

# WEST VIRGINIA LEGISLATURE

## 2018 REGULAR SESSION

Introduced

### Senate Bill 349

FISCAL  
NOTE

BY SENATORS MAYNARD, TAKUBO, CLINE, AND PLYMALE

[Introduced January 23, 2018; Referred  
to the Committee on Education; and then to the  
Committee on Finance]

1 A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended, relating  
 2 to providing teachers with a three percent pay raise.

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

**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 minimum salary for teachers with  
 2 zero years of experience and an A. B. degree, including the equity supplement, to at least \$43,000  
 3 by fiscal year 2019.

4 (b) Beginning July 1, 2014, and continuing thereafter, each teacher shall receive the  
 5 amount prescribed in the state Minimum Salary Schedule as set forth in this section, specific  
 6 additional amounts prescribed in this section or article and any county supplement in effect in a  
 7 county pursuant to §18a-4-5a of this code during the contract year.

STATE MINIMUM SALARY SCHEDULE

Years Exp.	4 <sup>th</sup> 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
21	35,052	35,740	36,006	41,449	42,210	43,978	44,739	45,499	46,260	47,295
22	35,380	36,068	36,334	41,968	42,729	44,496	45,257	46,018	46,779	47,814
23	35,708	36,396	36,662	42,487	43,247	45,015	45,776	46,536	47,297	48,332
24	36,036	36,724	36,990	43,005	43,766	45,534	46,294	47,055	47,816	48,851
25	36,364	37,052	37,318	43,524	44,284	46,052	46,813	47,574	48,334	49,369
26	36,692	37,380	37,646	44,042	44,803	46,571	47,331	48,092	48,853	49,888
27	37,020	37,708	37,974	44,561	45,321	47,089	47,850	48,611	49,371	50,406
28	37,348	38,037	38,302	45,079	45,840	47,608	48,368	49,129	49,890	50,925
29	37,676	38,365	38,631	45,598	46,358	48,126	48,887	49,648	50,408	51,443
30	38,004	38,693	38,959	46,116	46,877	48,645	49,405	50,166	50,927	51,962
31	38,333	39,021	39,287	46,635	47,396	49,163	49,924	50,685	51,445	52,480
32	38,661	39,349	39,615	47,153	47,914	49,682	50,443	51,203	51,964	52,999
33	38,989	39,677	39,943	47,672	48,433	50,200	50,961	51,722	52,483	53,518
34	39,317	40,005	40,271	48,190	48,951	50,719	51,480	52,240	53,001	54,036
35	39,645	40,333	40,599	48,709	49,470	51,237	51,998	52,759	53,520	54,555

8           (c) (1) Effective July 1, 2018, the minimum pay for teachers as found in the schedule in  
 9 subsection (b) of this section, is increased by three percent of each salary listed.

10           (2) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
 11 twenty years of teaching experience.

12           (3) The payments required by subdivisions (1) and (2) of this subsection: (i) (A) Shall be  
 13 in addition to any amounts prescribed in the applicable State Minimum Salary Schedule; (ii) (B)  
 14 shall be paid in equal monthly installments; and (iii) (C) shall be considered a part of the state  
 15 minimum salaries for teachers.

16           (d) To meet the objective of salary equity among the counties as set forth in §18a-4-5 of  
 17 this code, each teacher shall be paid an equity supplement amount as applicable for his or her  
 18 classification of certification or classification of training and years of experience as follows, subject  
 19 to the provisions of that section:

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

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

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

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

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

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

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

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

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

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

40 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
41 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
42 and any county supplement in effect in a county pursuant to §18a-4-5a of this code; (ii) shall be  
43 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
44 salaries for teachers.

NOTE: The purpose of this bill is to raise the minimum salary for teachers by three percent.

Strike-throughs indicate language that would be stricken from a heading or the present law

and underscoring indicates new language that would be added.