958
1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990
2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022
3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054
4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087
5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119
6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151
7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183
8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343
13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472



32	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
33	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
34	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
35	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
36	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
37	22	2,333	2,354	2,395	2,447	2,498	2,561	2,592	2,666
38	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
39	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
40	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
41	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
42	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
43	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
44	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
45	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
46	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
47	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
48	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
49	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059
50	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
51	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
52	37	2,819	2,841	2,883	2,936	2,989	3,052	3,084	3,157
53	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
54	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
55	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256

56 57 58 59	STATE MINIMUM PAY SCALE PAY GRADE								
	Years Exp.	A	B	C	D	E	F	G	H
60	<u>0</u>	<u>1,660</u>	<u>1,681</u>	<u>1,723</u>	<u>1,776</u>	<u>1,829</u>	<u>1,892</u>	<u>1,924</u>	<u>1,997</u>
61	<u>1</u>	<u>1,692</u>	<u>1,714</u>	<u>1,755</u>	<u>1,808</u>	<u>1,862</u>	<u>1,925</u>	<u>1,956</u>	<u>2,030</u>
62	<u>2</u>	<u>1,725</u>	<u>1,746</u>	<u>1,788</u>	<u>1,841</u>	<u>1,894</u>	<u>1,957</u>	<u>1,989</u>	<u>2,062</u>
63	<u>3</u>	<u>1,757</u>	<u>1,779</u>	<u>1,821</u>	<u>1,874</u>	<u>1,927</u>	<u>1,990</u>	<u>2,022</u>	<u>2,095</u>
64	<u>4</u>	<u>1,790</u>	<u>1,812</u>	<u>1,853</u>	<u>1,906</u>	<u>1,959</u>	<u>2,023</u>	<u>2,054</u>	<u>2,129</u>
65	<u>5</u>	<u>1,823</u>	<u>1,844</u>	<u>1,886</u>	<u>1,939</u>	<u>1,992</u>	<u>2,055</u>	<u>2,087</u>	<u>2,161</u>
66	<u>6</u>	<u>1,855</u>	<u>1,877</u>	<u>1,920</u>	<u>1,972</u>	<u>2,025</u>	<u>2,088</u>	<u>2,120</u>	<u>2,194</u>
67	<u>7</u>	<u>1,889</u>	<u>1,909</u>	<u>1,952</u>	<u>2,004</u>	<u>2,057</u>	<u>2,121</u>	<u>2,152</u>	<u>2,227</u>
68	<u>8</u>	<u>1,922</u>	<u>1,942</u>	<u>1,985</u>	<u>2,037</u>	<u>2,090</u>	<u>2,153</u>	<u>2,185</u>	<u>2,259</u>
69	<u>9</u>	<u>1,954</u>	<u>1,975</u>	<u>2,018</u>	<u>2,071</u>	<u>2,123</u>	<u>2,186</u>	<u>2,217</u>	<u>2,292</u>
70	<u>10</u>	<u>1,987</u>	<u>2,008</u>	<u>2,050</u>	<u>2,103</u>	<u>2,155</u>	<u>2,220</u>	<u>2,251</u>	<u>2,325</u>
71	<u>11</u>	<u>2,020</u>	<u>2,041</u>	<u>2,083</u>	<u>2,136</u>	<u>2,188</u>	<u>2,252</u>	<u>2,284</u>	<u>2,357</u>
72	<u>12</u>	<u>2,052</u>	<u>2,074</u>	<u>2,115</u>	<u>2,169</u>	<u>2,222</u>	<u>2,285</u>	<u>2,316</u>	<u>2,390</u>
73	<u>13</u>	<u>2,085</u>	<u>2,106</u>	<u>2,148</u>	<u>2,201</u>	<u>2,254</u>	<u>2,317</u>	<u>2,349</u>	<u>2,423</u>
74	<u>14</u>	<u>2,118</u>	<u>2,139</u>	<u>2,181</u>	<u>2,234</u>	<u>2,287</u>	<u>2,350</u>	<u>2,382</u>	<u>2,455</u>
75	<u>15</u>	<u>2,150</u>	<u>2,172</u>	<u>2,213</u>	<u>2,266</u>	<u>2,319</u>	<u>2,383</u>	<u>2,414</u>	<u>2,488</u>
76	<u>16</u>	<u>2,183</u>	<u>2,204</u>	<u>2,246</u>	<u>2,299</u>	<u>2,352</u>	<u>2,415</u>	<u>2,447</u>	<u>2,521</u>
77	<u>17</u>	<u>2,215</u>	<u>2,237</u>	<u>2,280</u>	<u>2,332</u>	<u>2,385</u>	<u>2,448</u>	<u>2,480</u>	<u>2,554</u>
78	<u>18</u>	<u>2,248</u>	<u>2,270</u>	<u>2,312</u>	<u>2,364</u>	<u>2,417</u>	<u>2,481</u>	<u>2,512</u>	<u>2,587</u>
79	<u>19</u>	<u>2,282</u>	<u>2,302</u>	<u>2,345</u>	<u>2,397</u>	<u>2,450</u>	<u>2,513</u>	<u>2,545</u>	<u>2,619</u>
80	<u>20</u>	<u>2,314</u>	<u>2,335</u>	<u>2,378</u>	<u>2,431</u>	<u>2,483</u>	<u>2,546</u>	<u>2,578</u>	<u>2,653</u>
81	<u>21</u>	<u>2,347</u>	<u>2,367</u>	<u>2,410</u>	<u>2,463</u>	<u>2,515</u>	<u>2,579</u>	<u>2,610</u>	<u>2,687</u>
82	<u>22</u>	<u>2,380</u>	<u>2,401</u>	<u>2,443</u>	<u>2,496</u>	<u>2,548</u>	<u>2,612</u>	<u>2,644</u>	<u>2,719</u>
83	<u>23</u>	<u>2,412</u>	<u>2,434</u>	<u>2,476</u>	<u>2,529</u>	<u>2,582</u>	<u>2,646</u>	<u>2,678</u>	<u>2,753</u>
84	<u>24</u>	<u>2,445</u>	<u>2,466</u>	<u>2,508</u>	<u>2,561</u>	<u>2,614</u>	<u>2,680</u>	<u>2,711</u>	<u>2,787</u>

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85	<u>25</u>	<u>2,478</u>	<u>2,499</u>	<u>2,541</u>	<u>2,594</u>	<u>2,648</u>	<u>2,712</u>	<u>2,745</u>	<u>2,819</u>
86	<u>26</u>	<u>2,510</u>	<u>2,532</u>	<u>2,573</u>	<u>2,628</u>	<u>2,682</u>	<u>2,746</u>	<u>2,777</u>	<u>2,853</u>
87	<u>27</u>	<u>2,543</u>	<u>2,564</u>	<u>2,606</u>	<u>2,660</u>	<u>2,714</u>	<u>2,778</u>	<u>2,811</u>	<u>2,886</u>
88	<u>28</u>	<u>2,576</u>	<u>2,597</u>	<u>2,640</u>	<u>2,694</u>	<u>2,748</u>	<u>2,812</u>	<u>2,845</u>	<u>2,920</u>
89	<u>29</u>	<u>2,608</u>	<u>2,631</u>	<u>2,673</u>	<u>2,726</u>	<u>2,781</u>	<u>2,846</u>	<u>2,877</u>	<u>2,954</u>
90	<u>30</u>	<u>2,642</u>	<u>2,663</u>	<u>2,707</u>	<u>2,760</u>	<u>2,814</u>	<u>2,878</u>	<u>2,911</u>	<u>2,987</u>
91	<u>31</u>	<u>2,675</u>	<u>2,697</u>	<u>2,741</u>	<u>2,794</u>	<u>2,848</u>	<u>2,912</u>	<u>2,945</u>	<u>3,020</u>
92	<u>32</u>	<u>2,709</u>	<u>2,730</u>	<u>2,773</u>	<u>2,827</u>	<u>2,880</u>	<u>2,946</u>	<u>2,977</u>	<u>3,054</u>
93	<u>33</u>	<u>2,743</u>	<u>2,763</u>	<u>2,807</u>	<u>2,861</u>	<u>2,914</u>	<u>2,978</u>	<u>3,011</u>	<u>3,087</u>
94	<u>34</u>	<u>2,775</u>	<u>2,797</u>	<u>2,841</u>	<u>2,895</u>	<u>2,948</u>	<u>3,012</u>	<u>3,045</u>	<u>3,120</u>
95	<u>35</u>	<u>2,809</u>	<u>2,831</u>	<u>2,873</u>	<u>2,927</u>	<u>2,980</u>	<u>3,046</u>	<u>3,078</u>	<u>3,154</u>
96	<u>36</u>	<u>2,843</u>	<u>2,864</u>	<u>2,907</u>	<u>2,961</u>	<u>3,015</u>	<u>3,079</u>	<u>3,112</u>	<u>3,186</u>
97	<u>37</u>	<u>2,875</u>	<u>2,898</u>	<u>2,941</u>	<u>2,995</u>	<u>3,049</u>	<u>3,113</u>	<u>3,145</u>	<u>3,220</u>
98	<u>38</u>	<u>2,909</u>	<u>2,930</u>	<u>2,973</u>	<u>3,027</u>	<u>3,081</u>	<u>3,146</u>	<u>3,178</u>	<u>3,254</u>
99	<u>39</u>	<u>2,943</u>	<u>2,964</u>	<u>3,007</u>	<u>3,061</u>	<u>3,115</u>	<u>3,179</u>	<u>3,212</u>	<u>3,286</u>
100	<u>40</u>	<u>2,975</u>	<u>2,998</u>	<u>3,040</u>	<u>3,094</u>	<u>3,149</u>	<u>3,213</u>	<u>3,245</u>	<u>3,320</u>

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

105	CLASS TITLE	PAY GRADE
106	Accountant I . . . . .	D
107	Accountant II . . . . .	E

108	Accountant III	F
109	Accounts Payable Supervisor	G
110	Aide I	A
111	Aide II	B
112	Aide III	C
113	Aide IV	D
114	Audiovisual Technician	C
115	Auditor	G
116	Autism Mentor	F
117	Braille Specialist	E
118	Bus Operator	D
119	Buyer	F
120	Cabinetmaker	G
121	Cafeteria Manager	D
122	Carpenter I	E
123	Carpenter II	F
124	Chief Mechanic	G
125	Clerk I	B
126	Clerk II	C

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127 Computer Operator ..... E

128 Cook I ..... A

129 Cook II ..... B

130 Cook III ..... C

131 Crew Leader ..... F

132 Custodian I ..... A

133 Custodian II ..... B

134 Custodian III ..... C

135 Custodian IV ..... D

136 Director or Coordinator of Services ..... H

137 Draftsman ..... D

138 Early Childhood Classroom Assistant Teacher -

139 Temporary Authorization ..... E

140 Early Childhood Classroom Assistant Teacher -

141 Permanent Authorization ..... E

142 Early Childhood Classroom Assistant Teacher -

143 Paraprofessional Certificate ..... F

144 Educational Sign Language Interpreter I ..... F

145 Educational Sign Language Interpreter II ..... G

146	Electrician I . . . . .	F
147	Electrician II . . . . .	G
148	Electronic Technician I . . . . .	F
149	Electronic Technician II . . . . .	G
150	Executive Secretary . . . . .	G
151	Food Services Supervisor . . . . .	G
152	Foreman . . . . .	G
153	General Maintenance . . . . .	C
154	Glazier . . . . .	D
155	Graphic Artist . . . . .	D
156	Groundsman . . . . .	B
157	Handyman . . . . .	B
158	Heating and Air Conditioning Mechanic I . . . . .	E
159	Heating and Air Conditioning Mechanic II . . . . .	G
160	Heavy Equipment Operator . . . . .	E
161	Inventory Supervisor . . . . .	D
162	Key Punch Operator . . . . .	B
163	Licensed Practical Nurse . . . . .	F
164	Locksmith . . . . .	G

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165	Lubrication Man . . . . .	C
166	Machinist . . . . .	F
167	Mail Clerk . . . . .	D
168	Maintenance Clerk . . . . .	C
169	Mason . . . . .	G
170	Mechanic . . . . .	F
171	Mechanic Assistant . . . . .	E
172	Office Equipment Repairman I . . . . .	F
173	Office Equipment Repairman II . . . . .	G
174	Painter . . . . .	E
175	Paraprofessional . . . . .	F
176	Payroll Supervisor . . . . .	G
177	Plumber I . . . . .	E
178	Plumber II . . . . .	G
179	Printing Operator . . . . .	B
180	Printing Supervisor . . . . .	D
181	Programmer . . . . .	H
182	Roofing/Sheet Metal Mechanic . . . . .	F
183	Sanitation Plant Operator . . . . .	G

184	School Bus Supervisor . . . . .	E
185	Secretary I . . . . .	D
186	Secretary II . . . . .	E
187	Secretary III . . . . .	F
188	Sign Support Specialist . . . . .	E
189	Supervisor of Maintenance . . . . .	H
190	Supervisor of Transportation . . . . .	H
191	Switchboard Operator-Receptionist . . . . .	D
192	Truck Driver . . . . .	D
193	Warehouse Clerk . . . . .	C
194	Watchman . . . . .	B
195	Welder . . . . .	F
196	WVEIS Data Entry and Administrative Clerk . . . . .	B

197       (b) An additional \$12 per month is added to the minimum  
198 monthly pay of each service person who holds a high school  
199 diploma or its equivalent.

200       (c) An additional \$11 per month also is added to the  
201 minimum monthly pay of each service person for each of the  
202 following:



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203           (1) A service person who holds twelve college hours or  
204 comparable credit obtained in a trade or vocational school as  
205 approved by the state board;

206           (2) A service person who holds twenty-four college hours  
207 or comparable credit obtained in a trade or vocational school  
208 as approved by the state board;

209           (3) A service person who holds thirty-six college hours or  
210 comparable credit obtained in a trade or vocational school as  
211 approved by the state board;

212           (4) A service person who holds forty-eight college hours  
213 or comparable credit obtained in a trade or vocational school  
214 as approved by the state board;

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

218           (6) A service person who holds seventy-two college  
219 hours or comparable credit obtained in a trade or vocational  
220 school as approved by the state board;

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

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

227           (9) A service person who holds one hundred eight college  
228           hours or comparable credit obtained in a trade or vocational  
229           school as approved by the state board;

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

233           (d) An additional \$40 per month also is added to the  
234           minimum monthly pay of each service person for each of the  
235           following:

236           (1) A service person who holds an associate's degree;

237           (2) A service person who holds a bachelor's degree;

238           (3) A service person who holds a master's degree;

239           (4) A service person who holds a doctorate degree.

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240 (e) An additional \$11 per month is added to the minimum  
241 monthly pay of each service person for each of the following:

242 (1) A service person who holds a bachelor's degree plus  
243 fifteen college hours;

244 (2) A service person who holds a master's degree plus  
245 fifteen college hours;

246 (3) A service person who holds a master's degree plus  
247 thirty college hours;

248 (4) A service person who holds a master's degree plus  
249 forty-five college hours; and

250 (5) A service person who holds a master's degree plus  
251 sixty college hours.

252 (f) To meet the objective of salary equity among the  
253 counties, each service person is paid an equity supplement, as  
254 set forth in section five of this article, of ~~\$152~~ \$164 per  
255 month, subject to the provisions of that section. These  
256 payments: (i) Are in addition to any amounts prescribed in  
257 the applicable State Minimum Pay Scale Pay Grade, any  
258 specific additional amounts prescribed in this section and

259 article and any county supplement in effect in a county  
260 pursuant to section five-b of this article; (ii) ~~is~~ are paid in  
261 equal monthly installments; and (iii) ~~is~~ are considered a part  
262 of the state minimum salaries for service personnel.

263 (g) When any part of a school service person's daily shift  
264 of work is performed between the hours of six o'clock p. m.  
265 and five o'clock a. m. the following day, the employee is paid  
266 no less than an additional \$10 per month and one half of the  
267 pay is paid with local funds.

268 (h) Any service person required to work on any legal  
269 school holiday is paid at a rate one and one-half times the  
270 person's usual hourly rate.

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

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277 (j) A service person may not have his or her daily work  
278 schedule changed during the school year without the  
279 employee's written consent and the person's required daily  
280 work hours may not be changed to prevent the payment of  
281 time and one-half wages or the employment of another  
282 employee.

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

296 that classification category within that county. The salary for  
297 any fraction of an hour the employee is involved in  
298 performing the assignment is prorated accordingly. When  
299 performing extra duty assignments, persons who are regularly  
300 employed on a one-half day salary basis shall receive the  
301 same hourly extra duty assignment pay computed as though  
302 the person were employed on a full-day salary basis.

303 (l) The minimum pay for any service personnel engaged  
304 in the removal of asbestos material or related duties required  
305 for asbestos removal is their regular total daily rate of pay  
306 and no less than an additional \$3 per hour or no less than \$5  
307 per hour for service personnel supervising asbestos removal  
308 responsibilities for each hour these employees are involved  
309 in asbestos-related duties. Related duties required for  
310 asbestos removal include, but are not limited to, travel,  
311 preparation of the work site, removal of asbestos  
312 decontamination of the work site, placing and removal of  
313 equipment and removal of structures from the site. If any  
314 member of an asbestos crew is engaged in asbestos related

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315 duties outside of the employee's regular employment county,  
316 the daily rate of pay is no less than the minimum amount as  
317 established in the employee's regular employment county for  
318 asbestos removal and an additional \$30 per each day the  
319 employee is engaged in asbestos removal and related duties.  
320 The additional pay for asbestos removal and related duties  
321 shall be payable entirely from county funds. Before service  
322 personnel may be used in the removal of asbestos material or  
323 related duties, they shall have completed a federal  
324 Environmental Protection Act-approved training program and  
325 be licensed. The employer shall provide all necessary  
326 protective equipment and maintain all records required by the  
327 Environmental Protection Act.

328 (m) For the purpose of qualifying for additional pay as  
329 provided in section eight, article five of this chapter, an aide  
330 is considered to be exercising the authority of a supervisory  
331 aide and control over pupils if the aide is required to  
332 supervise, control, direct, monitor, escort or render service to  
333 a child or children when not under the direct supervision of

334 a certified professional person within the classroom, library,  
335 hallway, lunchroom, gymnasium, school building, school  
336 grounds or wherever supervision is required. For purposes of  
337 this section, “under the direct supervision of a certified  
338 professional person” means that certified professional person  
339 is present, with and accompanying the aide.