WEST VIRGINIA LEGISLATURE

2017 REGULAR SESSION

Introduced

House Bill 2211

BY DELEGATES KELLY, COOPER, WAGNER AND ROHRBACH

[Introduced February 8, 2017; Referred

to the Committee on Education then Finance.]

1   A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended, relating

2   to increasing salaries for teachers through fiscal year 2020.

Be it enacted by the Legislature of West Virginia:

1   That §18A-4-2 of the Code of West Virginia, 1931, as amended, be amended and

2   reenacted to read as follows:

ARTICLE 4. SALARIES, WAGES, AND OTHER BENEFITS.

§18A-4-2. State minimum salaries for teachers.

3   ~~(a) It is the goal of the Legislature to increase the state minimum salary for teachers with~~

4   ~~zero years of experience and an A. B. degree, including the equity supplement, to at least $43,000~~

5   ~~by fiscal year 2019.~~

6   ~~(b)~~ (a) Beginning July 1, 2017, and continuing thereafter, each teacher shall receive the

7   amount prescribed in the State Minimum Salary Schedule as set forth in this section, specific

8   additional amounts prescribed in this section or article and any county supplement in effect in a

9   county pursuant to section five-a of this article during the contract year.

STATE MINIMUM SALARY SCHEDULE

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	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

10   (b) Beginning July 1, 2017, each teacher shall receive the amount prescribed in the State

11   Minimum Salary Schedule as set forth in this section, specific additional amounts prescribed in

12   this section or article and any county supplement in effect in a county pursuant to section five-a

13   of this article during the contract year.

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	29,417	30,106	30,372	31,815	32,576	34,343	35,104	35,865	36,626	37,661
1	29,745	30,434	30,700	32,333	33,094	34,862	35,623	36,383	37,144	38,179
2	30,074	30,762	31,028	32,852	33,613	35,380	36,141	36,902	37,663	38,698
3	30,402	31,090	31,356	33,371	34,131	35,899	36,660	37,420	38,181	39,216
4	30,974	31,662	31,928	34,133	34,894	36,662	37,423	38,183	38,944	39,979
5	31,302	31,990	32,256	34,652	35,413	37,180	37,941	38,702	39,463	40,498
6	31,630	32,318	32,584	35,170	35,931	37,699	38,460	39,220	39,981	41,016
7	31,958	32,647	32,912	35,689	36,450	38,217	38,978	39,739	40,500	41,535
8	32,286	32,975	33,241	36,207	36,968	38,736	39,497	40,257	41,018	42,053
9	32,614	33,303	33,569	36,726	37,487	39,254	40,015	40,776	41,537	42,572

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
10	32,943	33,631	33,897	37,246	38,006	39,774	40,535	41,296	42,056	43,091
11	33,271	33,959	34,225	37,764	38,525	40,293	41,053	41,814	42,575	43,610
12	33,599	34,287	34,553	38,283	39,043	40,811	41,572	42,333	43,093	44,128
13	33,927	34,615	34,881	38,801	39,562	41,330	42,090	42,851	43,612	44,647
14	34,255	34,943	35,209	39,320	40,080	41,848	42,609	43,370	44,130	45,165
15	34,583	35,271	35,537	39,838	40,599	42,367	43,127	43,888	44,649	45,684
16	34,911	35,599	35,865	40,357	41,117	42,885	43,646	44,407	45,167	46,202
17	35,239	35,928	36,193	40,875	41,636	43,404	44,165	44,925	45,686	46,721
18	35,567	36,256	36,522	41,394	42,155	43,922	44,683	45,444	46,205	47,240
19	35,895	36,584	36,850	41,912	42,673	44,441	45,202	45,962	46,723	47,758
20	36,223	36,912	37,178	42,431	43,192	44,959	45,720	46,481	47,242	48,277
21	36,552	37,240	37,506	42,949	43,710	45,478	46,239	46,999	47,760	48,795
22	36,880	37,568	37,834	43,468	44,229	45,996	46,757	47,518	48,279	49,314
23	37,208	37,896	38,162	43,987	44,747	46,515	47,276	48,036	48,797	49,832
24	37,536	38,224	38,490	44,505	45,266	47,034	47,794	48,555	49,316	50,351
25	37,864	38,552	38,818	45,024	45,784	47,552	48,313	49,074	49,834	50,869
26	38,192	38,880	39,146	45,542	46,303	48,071	48,831	49,592	50,353	51,388
27	38,520	39,208	39,474	46,061	46,821	48,589	49,350	50,111	50,871	51,906
28	38,848	39,537	39,802	46,579	47,340	49,108	49,868	50,629	51,390	52,425
29	39,176	39,865	40,131	47,098	47,858	49,626	50,387	51,148	51,908	52,943
30	39,504	40,193	40,459	47,616	48,377	50,145	50,905	51,666	52,427	53,462
31	39,833	40,521	40,787	48,135	48,896	50,663	51,424	52,185	52,945	53,980
32	40,161	40,849	41,115	48,653	49,414	51,182	51,943	52,703	53,464	54,499
33	40,489	41,177	41,443	49,172	49,933	51,700	52,461	53,222	53,983	55,018
34	40,817	41,505	41,771	49,690	50,451	52,219	52,980	53,740	54,501	55,536
35	41,145	41,833	42,099	50,209	50,970	52,737	53,498	54,259	55,020	56,055

14   (c) Beginning July 1, 2018, each teacher shall receive the amount prescribed in the State

15   Minimum Salary Schedule as set forth in this section, specific additional amounts prescribed in

16   this section or article and any county supplement in effect in a county pursuant to section five-a

17   of this article during the contract year.

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	30,917	31,606	31,872	33,315	34,076	35,843	36,604	37,365	38,126	39,161
1	31,245	31,934	32,200	33,833	34,594	36,362	37,123	37,883	38,644	39,679
2	31,574	32,262	32,528	34,352	35,113	36,880	37,641	38,402	39,163	40,198
3	31,902	32,590	32,856	34,871	35,631	37,399	38,160	38,920	39,681	40,716
4	32,474	33,162	33,428	35,633	36,394	38,162	38,923	39,683	40,444	41,479
5	32,802	33,490	33,756	36,152	36,913	38,680	39,441	40,202	40,963	41,998
6	33,130	33,818	34,084	36,670	37,431	39,199	39,960	40,720	41,481	42,516

	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doctorate
7	33,458	34,147	34,412	37,189	37,950	39,717	40,478	41,239	42,000	43,035
8	33,786	34,475	34,741	37,707	38,468	40,236	40,997	41,757	42,518	43,553
9	34,114	34,803	35,069	38,226	38,987	40,754	41,515	42,276	43,037	44,072
10	34,443	35,131	35,397	38,746	39,506	41,274	42,035	42,796	43,556	44,591
11	34,771	35,459	35,725	39,264	40,025	41,793	42,553	43,314	44,075	45,110
12	35,099	35,787	36,053	39,783	40,543	42,311	43,072	43,833	44,593	45,628
13	35,427	36,115	36,381	40,301	41,062	42,830	43,590	44,351	45,112	46,147
14	35,755	36,443	36,709	40,820	41,580	43,348	44,109	44,870	45,630	46,665
15	36,083	36,771	37,037	41,338	42,099	43,867	44,627	45,388	46,149	47,184
16	36,411	37,099	37,365	41,857	42,617	44,385	45,146	45,907	46,667	47,702
17	36,739	37,428	37,693	42,375	43,136	44,904	45,665	46,425	47,186	48,221
18	37,067	37,756	38,022	42,894	43,655	45,422	46,183	46,944	47,705	48,740
19	37,395	38,084	38,350	43,412	44,173	45,941	46,702	47,462	48,223	49,258
20	37,723	38,412	38,678	43,931	44,692	46,459	47,220	47,981	48,742	49,777
21	38,052	38,740	39,006	44,449	45,210	46,978	47,739	48,499	49,260	50,295
22	38,380	39,068	39,334	44,968	45,729	47,496	48,257	49,018	49,779	50,814
23	38,708	39,396	39,662	45,487	46,247	48,015	48,776	49,536	50,297	51,332
24	39,036	39,724	39,990	46,005	46,766	48,534	49,294	50,055	50,816	51,851
25	39,364	40,052	40,318	46,524	47,284	49,052	49,813	50,574	51,334	52,369
26	39,692	40,380	40,646	47,042	47,803	49,571	50,331	51,092	51,853	52,888
27	40,020	40,708	40,974	47,561	48,321	50,089	50,850	51,611	52,371	53,406
28	40,348	41,037	41,302	48,079	48,840	50,608	51,368	52,129	52,890	53,925
29	40,676	41,365	41,631	48,598	49,358	51,126	51,887	52,648	53,408	54,443
30	41,004	41,693	41,959	49,116	49,877	51,645	52,405	53,166	53,927	54,962
31	41,333	42,021	42,287	49,635	50,396	52,163	52,924	53,685	54,445	55,480
32	41,661	42,349	42,615	50,153	50,914	52,682	53,443	54,203	54,964	55,999
33	41,989	42,677	42,943	50,672	51,433	53,200	53,961	54,722	55,483	56,518
34	42,317	43,005	43,271	51,190	51,951	53,719	54,480	55,240	56,001	57,036
35	42,645	43,333	43,599	51,709	52,470	54,237	54,998	55,759	56,520	57,555

18   (d) Beginning July 1, 2019, each teacher shall receive the amount prescribed in the State

19 Minimum Salary Schedule as set forth in this section, specific additional amounts prescribed in

20 this section or article and any county supplement in effect in a county pursuant to section five-a

21 of this article during the contract year.

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	32,417	33,106	33,372	34,815	35,576	37,343	38,104	38,865	39,626	40,661
1	32,745	33,434	33,700	35,333	36,094	37,862	38,623	39,383	40,144	41,179
2	33,074	33,762	34,028	35,852	36,613	38,380	39,141	39,902	40,663	41,698
3	33,402	34,090	34,356	36,371	37,131	38,899	39,660	40,420	41,181	42,216

	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doctorate
4	33,974	34,662	34,928	37,133	37,894	39,662	40,423	41,183	41,944	42,979
5	34,302	34,990	35,256	37,652	38,413	40,180	40,941	41,702	42,463	43,498
6	34,630	35,318	35,584	38,170	38,931	40,699	41,460	42,220	42,981	44,016
7	34,958	35,647	35,912	38,689	39,450	41,217	41,978	42,739	43,500	44,535
8	35,286	35,975	36,241	39,207	39,968	41,736	42,497	43,257	44,018	45,053
9	35,614	36,303	36,569	39,726	40,487	42,254	43,015	43,776	44,537	45,572
10	35,943	36,631	36,897	40,246	41,006	42,774	43,535	44,296	45,056	46,091
11	36,271	36,959	37,225	40,764	41,525	43,293	44,053	44,814	45,575	46,610
12	36,599	37,287	37,553	41,283	42,043	43,811	44,572	45,333	46,093	47,128
13	36,927	37,615	37,881	41,801	42,562	44,330	45,090	45,851	46,612	47,647
14	37,255	37,943	38,209	42,320	43,080	44,848	45,609	46,370	47,130	48,165
15	37,583	38,271	38,537	42,838	43,599	45,367	46,127	46,888	47,649	48,684
16	37,911	38,599	38,865	43,357	44,117	45,885	46,646	47,407	48,167	49,202
17	38,239	38,928	39,193	43,875	44,636	46,404	47,165	47,925	48,686	49,721
18	38,567	39,256	39,522	44,394	45,155	46,922	47,683	48,444	49,205	50,240
19	38,895	39,584	39,850	44,912	45,673	47,441	48,202	48,962	49,723	50,758
20	39,223	39,912	40,178	45,431	46,192	47,959	48,720	49,481	50,242	51,277
21	39,552	40,240	40,506	45,949	46,710	48,478	49,239	49,999	50,760	51,795
22	39,880	40,568	40,834	46,468	47,229	48,996	49,757	50,518	51,279	52,314
23	40,208	40,896	41,162	46,987	47,747	49,515	50,276	51,036	51,797	52,832
24	40,536	41,224	41,490	47,505	48,266	50,034	50,794	51,555	52,316	53,351
25	40,864	41,552	41,818	48,024	48,784	50,552	51,313	52,074	52,834	53,869
26	41,192	41,880	42,146	48,542	49,303	51,071	51,831	52,592	53,353	54,388
27	41,520	42,208	42,474	49,061	49,821	51,589	52,350	53,111	53,871	54,906
28	41,848	42,537	42,802	49,579	50,340	52,108	52,868	53,629	54,390	55,425
29	42,176	42,865	43,131	50,098	50,858	52,626	53,387	54,148	54,908	55,943
30	42,504	43,193	43,459	50,616	51,377	53,145	53,905	54,666	55,427	56,462
31	42,833	43,521	43,787	51,135	51,896	53,663	54,424	55,185	55,945	56,980
32	43,161	43,849	44,115	51,653	52,414	54,182	54,943	55,703	56,464	57,499
33	43,489	44,177	44,443	52,172	52,933	54,700	55,461	56,222	56,983	58,018
34	43,817	44,505	44,771	52,690	53,451	55,219	55,980	56,740	57,501	58,536
35	44,145	44,833	45,099	53,209	53,970	55,737	56,498	57,259	58,020	59,055

22   (e) Beginning July 1, 2020, each teacher shall receive the amount prescribed in the State

23   Minimum Salary Schedule as set forth in this section, specific additional amounts prescribed in

24   this section or article and any county supplement in effect in a county pursuant to section five-a

25   of this article during the contract year.

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
0	33,917	34,606	34,872	36,315	37,076	38,843	39,604	40,365	41,126	42,161

1	34,245	34,934	35,200	36,833	37,594	39,362	40,123	40,883	41,644	42,679
2	34,574	35,262	35,528	37,352	38,113	39,880	40,641	41,402	42,163	43,198
3	34,902	35,590	35,856	37,871	38,631	40,399	41,160	41,920	42,681	43,716
4	35,474	36,162	36,428	38,633	39,394	41,162	41,923	42,683	43,444	44,479
5	35,802	36,490	36,756	39,152	39,913	41,680	42,441	43,202	43,963	44,998
6	36,130	36,818	37,084	39,670	40,431	42,199	42,960	43,720	44,481	45,516
7	36,458	37,147	37,412	40,189	40,950	42,717	43,478	44,239	45,000	46,035
8	36,786	37,475	37,741	40,707	41,468	43,236	43,997	44,757	45,518	46,553
9	37,114	37,803	38,069	41,226	41,987	43,754	44,515	45,276	46,037	47,072
10	37,443	38,131	38,397	41,746	42,506	44,274	45,035	45,796	46,556	47,591
11	37,771	38,459	38,725	42,264	43,025	44,793	45,553	46,314	47,075	48,110
12	38,099	38,787	39,053	42,783	43,543	45,311	46,072	46,833	47,593	48,628
13	38,427	39,115	39,381	43,301	44,062	45,830	46,590	47,351	48,112	49,147
14	38,755	39,443	39,709	43,820	44,580	46,348	47,109	47,870	48,630	49,665
15	39,083	39,771	40,037	44,338	45,099	46,867	47,627	48,388	49,149	50,184
16	39,411	40,099	40,365	44,857	45,617	47,385	48,146	48,907	49,667	50,702
17	39,739	40,428	40,693	45,375	46,136	47,904	48,665	49,425	50,186	51,221
18	40,067	40,756	41,022	45,894	46,655	48,422	49,183	49,944	50,705	51,740
19	40,395	41,084	41,350	46,412	47,173	48,941	49,702	50,462	51,223	52,258
20	40,723	41,412	41,678	46,931	47,692	49,459	50,220	50,981	51,742	52,777
21	41,052	41,740	42,006	47,449	48,210	49,978	50,739	51,499	52,260	53,295
22	41,380	42,068	42,334	47,968	48,729	50,496	51,257	52,018	52,779	53,814
23	41,708	42,396	42,662	48,487	49,247	51,015	51,776	52,536	53,297	54,332
24	42,036	42,724	42,990	49,005	49,766	51,534	52,294	53,055	53,816	54,851
25	42,364	43,052	43,318	49,524	50,284	52,052	52,813	53,574	54,334	55,369
26	42,692	43,380	43,646	50,042	50,803	52,571	53,331	54,092	54,853	55,888
27	43,020	43,708	43,974	50,561	51,321	53,089	53,850	54,611	55,371	56,406
28	43,348	44,037	44,302	51,079	51,840	53,608	54,368	55,129	55,890	56,925
29	43,676	44,365	44,631	51,598	52,358	54,126	54,887	55,648	56,408	57,443
30	44,004	44,693	44,959	52,116	52,877	54,645	55,405	56,166	56,927	57,962
31	44,333	45,021	45,287	52,635	53,396	55,163	55,924	56,685	57,445	58,480
32	44,661	45,349	45,615	53,153	53,914	55,682	56,443	57,203	57,964	58,999
33	44,989	45,677	45,943	53,672	54,433	56,200	56,961	57,722	58,483	59,518
34	45,317	46,005	46,271	54,190	54,951	56,719	57,480	58,240	59,001	60,036
35	45,645	46,333	46,599	54,709	55,470	57,237	57,998	58,759	59,520	60,555

26   (e) (f) Six hundred dollars shall be paid annually to each classroom teacher who has at

27   least twenty years of teaching experience. The payments: (i) Shall be in addition to any amounts

28   prescribed in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly

29   installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

30   (d) (g) To meet the objective of salary equity among the counties as set forth in section

31   five of this article, each teacher shall be paid an equity supplement amount as applicable for his

32   or her classification of certification or classification of training and years of experience as follows,

33   subject to the provisions of that section:

34   (1) For "4th Class" at zero years of experience, $1,781. An additional $38 shall be paid for

35   each year of experience up to and including thirty-five years of experience;

36   (2) For "3rd Class" at zero years of experience, $1,796. An additional $67 shall be paid

37   for each year of experience up to and including thirty-five years of experience;

38   (3) For "2nd Class" at zero years of experience, $1,877. An additional $69 shall be paid

39   for each year of experience up to and including thirty-five years of experience;

40   (4) For "A. B." at zero years of experience, $2,360. An additional $69 shall be paid for

41   each year of experience up to and including thirty-five years of experience;

42   (5) For "A. B. + 15" at zero years of experience, $2,452. An additional $69 shall be paid

43   for each year of experience up to and including thirty-five years of experience;

44   (6) For "M. A." at zero years of experience, $2,644. An additional $69 shall be paid for

45   each year of experience up to and including thirty-five years of experience;

46   (7) For "M. A. + 15" at zero years of experience, $2,740. An additional $69 shall be paid

47   for each year of experience up to and including thirty-five years of experience;

48   (8) For "M. A. + 30" at zero years of experience, $2,836. An additional $69 shall be paid

49   for each year of experience up to and including thirty-five years of experience;

50   (9) For "M. A. + 45" at zero years of experience, $2,836. An additional $69 shall be paid

51   for each year of experience up to and including thirty-five years of experience; and

52   (10) For "Doctorate" at zero years of experience, $2,927. An additional $69 shall be paid

53   for each year of experience up to and including thirty-five years of experience.

54   These payments: (i) Shall be in addition to any amounts prescribed in the applicable State

55   Minimum Salary Schedule, any specific additional amounts prescribed in this section and article

56   and any county supplement in effect in a county pursuant to section five-a of this article; (ii) shall

57   be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum

58   salaries for teachers.

NOTE: The purpose of this bill is to raise minimum teacher salaries $1500 per year through fiscal year 2020.

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