

WEST VIRGINIA LEGISLATURE

2018 REGULAR SESSION

Introduced

House Bill 4224

FISCAL
NOTE

BY DELEGATES SHOTT, ELLINGTON AND GEARHEART

[Introduced January 19, 2018; Referred
to the Committee on Industry and Labor then
Education.]

1 A BILL to amend and reenact §18A-4-8 of the Code of West Virginia, 1931, as amended, relating
2 to establishing an eight-hour work day for school service personnel.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-8. Employment term and class titles of service personnel; definitions.

1 (a) The purpose of this section is to establish an employment term and class titles for
2 service personnel. The employment term for service personnel may not be less than ten months.
3 A month is defined as twenty employment days. The county board may contract with all or part of
4 these service personnel for a longer term.

5 (b) Service personnel employed on a yearly or twelve-month basis may be employed by
6 calendar months. Whenever there is a change in job assignment during the school year, the
7 minimum pay scale and any county supplement are applicable.

8 (c) Service personnel employed in the same classification for more than the two hundred-
9 day minimum employment term are paid for additional employment at a daily rate of not less than
10 the daily rate paid for the two hundred-day minimum employment term.

11 (d) A service person may not be required to report for work more than five days per week
12 without his or her agreement, and no part of any working day may be accumulated by the
13 employer for future work assignments, unless the employee agrees thereto.

14 (e) If a service person whose regular work week is scheduled from Monday through Friday
15 agrees to perform any work assignments on a Saturday or Sunday, the service person is paid for
16 at least one-half day of work for each day he or she reports for work. If the service person works
17 more than three and one-half hours on any Saturday or Sunday, he or she is paid for at least a
18 full day of work for each day.

19 (f) The work day for service personnel shall be eight hours. Service personnel shall be
20 paid in accordance with hours worked. Any amount of time exceeding the eight-hour work day
21 shall be considered overtime and paid accordingly.

22 ~~(f)~~ (g) A custodian, aide, maintenance, office and school lunch service person required to
23 work a daily work schedule that is interrupted is paid additional compensation in accordance with
24 this subsection.

25 (1) A maintenance person means a person who holds a classification title other than in a
26 custodial, aide, school lunch, office or transportation category as provided in §18A-1-1 of this
27 code.

28 (2) A service person's schedule is considered to be interrupted if he or she does not work
29 a continuous period in one day. Aides are not regarded as working an interrupted schedule when
30 engaged exclusively in the duties of transporting students;

31 (3) The additional compensation provided in this subsection:

32 (A) Is equal to at least one eighth of a service person's total salary as provided by the state
33 minimum pay scale and any county pay supplement; and

34 (B) Is payable entirely from county board funds.

35 ~~(g)~~ (h) When there is a change in classification or when a service person meets the
36 requirements of an advanced classification, his or her salary shall be made to comply with the
37 requirements of this article and any county salary schedule in excess of the minimum
38 requirements of this article, based upon the service person's advanced classification and
39 allowable years of employment.

40 ~~(h)~~ (i) A service person's contract, as provided in §18A-2-5 of this code, shall state the
41 appropriate monthly salary the employee is to be paid, based on the class title as provided in this
42 article and on any county salary schedule in excess of the minimum requirements of this article.

43 ~~(i)~~ (j) The column heads of the state minimum pay scale and class titles, set forth in §18A-
44 4-8a of this code, are defined as follows:

45 (1) "Pay grade" means the monthly salary applicable to class titles of service personnel;

46 (2) "Years of employment" means the number of years which an employee classified as a
47 service person has been employed by a county board in any position prior to or subsequent to

48 the effective date of this section and includes service in the armed forces of the United States, if
49 the employee was employed at the time of his or her induction. For the purpose of §18A-4-8a of
50 this code, years of employment is limited to the number of years shown and allowed under the
51 state minimum pay scale as set forth in §18A-4-8a of this code;

52 (3) "Class title" means the name of the position or job held by a service person;

53 (4) "Accountant I" means a person employed to maintain payroll records and reports and
54 perform one or more operations relating to a phase of the total payroll;

55 (5) "Accountant II" means a person employed to maintain accounting records and to be
56 responsible for the accounting process associated with billing, budgets, purchasing and related
57 operations;

58 (6) "Accountant III" means a person employed in the county board office to manage and
59 supervise accounts payable, payroll procedures, or both;

60 (7) "Accounts payable supervisor" means a person employed in the county board office
61 who has primary responsibility for the accounts payable function and who either has completed
62 twelve college hours of accounting courses from an accredited institution of higher education or
63 has at least eight years of experience performing progressively difficult accounting tasks.
64 Responsibilities of this class title may include supervision of other personnel;

65 (8) "Aide I" means a person selected and trained for a teacher-aide classification such as
66 monitor aide, clerical aide, classroom aide or general aide;

67 (9) "Aide II" means a service person referred to in the "Aide I" classification who has
68 completed a training program approved by the state board, or who holds a high school diploma
69 or has received a general educational development certificate. Only a person classified in an Aide
70 II class title may be employed as an aide in any special education program

71 (10) "Aide III" means a service person referred to in the "Aide I" classification who holds a
72 high school diploma or a general educational development certificate; and

73 (A) Has completed six semester hours of college credit at an institution of higher

74 education; or

75 (B) Is employed as an aide in a special education program and has one year's experience
76 as an aide in special education;

77 (11) "Aide IV" means a service person referred to in the "Aide I" classification who holds a
78 high school diploma or a general educational development certificate; and

79 (A) Has completed eighteen hours of State Board-approved college credit at a regionally
80 accredited institution of higher education, or

81 (B) Has completed fifteen hours of state board-approved college credit at a regionally
82 accredited institution of higher education; and has successfully completed an in-service training
83 program determined by the state board to be the equivalent of three hours of college credit;

84 (12) "Audiovisual technician" means a person employed to perform minor maintenance on
85 audiovisual equipment, films, and supplies and who fills requests for equipment;

86 (13) "Auditor" means a person employed to examine and verify accounts of individual
87 schools and to assist schools and school personnel in maintaining complete and accurate records
88 of their accounts;

89 (14) "Autism mentor" means a person who works with autistic students and who meets
90 standards and experience to be determined by the state board. A person who has held or holds
91 an aide title and becomes employed as an autism mentor shall hold a multiclassification status
92 that includes both aide and autism mentor titles, in accordance with §18A-4-8b of this code;

93 (15) "Braille specialist" means a person employed to provide braille assistance to students.
94 A service person who has held or holds an aide title and becomes employed as a braille specialist
95 shall hold a multiclassification status that includes both aide and braille specialist title, in
96 accordance with §18A-4-8a of this code;

97 (16) "Bus operator" means a person employed to operate school buses and other school
98 transportation vehicles as provided by the state board;

99 (17) "Buyer" means a person employed to review and write specifications, negotiate

100 purchase bids and recommend purchase agreements for materials and services that meet
101 predetermined specifications at the lowest available costs;

102 (18) "Cabinetmaker" means a person employed to construct cabinets, tables, bookcases
103 and other furniture;

104 (19) "Cafeteria manager" means a person employed to direct the operation of a food
105 services program in a school, including assigning duties to employees, approving requisitions for
106 supplies and repairs, keeping inventories, inspecting areas to maintain high standards of
107 sanitation, preparing financial reports and keeping records pertinent to food services of a school;

108 (20) "Carpenter I" means a person classified as a carpenter's helper;

109 (21) "Carpenter II" means a person classified as a journeyman carpenter;

110 (22) "Chief mechanic" means a person employed to be responsible for directing activities
111 which ensure that student transportation or other county board-owned vehicles are properly and
112 safely maintained;

113 (23) "Clerk I" means a person employed to perform clerical tasks;

114 (24) "Clerk II" means a person employed to perform general clerical tasks, prepare reports
115 and tabulations, and operate office machines;

116 (25) "Computer operator" means a qualified person employed to operate computers;

117 (26) "Cook I" means a person employed as a cook's helper;

118 (27) "Cook II" means a person employed to interpret menus and to prepare and serve
119 meals in a food service program of a school. This definition includes a service person who has
120 been employed as a "Cook I" for a period of four years;

121 (28) "Cook III" means a person employed to prepare and serve meals, make reports,
122 prepare requisitions for supplies, order equipment and repairs for a food service program of a
123 school system;

124 (29) "Crew leader" means a person employed to organize the work for a crew of
125 maintenance employees to carry out assigned projects;

126 (30) "Custodian I" means a person employed to keep buildings clean and free of refuse;

127 (31) "Custodian II" means a person employed as a watchman or groundsman;

128 (32) "Custodian III" means a person employed to keep buildings clean and free of refuse,
129 to operate the heating or cooling systems and to make minor repairs;

130 (33) "Custodian IV" means a person employed as a head custodian. In addition to
131 providing services as defined in "Custodian III" duties may include supervising other custodian
132 personnel;

133 (34) "Director or coordinator of services" means an employee of a county board who is
134 assigned to direct a department or division.

135 (A) Nothing in this subdivision prohibits a professional person or a professional educator
136 from holding this class title;

137 (B) Professional personnel holding this class title may not be defined or classified as
138 service personnel unless the professional person held a service personnel title under this section
139 prior to holding the class title of "director or coordinator of services;"

140 (C) The director or coordinator of services is classified either as a professional person or
141 a service person for state aid formula funding purposes;

142 (D) Funding for the position of director or coordinator of services is based upon the
143 employment status of the director or coordinator either as a professional person or a service
144 person; and

145 (E) A person employed under the class title "director or coordinator of services" may not
146 be exclusively assigned to perform the duties ascribed to any other class title as defined in this
147 subsection: *Provided*, That nothing in this paragraph prohibits a person in this position from being
148 multiclassified;

149 (35) "Draftsman" means a person employed to plan, design and produce detailed
150 architectural/engineering drawings;

151 (36) "Early Childhood Classroom Assistant Teacher I" means a person who does not

152 possess minimum requirements for the permanent authorization requirements, but is enrolled in
153 and pursuing requirements;

154 (37) “Early Childhood Classroom Assistant Teacher II” means a person who has
155 completed the minimum requirements for a state-awarded certificate for early childhood
156 classroom assistant teachers as determined by the State Board;

157 (38) “Early Childhood Classroom Assistant Teacher III” means a person who has
158 completed permanent authorization requirements, as well as additional requirements comparable
159 to current paraprofessional certificate;

160 (39) “Educational Sign Language Interpreter I” means a person employed to provide
161 communication access across all educational environments to students who are deaf or hard of
162 hearing, and who holds the Initial Paraprofessional Certificate – Educational Interpreter pursuant
163 to state board policy;

164 (40) “Educational Sign Language Interpreter II” means a person employed to provide
165 communication access across all educational environments to students who are deaf or hard of
166 hearing, and who holds the Permanent Paraprofessional Certificate – Educational Interpreter
167 pursuant to state board policy;

168 (41) “Electrician I” means a person employed as an apprentice electrician helper or one
169 who holds an electrician helper license issued by the State Fire Marshal;

170 (42) “Electrician II” means a person employed as an electrician journeyman or one who
171 holds a journeyman electrician license issued by the State Fire Marshal;

172 (43) “Electronic technician I” means a person employed at the apprentice level to repair
173 and maintain electronic equipment;

174 (44) “Electronic technician II” means a person employed at the journeyman level to repair
175 and maintain electronic equipment;

176 (45) “Executive secretary” means a person employed as secretary to the county school
177 superintendent or as a secretary who is assigned to a position characterized by significant

178 administrative duties;

179 (46) "Food services supervisor" means a qualified person who is not a professional person
180 or professional educator as defined in §18A-1-1 of this code. The food services supervisor is
181 employed to manage and supervise a county school system's food service program. The duties
182 include preparing in-service training programs for cooks and food service employees, instructing
183 personnel in the areas of quantity cooking with economy and efficiency and keeping aggregate
184 records and reports;

185 (47) "Foreman" means a skilled person employed to supervise personnel who work in the
186 areas of repair and maintenance of school property and equipment;

187 (48) "General maintenance" means a person employed as a helper to skilled maintenance
188 employees, and to perform minor repairs to equipment and buildings of a county school system;

189 (49) "Glazier" means a person employed to replace glass or other materials in windows
190 and doors and to do minor carpentry tasks;

191 (50) "Graphic artist" means a person employed to prepare graphic illustrations;

192 (51) "Groundsman" means a person employed to perform duties that relate to the
193 appearance, repair and general care of school grounds in a county school system. Additional
194 assignments may include the operation of a small heating plant and routine cleaning duties in
195 buildings;

196 (52) "Handyman" means a person employed to perform routine manual tasks in any
197 operation of the county school system;

198 (53) "Heating and air conditioning mechanic I" means a person employed at the apprentice
199 level to install, repair and maintain heating and air conditioning plants and related electrical
200 equipment;

201 (54) "Heating and air conditioning mechanic II" means a person employed at the
202 journeyman level to install, repair and maintain heating and air conditioning plants and related
203 electrical equipment;

204 (55) "Heavy equipment operator" means a person employed to operate heavy equipment;

205 (56) "Inventory supervisor" means a person employed to supervise or maintain operations
206 in the receipt, storage, inventory and issuance of materials and supplies;

207 (57) "Key punch operator" means a qualified person employed to operate key punch
208 machines or verifying machines;

209 (58) "Licensed practical nurse" means a nurse, licensed by the West Virginia Board of
210 Examiners for Licensed Practical Nurses, employed to work in a public school under the
211 supervision of a school nurse;

212 (59) "Locksmith" means a person employed to repair and maintain locks and safes;

213 (60) "Lubrication man" means a person employed to lubricate and service gasoline or
214 diesel-powered equipment of a county school system;

215 (61) "Machinist" means a person employed to perform machinist tasks which include the
216 ability to operate a lathe, planer, shaper, threading machine and wheel press. A person holding
217 this class title also should have the ability to work from blueprints and drawings;

218 (62) "Mail clerk" means a person employed to receive, sort, dispatch, deliver or otherwise
219 handle letters, parcels and other mail;

220 (63) "Maintenance clerk" means a person employed to maintain and control a stocking
221 facility to keep adequate tools and supplies on hand for daily withdrawal for all school
222 maintenance crafts;

223 (64) "Mason" means a person employed to perform tasks connected with brick and block
224 laying and carpentry tasks related to these activities;

225 (65) "Mechanic" means a person employed to perform skilled duties independently in the
226 maintenance and repair of automobiles, school buses and other mechanical and mobile
227 equipment to use in a county school system;

228 (66) "Mechanic assistant" means a person employed as a mechanic apprentice and
229 helper;

230 (67) "Multiclassification" means a person employed to perform tasks that involve the
231 combination of two or more class titles in this section. In these instances the minimum salary
232 scale is the higher pay grade of the class titles involved;

233 (68) "Office equipment repairman I" means a person employed as an office equipment
234 repairman apprentice or helper;

235 (69) "Office equipment repairman II" means a person responsible for servicing and
236 repairing all office machines and equipment. A person holding this class title is responsible for the
237 purchase of parts necessary for the proper operation of a program of continuous maintenance
238 and repair;

239 (70) "Painter" means a person employed to perform duties painting, finishing and
240 decorating wood, metal and concrete surfaces of buildings, other structures, equipment,
241 machinery and furnishings of a county school system;

242 (71) "Paraprofessional" means a person certified pursuant to §18A-3-2a of this code to
243 perform duties in a support capacity including, but not limited to, facilitating in the instruction and
244 direct or indirect supervision of students under the direction of a principal, a teacher or another
245 designated professional educator.

246 (A) A person employed on the effective date of this section in the position of an aide may
247 not be subject to a reduction in force or transferred to create a vacancy for the employment of a
248 paraprofessional;

249 (B) A person who has held or holds an aide title and becomes employed as a
250 paraprofessional shall hold a multiclassification status that includes both aide and
251 paraprofessional titles in accordance with §18A-4-8b of this code; and

252 (C) When a service person who holds an aide title becomes certified as a paraprofessional
253 and is required to perform duties that may not be performed by an aide without paraprofessional
254 certification, he or she shall receive the paraprofessional title pay grade;

255 (72) "Payroll supervisor" means a person employed in the county board office who has

256 primary responsibility for the payroll function and who either has completed twelve college hours
257 of accounting from an accredited institution of higher education or has at least eight years of
258 experience performing progressively difficult accounting tasks. Responsibilities of this class title
259 may include supervision of other personnel;

260 (73) "Plumber I" means a person employed as an apprentice plumber and helper;

261 (74) "Plumber II" means a person employed as a journeyman plumber;

262 (75) "Printing operator" means a person employed to operate duplication equipment, and
263 to cut, collate, staple, bind and shelve materials as required;

264 (76) "Printing supervisor" means a person employed to supervise the operation of a print
265 shop;

266 (77) "Programmer" means a person employed to design and prepare programs for
267 computer operation;

268 (78) "Roofing/sheet metal mechanic" means a person employed to install, repair, fabricate
269 and maintain roofs, gutters, flashing and duct work for heating and ventilation;

270 (79) "Sanitation plant operator" means a person employed to operate and maintain a water
271 or sewage treatment plant to ensure the safety of the plant's effluent for human consumption or
272 environmental protection;

273 (80) "School bus supervisor" means a qualified person:

274 (A) Employed to assist in selecting school bus operators and routing and scheduling
275 school buses, operate a bus when needed, relay instructions to bus operators, plan emergency
276 routing of buses and promote good relationships with parents, students, bus operators and other
277 employees; and

278 (B) Certified to operate a bus or previously certified to operate a bus;

279 (81) "Secretary I" means a person employed to transcribe from notes or mechanical
280 equipment, receive callers, perform clerical tasks, prepare reports and operate office machines;

281 (82) "Secretary II" means a person employed in any elementary, secondary, kindergarten,

282 nursery, special education, vocational, or any other school as a secretary. The duties may include
283 performing general clerical tasks; transcribing from notes; stenotype, mechanical equipment or a
284 sound-producing machine; preparing reports; receiving callers and referring them to proper
285 persons; operating office machines; keeping records and handling routine correspondence.
286 Nothing in this subdivision prevents a service person from holding or being elevated to a higher
287 classification;

288 (83) "Secretary III" means a person assigned to the county board office administrators in
289 charge of various instructional, maintenance, transportation, food services, operations and health
290 departments, federal programs or departments with particular responsibilities in purchasing and
291 financial control or any person who has served for eight years in a position which meets the
292 definition of "Secretary II" or "Secretary III";

293 (84) "Sign Support Specialist" means a person employed to provide sign supported
294 speech assistance to students who are able to access environments through audition. A person
295 who has held or holds an aide title and becomes employed as a sign support specialist shall hold
296 a multiclassification status that includes both aide and sign support specialist titles, in accordance
297 with §18A-4-8b of this code.

298 (85) "Supervisor of maintenance" means a skilled person who is not a professional person
299 or professional educator as defined in §18A-1-1 of this code. The responsibilities include directing
300 the upkeep of buildings and shops, and issuing instructions to subordinates relating to cleaning,
301 repairs and maintenance of all structures and mechanical and electrical equipment of a county
302 board;

303 (86) "Supervisor of transportation" means a qualified person employed to direct school
304 transportation activities properly and safely, and to supervise the maintenance and repair of
305 vehicles, buses and other mechanical and mobile equipment used by the county school system.
306 After July 1, 2010, all persons employed for the first time in a position with this classification title
307 or in a multiclassification position that includes this title shall have five years of experience working

308 in the transportation department of a county board. Experience working in the transportation
309 department consists of serving as a bus operator, bus aide, assistant mechanic, mechanic, chief
310 mechanic or in a clerical position within the transportation department;

311 (87) "Switchboard operator-receptionist" means a person employed to refer incoming
312 calls, to assume contact with the public, to direct and to give instructions as necessary, to operate
313 switchboard equipment and to provide clerical assistance;

314 (88) "Truck driver" means a person employed to operate light or heavy duty gasoline and
315 diesel-powered vehicles;

316 (89) "Warehouse clerk" means a person employed to be responsible for receiving, storing,
317 packing and shipping goods;

318 (90) "Watchman" means a person employed to protect school property against damage
319 or theft. Additional assignments may include operation of a small heating plant and routine
320 cleaning duties;

321 (91) "Welder" means a person employed to provide acetylene or electric welding services
322 for a school system; and

323 (92) "WVEIS data entry and administrative clerk" means a person employed to work under
324 the direction of a school principal to assist the school counselor or counselors in the performance
325 of administrative duties, to perform data entry tasks on the West Virginia Education Information
326 System, and to perform other administrative duties assigned by the principal.

327 ~~(j)~~ (k) Notwithstanding any provision in this code to the contrary, and in addition to the
328 compensation provided for service personnel in §18A-4-8a of this code, each service person is
329 entitled to all service personnel employee rights, privileges and benefits provided under this or
330 any other chapter of this code without regard to the employee's hours of employment or the
331 methods or sources of compensation.

332 ~~(k)~~ (l) A service person whose years of employment exceeds the number of years shown
333 and provided for under the state minimum pay scale set forth in §18A-4-8a of this code, may not

334 be paid less than the amount shown for the maximum years of employment shown and provided
335 for in the classification in which he or she is employed.

336 ~~(f)~~ (m) Each county board shall review each service person's job classification annually
337 and shall reclassify all service persons as required by the job classifications. The state
338 superintendent may withhold state funds appropriated pursuant to this article for salaries for
339 service personnel who are improperly classified by the county boards. Further, the state
340 superintendent shall order a county board to correct immediately any improper classification
341 matter and, with the assistance of the Attorney General, shall take any legal action necessary
342 against any county board to enforce the order.

343 ~~(m)~~ (n) Without his or her written consent, a service person may not be:

344 (1) Reclassified by class title; or

345 (2) Relegated to any condition of employment which would result in a reduction of his or
346 her salary, rate of pay, compensation or benefits earned during the current fiscal year; or for which
347 he or she would qualify by continuing in the same job position and classification held during that
348 fiscal year and subsequent years.

349 ~~(n)~~ (o) Any county board failing to comply with the provisions of this article may be
350 compelled to do so by mandamus and is liable to any party prevailing against the board for court
351 costs and the prevailing party's reasonable attorney fee, as determined and established by the
352 court.

353 ~~(o)~~ (p) Notwithstanding any provision of this code to the contrary, a service person who
354 holds a continuing contract in a specific job classification and who is physically unable to perform
355 the job's duties as confirmed by a physician chosen by the employee, shall be given priority status
356 over any employee not holding a continuing contract in filling other service personnel job
357 vacancies if the service person is qualified as provided in §18A-4-8e of this code.

358 ~~(p)~~ (q) Any person employed in an aide position on the effective date of this section may
359 not be transferred or subject to a reduction in force for the purpose of creating a vacancy for the

360 employment of a licensed practical nurse.

361 ~~(q)~~ (r) Without the written consent of the service person, a county board may not establish
362 the beginning work station for a bus operator or transportation aide at any site other than a county
363 board-owned facility with available parking. The workday of the bus operator or transportation
364 aide commences at the bus at the designated beginning work station and ends when the
365 employee is able to leave the bus at the designated beginning work station, unless he or she
366 agrees otherwise in writing. The application or acceptance of a posted position may not be
367 construed as the written consent referred to in this subsection.

368 ~~(r)~~ (s) Itinerant status means a service person who does not have a fixed work site and
369 may be involuntarily reassigned to another work site. A service person is considered to hold
370 itinerant status if he or she has bid upon a position posted as itinerant or has agreed to accept
371 this status. A county board may establish positions with itinerant status only within the aide and
372 autism mentor classification categories and only when the job duties involve exceptional students.
373 A service person with itinerant status may be assigned to a different work site upon written notice
374 ten days prior to the reassignment without the consent of the employee and without posting the
375 vacancy. A service person with itinerant status may be involuntarily reassigned no more than
376 twice during the school year. At the conclusion of each school year, the county board shall post
377 and fill, pursuant to §18A-4-8b of this code, all positions that have been filled without posting by
378 a service person with itinerant status. A service person who is assigned to a beginning and ending
379 work site and travels at the expense of the county board to other work sites during the daily
380 schedule, is not considered to hold itinerant status.

381 ~~(s)~~ (t) Any service person holding a classification title on June 30, 2013, that is removed
382 from the classification schedule pursuant to amendment and reenactment of this section in the
383 year 2013, has his or her employment contract revised as follows:

384 (1) Any service person holding the Braille or Sign Language Specialist classification title
385 has that classification title renamed on his or her employment contract as either Braille Specialist

386 or Sign Support Specialist. This action does not result in a loss or reduction of salary or
387 supplement by any employee. Any seniority earned in the Braille or Sign Language Specialist
388 classification prior to July 1, 2013, continues to be credited as seniority earned in the Braille
389 Specialist or Sign Support Specialist classification;

390 (2) Any service person holding the Paraprofessional classification title and holding the
391 Initial Paraprofessional Certificate – Educational Interpreter has the title Educational Sign
392 Language Interpreter I added to his or her employment contract. This action does not result in a
393 loss or reduction of salary or supplement by any employee. Any seniority earned in the
394 Paraprofessional classification prior to July 1, 2013, continues to be credited as seniority earned
395 in the Educational Sign Language Interpreter I classification; and

396 (3) Any service person holding the Paraprofessional classification title and holding the
397 Permanent Paraprofessional Certificate – Educational Interpreter has the title Educational Sign
398 Language Interpreter II added to his or her employment contract. This action does not result in a
399 loss or reduction of salary or supplement by any employee. Any seniority earned in the
400 Paraprofessional classification prior to July 1, 2013, continues to be credited as seniority earned
401 in the Educational Sign Language Interpreter II classification;

402 ~~(t)~~ (u) Any person employed as an aide in a kindergarten program who is eligible for full
403 retirement benefits before the first day of the instructional term in the 2020-2021 school year, may
404 not be subject to a reduction in force or transferred to create a vacancy for the employment of a
405 less senior Early Childhood Classroom Assistant Teacher;

406 ~~(u)~~ (v) A person who has held or holds an aide title and becomes employed as an Early
407 Childhood Classroom Assistant Teacher shall hold a multiclassification status that includes aide
408 and/or paraprofessional titles in accordance with §18A-4-8b of this code.

NOTE: The purpose of this bill is to establish an eight-hour work day for school service
personnel.

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