

# H. B. 3018

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(BY DELEGATE(S) PASDON, ESPINOSA, STATLER,  
DUKE, KELLY AND KURCABA)

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(Originating in the House Committee on Education)  
[February 27, 2015]

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A BILL to amend and reenact §18A-4-5 of the code of West Virginia, 1931, as amended, relating to increasing the allowable range of difference in salary potential of school employees in different counties.

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

That §18A-4-5 of the code of West Virginia, 1931, as amended, be amended and reenacted to read as follows:

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

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

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

18 schedules compared to the lowest salary schedule in effect  
19 among the fifty-five counties.

20 (b) To meet the objective of salary equity among the  
21 counties, as defined in subsection (a) of this section, on and after  
22 July 1, 1984, subject to available state appropriations and the  
23 conditions set forth herein, each teacher and school service  
24 personnel shall receive an equity supplement amount as  
25 specified in sections two and eight-a, respectively, of this article  
26 in addition to the amount from the state minimum salary  
27 schedules provided in those sections.

28 (c) State funds for this purpose shall be paid within the West  
29 Virginia public school support plan in accordance with article  
30 nine-a, chapter eighteen of this code. The amount allocated for  
31 salary equity shall be apportioned between teachers and school  
32 service personnel in direct proportion to that amount necessary  
33 to support the professional salaries and service personnel salaries  
34 statewide under sections four, five and eight, article nine-a,  
35 chapter eighteen of this code. In the event the Department of  
36 Education determines that the objective of salary equity among  
37 the counties has not been met, it shall include in its budget

38 request for the public school support plan for the next school  
39 year a request for funding sufficient to meet the objective of  
40 salary equity through an across-the-board increase in the equity  
41 supplement amount of the affected class of employees.

42 (d) Pursuant to this section, each teacher and service person  
43 shall receive from state funds the equity supplement amount  
44 indicated in subsection (c), section two and subsection (f),  
45 section eight-a of this article, as applicable, reduced by any  
46 amount provided by the county as a salary supplement for  
47 teachers and school service personnel on January 1, 1984.

48 (e) The amount received pursuant to this section shall not be  
49 decreased as a result of any county supplement increase  
50 instituted after January 1, 1984: *Provided*, That any amount  
51 received pursuant to this section may be reduced proportionately  
52 based upon the amount of funds appropriated for this purpose.  
53 No county may reduce any salary supplement that was in effect  
54 on January 1, 1984, except as permitted by sections five-a and  
55 five-b of this article.