

WEST VIRGINIA LEGISLATURE
EIGHTY-FIRST LEGISLATURE
REGULAR SESSION, 2014



ENROLLED

COMMITTEE SUBSTITUTE

FOR

COMMITTEE SUBSTITUTE

FOR

Senate Bill No. 391

(BY SENATORS KESSLER (MR. PRESIDENT) AND M. HALL,
BY REQUEST OF THE EXECUTIVE)

[PASSED MARCH 8, 2014; TO TAKE EFFECT JULY 1, 2014.]

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[Passed March 8, 2014; to take effect July 1, 2014.]

AN ACT to amend and reenact §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as amended, all relating generally to increasing compensation for teachers and school service personnel; and expressing legislative goal.

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

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STATE MINIMUM SALARY SCHEDULE

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Years Exp.	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	27,917	28,606	28,872	30,315	31,076	32,843	33,604	34,365	35,126	36,161
1	28,245	28,934	29,200	30,833	31,594	33,362	34,123	34,883	35,644	36,679
2	28,574	29,262	29,528	31,352	32,113	33,880	34,641	35,402	36,163	37,198
3	28,902	29,590	29,856	31,871	32,631	34,399	35,160	35,920	36,681	37,716
4	29,474	30,162	30,428	32,633	33,394	35,162	35,923	36,683	37,444	38,479
5	29,802	30,490	30,756	33,152	33,913	35,680	36,441	37,202	37,963	38,998
6	30,130	30,818	31,084	33,670	34,431	36,199	36,960	37,720	38,481	39,516
7	30,458	31,147	31,412	34,189	34,950	36,717	37,478	38,239	39,000	40,035
8	30,786	31,475	31,741	34,707	35,468	37,236	37,997	38,757	39,518	40,553
9	31,114	31,803	32,069	35,226	35,987	37,754	38,515	39,276	40,037	41,072
10	31,443	32,131	32,397	35,746	36,506	38,274	39,035	39,796	40,556	41,591
11	31,771	32,459	32,725	36,264	37,025	38,793	39,553	40,314	41,075	42,110
12	32,099	32,787	33,053	36,783	37,543	39,311	40,072	40,833	41,593	42,628
13	32,427	33,115	33,381	37,301	38,062	39,830	40,590	41,351	42,112	43,147
14	32,755	33,443	33,709	37,820	38,580	40,348	41,109	41,870	42,630	43,665
15	33,083	33,771	34,037	38,338	39,099	40,867	41,627	42,388	43,149	44,184
16	33,411	34,099	34,365	38,857	39,617	41,385	42,146	42,907	43,667	44,702
17	33,739	34,428	34,693	39,375	40,136	41,904	42,665	43,425	44,186	45,221
18	34,067	34,756	35,022	39,894	40,655	42,422	43,183	43,944	44,705	45,740
19	34,395	35,084	35,350	40,412	41,173	42,941	43,702	44,462	45,223	46,258
20	34,723	35,412	35,678	40,931	41,692	43,459	44,220	44,981	45,742	46,777

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35	21	35,052	35,740	36,006	41,449	42,210	43,978	44,739	45,499	46,260	47,295
36	22	35,380	36,068	36,334	41,968	42,729	44,496	45,257	46,018	46,779	47,814
37	23	35,708	36,396	36,662	42,487	43,247	45,015	45,776	46,536	47,297	48,332
38	24	36,036	36,724	36,990	43,005	43,766	45,534	46,294	47,055	47,816	48,851
39	25	36,364	37,052	37,318	43,524	44,284	46,052	46,813	47,574	48,334	49,369
40	26	36,692	37,380	37,646	44,042	44,803	46,571	47,331	48,092	48,853	49,888
41	27	37,020	37,708	37,974	44,561	45,321	47,089	47,850	48,611	49,371	50,406
42	28	37,348	38,037	38,302	45,079	45,840	47,608	48,368	49,129	49,890	50,925
43	29	37,676	38,365	38,631	45,598	46,358	48,126	48,887	49,648	50,408	51,443
44	30	38,004	38,693	38,959	46,116	46,877	48,645	49,405	50,166	50,927	51,962
45	31	38,333	39,021	39,287	46,635	47,396	49,163	49,924	50,685	51,445	52,480
46	32	38,661	39,349	39,615	47,153	47,914	49,682	50,443	51,203	51,964	52,999
47	33	38,989	39,677	39,943	47,672	48,433	50,200	50,961	51,722	52,483	53,518
48	34	39,317	40,005	40,271	48,190	48,951	50,719	51,480	52,240	53,001	54,036
49	35	39,645	40,333	40,599	48,709	49,470	51,237	51,998	52,759	53,520	54,555

50 (c) Six hundred dollars shall be paid annually to each
51 classroom teacher who has at least twenty years of teaching
52 experience. The payments: (i) Shall be in addition to any
53 amounts prescribed in the applicable State Minimum Salary
54 Schedule; (ii) shall be paid in equal monthly installments; and
55 (iii) shall be considered a part of the state minimum salaries
56 for teachers.

57 (d) To meet the objective of salary equity among the
58 counties as set forth in section five of this article, each
59 teacher shall be paid an equity supplement amount as
60 applicable for his or her classification of certification or
61 classification of training and years of experience as follows,
62 subject to the provisions of that section:

63 (1) For "4th Class" at zero years of experience, \$1,781.
64 An additional \$38 shall be paid for each year of experience
65 up to and including thirty-five years of experience;

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

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

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

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

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

81 (7) For “M. A. + 15” at zero years of experience,
82 \$2,740. An additional \$69 shall be paid for each year of
83 experience up to and including thirty-five years of
84 experience;

85 (8) For “M. A. + 30” at zero years of experience,
86 \$2,836. An additional \$69 shall be paid for each year of
87 experience up to and including thirty-five years of
88 experience;

89 (9) For “M. A. + 45” at zero years of experience,
90 \$2,836. An additional \$69 shall be paid for each year of
91 experience up to and including thirty-five years of
92 experience; and

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

96 These payments: (i) Shall be in addition to any amounts
 97 prescribed in the applicable State Minimum Salary Schedule,
 98 any specific additional amounts prescribed in this section and
 99 article and any county supplement in effect in a county
 100 pursuant to section five-a of this article; (ii) shall be paid in
 101 equal monthly installments; and (iii) shall be considered a
 102 part 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, 2014, and continuing thereafter, 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 State
 7 Minimum Pay Scale Pay Grade and the minimum monthly
 8 pay for each service employee whose employment is for a
 9 period of three and one-half hours or less a day shall be at
 10 least one half the amount indicated in the State Minimum Pay
 11 Scale Pay Grade set forth in this subdivision.

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STATE MINIMUM PAY SCALE PAY GRADE

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Years Exp.	Pay Grade							
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
0	1,660	1,681	1,723	1,776	1,829	1,892	1,924	1,997
1	1,692	1,714	1,755	1,808	1,862	1,925	1,956	2,030
2	1,725	1,746	1,788	1,841	1,894	1,957	1,989	2,062
3	1,757	1,779	1,821	1,874	1,927	1,990	2,022	2,095

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20	4	1,790	1,812	1,853	1,906	1,959	2,023	2,054	2,129
21	5	1,823	1,844	1,886	1,939	1,992	2,055	2,087	2,161
22	6	1,855	1,877	1,920	1,972	2,025	2,088	2,120	2,194
23	7	1,889	1,909	1,952	2,004	2,057	2,121	2,152	2,227
24	8	1,922	1,942	1,985	2,037	2,090	2,153	2,185	2,259
25	9	1,954	1,975	2,018	2,071	2,123	2,186	2,217	2,292
26	10	1,987	2,008	2,050	2,103	2,155	2,220	2,251	2,325
27	11	2,020	2,041	2,083	2,136	2,188	2,252	2,284	2,357
28	12	2,052	2,074	2,115	2,169	2,222	2,285	2,316	2,390
29	13	2,085	2,106	2,148	2,201	2,254	2,317	2,349	2,423
30	14	2,118	2,139	2,181	2,234	2,287	2,350	2,382	2,455
31	15	2,150	2,172	2,213	2,266	2,319	2,383	2,414	2,488
32	16	2,183	2,204	2,246	2,299	2,352	2,415	2,447	2,521
33	17	2,215	2,237	2,280	2,332	2,385	2,448	2,480	2,554
34	18	2,248	2,270	2,312	2,364	2,417	2,481	2,512	2,587
35	19	2,282	2,302	2,345	2,397	2,450	2,513	2,545	2,619
36	20	2,314	2,335	2,378	2,431	2,483	2,546	2,578	2,653
37	21	2,347	2,367	2,410	2,463	2,515	2,579	2,610	2,687
38	22	2,380	2,401	2,443	2,496	2,548	2,612	2,644	2,719
39	23	2,412	2,434	2,476	2,529	2,582	2,646	2,678	2,753
40	24	2,445	2,466	2,508	2,561	2,614	2,680	2,711	2,787
41	25	2,478	2,499	2,541	2,594	2,648	2,712	2,745	2,819
42	26	2,510	2,532	2,573	2,628	2,682	2,746	2,777	2,853
43	27	2,543	2,564	2,606	2,660	2,714	2,778	2,811	2,886
44	28	2,576	2,597	2,640	2,694	2,748	2,812	2,845	2,920
45	29	2,608	2,631	2,673	2,726	2,781	2,846	2,877	2,954
46	30	2,642	2,663	2,707	2,760	2,814	2,878	2,911	2,987
47	31	2,675	2,697	2,741	2,794	2,848	2,912	2,945	3,020
48	32	2,709	2,730	2,773	2,827	2,880	2,946	2,977	3,054

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49	33	2,743	2,763	2,807	2,861	2,914	2,978	3,011	3,087
50	34	2,775	2,797	2,841	2,895	2,948	3,012	3,045	3,120
51	35	2,809	2,831	2,873	2,927	2,980	3,046	3,078	3,154
52	36	2,843	2,864	2,907	2,961	3,015	3,079	3,112	3,186
53	37	2,875	2,898	2,941	2,995	3,049	3,113	3,145	3,220
54	38	2,909	2,930	2,973	3,027	3,081	3,146	3,178	3,254
55	39	2,943	2,964	3,007	3,061	3,115	3,179	3,212	3,286
56	40	2,975	2,998	3,040	3,094	3,149	3,213	3,245	3,320

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

61	CLASS TITLE	PAY GRADE
62	Accountant I	D
63	Accountant II	E
64	Accountant III	F
65	Accounts Payable Supervisor	G
66	Aide I	A
67	Aide II	B
68	Aide III	C
69	Aide IV	D
70	Audiovisual Technician	C
71	Auditor	G

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72 Autism Mentor	F
73 Braille Specialist	E
74 Bus Operator	D
75 Buyer	F
76 Cabinetmaker	G
77 Cafeteria Manager	D
78 Carpenter I	E
79 Carpenter II	F
80 Chief Mechanic	G
81 Clerk I	B
82 Clerk II	C
83 Computer Operator	E
84 Cook I	A
85 Cook II	B
86 Cook III	C
87 Crew Leader	F
88 Custodian I	A
89 Custodian II	B

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90	Custodian III	C
91	Custodian IV	D
92	Director or Coordinator of Services	H
93	Draftsman	D
94	Early Childhood Classroom Assistant Teacher -	
95	Temporary Authorization	E
96	Early Childhood Classroom Assistant Teacher -	
97	Permanent Authorization	E
98	Early Childhood Classroom Assistant Teacher -	
99	Paraprofessional Certificate	F
100	Educational Sign Language Interpreter I	F
101	Educational Sign Language Interpreter II	G
102	Electrician I	F
103	Electrician II	G
104	Electronic Technician I	F
105	Electronic Technician II	G
106	Executive Secretary	G
107	Food Services Supervisor	G

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108 Foreman	G
109 General Maintenance	C
110 Glazier	D
111 Graphic Artist	D
112 Groundsman	B
113 Handyman	B
114 Heating and Air Conditioning Mechanic I	E
115 Heating and Air Conditioning Mechanic II	G
116 Heavy Equipment Operator	E
117 Inventory Supervisor	D
118 Key Punch Operator	B
119 Licensed Practical Nurse	F
120 Locksmith	G
121 Lubrication Man	C
122 Machinist	F
123 Mail Clerk	D
124 Maintenance Clerk	C
125 Mason	G

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126	Mechanic	F
127	Mechanic Assistant	E
128	Office Equipment Repairman I	F
129	Office Equipment Repairman II	G
130	Painter	E
131	Paraprofessional	F
132	Payroll Supervisor	G
133	Plumber I	E
134	Plumber II	G
135	Printing Operator	B
136	Printing Supervisor	D
137	Programmer	H
138	Roofing/Sheet Metal Mechanic	F
139	Sanitation Plant Operator	G
140	School Bus Supervisor	E
141	Secretary I	D
142	Secretary II	E
143	Secretary III	F

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144 Sign Support Specialist E

145 Supervisor of Maintenance H

146 Supervisor of Transportation H

147 Switchboard Operator-Receptionist D

148 Truck Driver D

149 Warehouse Clerk C

150 Watchman B

151 Welder F

152 WVEIS Data Entry and Administrative Clerk B

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

208 (f) To meet the objective of salary equity among the
209 counties, each service person is paid an equity supplement, as
210 set forth in section five of this article, of \$164 per month,
211 subject to the provisions of that section. These payments: (i)
212 Are in addition to any amounts prescribed in the applicable
213 State Minimum Pay Scale Pay Grade, any specific additional
214 amounts prescribed in this section and article and any county
215 supplement in effect in a county pursuant to section five-b of
216 this article; (ii) are paid in equal monthly installments; and

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217 (iii) are considered a part of the state minimum salaries for
218 service personnel.

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

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

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

233 (j) A service person may not have his or her daily work
234 schedule changed during the school year without the
235 employee's written consent and the person's required daily
236 work hours may not be changed to prevent the payment of
237 time and one-half wages or the employment of another
238 employee.

239 (k) The minimum hourly rate of pay for extra duty
240 assignments as defined in section eight-b of this article is no
241 less than one seventh of the person's daily total salary for
242 each hour the person is involved in performing the
243 assignment and paid entirely from local funds: *Provided,*
244 That an alternative minimum hourly rate of pay for
245 performing extra duty assignments within a particular
246 category of employment may be used if the alternate hourly
247 rate of pay is approved both by the county board and by the

248 affirmative vote of a two-thirds majority of the regular
249 full-time persons within that classification category of
250 employment within that county: *Provided, however,* That the
251 vote is by secret ballot if requested by a service person within
252 that classification category within that county. The salary for
253 any fraction of an hour the employee is involved in
254 performing the assignment is prorated accordingly. When
255 performing extra duty assignments, persons who are regularly
256 employed on a one-half day salary basis shall receive the
257 same hourly extra duty assignment pay computed as though
258 the person were employed on a full-day salary basis.

259 (l) The minimum pay for any service personnel engaged
260 in the removal of asbestos material or related duties required
261 for asbestos removal is their regular total daily rate of pay
262 and no less than an additional \$3 per hour or no less than \$5
263 per hour for service personnel supervising asbestos removal
264 responsibilities for each hour these employees are involved
265 in asbestos-related duties. Related duties required for
266 asbestos removal include, but are not limited to, travel,
267 preparation of the work site, removal of asbestos
268 decontamination of the work site, placing and removal of
269 equipment and removal of structures from the site. If any
270 member of an asbestos crew is engaged in asbestos related
271 duties outside of the employee's regular employment county,
272 the daily rate of pay is no less than the minimum amount as
273 established in the employee's regular employment county for
274 asbestos removal and an additional \$30 per each day the
275 employee is engaged in asbestos removal and related duties.
276 The additional pay for asbestos removal and related duties
277 shall be payable entirely from county funds. Before service
278 personnel may be used in the removal of asbestos material or
279 related duties, they shall have completed a federal
280 Environmental Protection Act-approved training program and
281 be licensed. The employer shall provide all necessary

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282 protective equipment and maintain all records required by the
283 Environmental Protection Act.

284 (m) For the purpose of qualifying for additional pay as
285 provided in section eight, article five of this chapter, an aide
286 is considered to be exercising the authority of a supervisory
287 aide and control over pupils if the aide is required to
288 supervise, control, direct, monitor, escort or render service to
289 a child or children when not under the direct supervision of
290 a certified professional person within the classroom, library,
291 hallway, lunchroom, gymnasium, school building, school
292 grounds or wherever supervision is required. For purposes of
293 this section, “under the direct supervision of a certified
294 professional person” means that certified professional person
295 is present, with and accompanying the aide.

The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

.....
Chairman Senate Committee

.....
Chairman House Committee

Originated in the Senate.

To take effect July 1, 2014.

.....
Clerk of the Senate

.....
Clerk of the House of Delegates

.....
President of the Senate

.....
Speaker of the House of Delegates

The within this
the Day of, 2014.

.....
Governor