WEST VIRGINIA LEGISLATURE

2019 FIRST EXTRAORDINARY SESSION

Introduced

House Bill 184

BY DELEGATE C. THOMPSON

[Introduced June 17, 2019; Referred

to the Select Committee on Education Reform C]

1 A BILL to amend and reenact §18A-4-2, and §18A-4-8a of the Code of West Virginia, 1931, as

2 amended, all relating to teacher and school personnel salaries, increasing annual salaries

3 of public school teachers and school service personnel.

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) For school year 2018–2019, 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	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	29,937	30,626	30,892	32,335	33,096	34,863	35,624	36,385	37,146	38,181
1	30,265	30,954	31,220	32,853	33,614	35,382	36,143	36,903	37,664	38,699
2	30,594	31,282	31,548	33,372	34,133	35,900	36,661	37,422	38,183	39,218
3	30,922	31,610	31,876	33,891	34,651	36,419	37,180	37,940	38,701	39,736
4	31,494	32,182	32,448	34,653	35,414	37,182	37,943	38,703	39,464	40,499
5	31,822	32,510	32,776	35,172	35,933	37,700	38,461	39,222	39,983	41,018
6	32,150	32,838	33,104	35,690	36,451	38,219	38,980	39,740	40,501	41,536
7	32,478	33,167	33,432	36,209	36,970	38,737	39,498	40,259	41,020	42,055
8	32,806	33,495	33,761	36,727	37,488	39,256	40,017	40,777	41,538	42,573
9	33,134	33,823	34,089	37,246	38,007	39,774	40,535	41,296	42,057	43,092

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doctorate
10	33,463	34,151	34,417	37,766	38,526	40,294	41,055	41,816	42,576	43,611
11	33,791	34,479	34,745	38,284	39,045	40,813	41,573	42,334	43,095	44,130
12	34,119	34,807	35,073	38,803	39,563	41,331	42,092	42,853	43,613	44,648
13	34,447	35,135	35,401	39,321	40,082	41,850	42,610	43,371	44,132	45,167
14	34,775	35,463	35,729	39,840	40,600	42,368	43,129	43,890	44,650	45,685
15	35,103	35,791	36,057	40,358	41,119	42,887	43,647	44,408	45,169	46,204
16	35,431	36,119	36,385	40,877	41,637	43,405	44,166	44,927	45,687	46,722
17	35,759	36,448	36,713	41,395	42,156	43,924	44,685	45,445	46,206	47,241
18	36,087	36,776	37,042	41,914	42,675	44,442	45,203	45,964	46,725	47,760
19	36,415	37,104	37,370	42,432	43,193	44,961	45,722	46,482	47,243	48,278
20	36,743	37,432	37,698	42,951	43,712	45,479	46,240	47,001	47,762	48,797
21	37,072	37,760	38,026	43,469	44,230	45,998	46,759	47,519	48,280	49,315
22	37,400	38,088	38,354	43,988	44,749	46,516	47,277	48,038	48,799	49,834
23	37,728	38,416	38,682	44,507	45,267	47,035	47,796	48,556	49,317	50,352
24	38,056	38,744	39,010	45,025	45,786	47,554	48,314	49,075	49,836	50,871
25	38,384	39,072	39,338	45,544	46,304	48,072	48,833	49,594	50,354	51,389
26	38,712	39,400	39,666	46,062	46,823	48,591	49,351	50,112	50,873	51,908
27	39,040	39,728	39,994	46,581	47,341	49,109	49,870	50,631	51,391	52,426
28	39,368	40,057	40,322	47,099	47,860	49,628	50,388	51,149	51,910	52,945
29	39,696	40,385	40,651	47,618	48,378	50,146	50,907	51,668	52,428	53,463
30	40,024	40,713	40,979	48,136	48,897	50,665	51,425	52,186	52,947	53,982
31	40,353	41,041	41,307	48,655	49,416	51,183	51,944	52,705	53,465	54,500
32	40,681	41,369	41,635	49,173	49,934	51,702	52,463	53,223	53,984	55,019
33	41,009	41,697	41,963	49,692	50,453	52,220	52,981	53,742	54,503	55,538
34	41,337	42,025	42,291	50,210	50,971	52,739	53,500	54,260	55,021	56,056
35	41,665	42,353	42,619	50,729	51,490	53,257	54,018	54,779	55,540	56,575

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doctorate
0	32,057	32,746	33,012	34,455	35,216	36,983	37,744	38,505	39,266	40,301
1	32,385	33,074	33,340	34,973	35,734	37,502	38,263	39,023	39,784	40,819

2	32,714	33,402	33,668	35,492	36,253	38,020	38,781	39,542	40,303	41,338
3	33,042	33,730	33,996	36,011	36,771	38,539	39,300	40,060	40,821	41,856
4	33,614	34,302	34,568	36,773	37,534	39,302	40,063	40,823	41,584	42,619
5	33,942	34,630	34,896	37,292	38,053	39,820	40,581	41,342	42,103	43,138
6	34,270	34,958	35,224	37,810	38,571	40,339	41,100	41,860	42,621	43,656
7	34,598	35,287	35,552	38,329	39,090	40,857	41,618	42,379	43,140	44,175
8	34,926	35,615	35,881	38,847	39,608	41,376	42,137	42,897	43,658	44,693
9	35,254	35,943	36,209	39,366	40,127	41,894	42,655	43,416	44,177	45,212
10	35,583	36,271	36,537	39,886	40,646	42,414	43,175	43,936	44,696	45,731
11	35,911	36,599	36,865	40,404	41,165	42,933	43,693	44,454	45,215	46,250
12	36,239	36,927	37,193	40,923	41,683	43,451	44,212	44,973	45,733	46,768
13	36,567	37,255	37,521	41,441	42,202	43,970	44,730	45,491	46,252	47,287
14	36,895	37,583	37,849	41,960	42,720	44,488	45,249	46,010	46,770	47,805
15	37,223	37,911	38,177	42,478	43,239	45,007	45,767	46,528	47,289	48,324
16	37,551	38,239	38,505	42,997	43,757	45,525	46,286	47,047	47,807	48,842
17	37,879	38,568	38,833	43,515	44,276	46,044	46,805	47,565	48,326	49,361
18	38,207	38,896	39,162	44,034	44,795	46,562	47,323	48,084	48,845	49,880
19	38,535	39,224	39,490	44,552	45,313	47,081	47,842	48,602	49,363	50,398
20	38,863	39,552	39,818	45,071	45,832	47,599	48,360	49,121	49,882	50,917
21	39,192	39,880	40,146	45,589	46,350	48,118	48,879	49,639	50,400	51,435
22	39,520	40,208	40,474	46,108	46,869	48,636	49,397	50,158	50,919	51,954
23	39,848	40,536	40,802	46,627	47,387	49,155	49,916	50,676	51,437	52,472
24	40,176	40,864	41,130	47,145	47,906	49,674	50,434	51,195	51,956	52,991
25	40,504	41,192	41,458	47,664	48,424	50,192	50,953	51,714	52,474	53,509
26	40,832	41,520	41,786	48,182	48,943	50,711	51,471	52,232	52,993	54,028
27	41,160	41,848	42,114	48,701	49,461	51,229	51,990	52,751	53,511	54,546
28	41,488	42,177	42,442	49,219	49,980	51,748	52,508	53,269	54,030	55,065
29	41,816	42,505	42,771	49,738	50,498	52,266	53,027	53,788	54,548	55,583
30	42,144	42,833	43,099	50,256	51,017	52,785	53,545	54,306	55,067	56,102
31	42,473	43,161	43,427	50,775	51,536	53,303	54,064	54,825	55,585	56,620
32	42,801	43,489	43,755	51,293	52,054	53,822	54,583	55,343	56,104	57,139

33	43,129	43,817	44,083	51,812	52,573	54,340	55,101	55,862	56,623	57,658
34	43,457	44,145	44,411	52,330	53,091	54,859	55,620	56,380	57,141	58,176
35	43,785	44,473	44,739	52,849	53,610	55,377	56,138	56,899	57,660	58,695

8   (c) Six hundred dollars shall be paid annually to each classroom teacher who has at least

9   20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed

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

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

12   (d) To meet the objective of salary equity among the counties as set forth in §18A-4-5 of

13   this code, each teacher shall be paid an equity supplement amount as applicable for his or her

14   classification of certification or classification of training and years of experience as follows, subject

15   to the provisions of that section:

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

17   each year of experience up to and including 35 years of experience;

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

19   each year of experience up to and including 35 years of experience;

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

21   for each year of experience up to and including 35 years of experience;

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

23   each year of experience up to and including 35 years of experience;

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

25   for each year of experience up to and including 35 years of experience;

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

27   each year of experience up to and including 35 years of experience;

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

29   for each year of experience up to and including 35 years of experience;

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

31   for each year of experience up to and including 35 years of experience;

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

33   for each year of experience up to and including 35 years of experience; and

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

35   for each year of experience up to and including 35 years of experience.

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

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

38   and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be

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

40   salaries for teachers.

§18A-4-8a. Service personnel minimum monthly salaries.

1   (a) The minimum monthly pay for each service employee shall be as follows:

2   (1) For school year 2018–2019, and continuing thereafter, the minimum monthly pay for

3   each service employee whose employment is for a period of more than three and one-half hours

4   a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade and the

5   minimum monthly pay for each service employee whose employment is for a period of three and

6   one-half hours or less a day shall be at least one-half the amount indicated in the State Minimum

7   Pay Scale Pay Grade set forth in this subdivision.

8   STATE MINIMUM PAY SCALE PAY GRADE

| Years Exp. | | | | PAY GRADE | | | |
	A	B	C	D	E	F	G	H
0	1,770	1,791	1,833	1,886	1,939	2,002	2,034	2,107
1	1,802	1,824	1,865	1,918	1,972	2,035	2,066	2,140
2	1,835	1,856	1,898	1,951	2,004	2,067	2,099	2,172
3	1,867	1,889	1,931	1,984	2,037	2,100	2,132	2,205

4	1,900	1,922	1,963	2,016	2,069	2,133	2,164	2,239
5	1,933	1,954	1,996	2,049	2,102	2,165	2,197	2,271
6	1,965	1,987	2,030	2,082	2,135	2,198	2,230	2,304
7	1,999	2,019	2,062	2,114	2,167	2,231	2,262	2,337
8	2,032	2,052	2,095	2,147	2,200	2,263	2,295	2,369
9	2,064	2,085	2,128	2,181	2,233	2,296	2,327	2,402
10	2,097	2,118	2,160	2,213	2,265	2,330	2,361	2,435
11	2,130	2,151	2,193	2,246	2,298	2,362	2,394	2,467
12	2,162	2,184	2,225	2,279	2,332	2,395	2,426	2,500
13	2,195	2,216	2,258	2,311	2,364	2,427	2,459	2,533
14	2,228	2,249	2,291	2,344	2,397	2,460	2,492	2,565
15	2,260	2,282	2,323	2,376	2,429	2,493	2,524	2,598
16	2,293	2,314	2,356	2,409	2,462	2,525	2,557	2,631
17	2,325	2,347	2,390	2,442	2,495	2,558	2,590	2,664
18	2,358	2,380	2,422	2,474	2,527	2,591	2,622	2,697
19	2,392	2,412	2,455	2,507	2,560	2,623	2,655	2,729
20	2,424	2,445	2,488	2,541	2,593	2,656	2,688	2,763
21	2,457	2,477	2,520	2,573	2,625	2,689	2,720	2,797
22	2,490	2,511	2,553	2,606	2,658	2,722	2,754	2,829
23	2,522	2,544	2,586	2,639	2,692	2,756	2,788	2,863
24	2,555	2,576	2,618	2,671	2,724	2,790	2,821	2,897
25	2,588	2,609	2,651	2,704	2,758	2,822	2,855	2,929
26	2,620	2,642	2,683	2,738	2,792	2,856	2,887	2,963
27	2,653	2,674	2,716	2,770	2,824	2,888	2,921	2,996
28	2,686	2,707	2,750	2,804	2,858	2,922	2,955	3,030
29	2,718	2,741	2,783	2,836	2,891	2,956	2,987	3,064
30	2,752	2,773	2,817	2,870	2,924	2,988	3,021	3,097
31	2,785	2,807	2,851	2,904	2,958	3,022	3,055	3,130
32	2,819	2,840	2,883	2,937	2,990	3,056	3,087	3,164
33	2,853	2,873	2,917	2,971	3,024	3,088	3,121	3,197
34	2,885	2,907	2,951	3,005	3,058	3,122	3,155	3,230

35	2,919	2,941	2,983	3,037	3,090	3,156	3,188	3,264
36	2,953	2,974	3,017	3,071	3,125	3,189	3,222	3,296
37	2,985	3,008	3,051	3,105	3,159	3,223	3,255	3,330
38	3,019	3,040	3,083	3,137	3,191	3,256	3,288	3,364
39	3,053	3,074	3,117	3,171	3,225	3,289	3,322	3,396
40	3,085	3,108	3,150	3,204	3,259	3,323	3,355	3,430

Years Exp.				PAY GRADE				
	A	B	C	D	E	F	G	H
0	1,885	1,906	1,948	2,001	2,054	2,117	2,149	2,222
1	1,917	1,939	1,980	2,033	2,087	2,150	2,181	2,255
2	1,950	1,971	2,013	2,066	2,119	2,182	2,214	2,287
3	1,982	2,004	2,046	2,099	2,152	2,215	2,247	2,320
4	2,015	2,037	2,078	2,131	2,184	2,248	2,279	2,354
5	2,048	2,069	2,111	2,164	2,217	2,280	2,312	2,386
6	2,080	2,102	2,145	2,197	2,250	2,313	2,345	2,419
7	2,114	2,134	2,177	2,229	2,282	2,346	2,377	2,452
8	2,147	2,167	2,210	2,262	2,315	2,378	2,410	2,484
9	2,179	2,200	2,243	2,296	2,348	2,411	2,442	2,517
10	2,212	2,233	2,275	2,328	2,380	2,445	2,476	2,550
11	2,245	2,266	2,308	2,361	2,413	2,477	2,509	2,582
12	2,277	2,299	2,340	2,394	2,447	2,510	2,541	2,615
13	2,310	2,331	2,373	2,426	2,479	2,542	2,574	2,648
14	2,343	2,364	2,406	2,459	2,512	2,575	2,607	2,680
15	2,375	2,397	2,438	2,491	2,544	2,608	2,639	2,713
16	2,408	2,429	2,471	2,524	2,577	2,640	2,672	2,746
17	2,440	2,462	2,505	2,557	2,610	2,673	2,705	2,779
18	2,473	2,495	2,537	2,589	2,642	2,706	2,737	2,812
19	2,507	2,527	2,570	2,622	2,675	2,738	2,770	2,844
20	2,539	2,560	2,603	2,656	2,708	2,771	2,803	2,878

21	2,572	2,592	2,635	2,688	2,740	2,804	2,835	2,912
22	2,605	2,626	2,668	2,721	2,773	2,837	2,869	2,944
23	2,637	2,659	2,701	2,754	2,807	2,871	2,903	2,978
24	2,670	2,691	2,733	2,786	2,839	2,905	2,936	3,012
25	2,703	2,724	2,766	2,819	2,873	2,937	2,970	3,044
26	2,735	2,757	2,798	2,853	2,907	2,971	3,002	3,078
27	2,768	2,789	2,831	2,885	2,939	3,003	3,036	3,111
28	2,801	2,822	2,865	2,919	2,973	3,037	3,070	3,145
29	2,833	2,856	2,898	2,951	3,006	3,071	3,102	3,179
30	2,867	2,888	2,932	2,985	3,039	3,103	3,136	3,212
31	2,900	2,922	2,966	3,019	3,073	3,137	3,170	3,245
32	2,934	2,955	2,998	3,052	3,105	3,171	3,202	3,279
33	2,968	2,988	3,032	3,086	3,139	3,203	3,236	3,312
34	3,000	3,022	3,066	3,120	3,173	3,237	3,270	3,345
35	3,034	3,056	3,098	3,152	3,205	3,271	3,303	3,379
36	3,068	3,089	3,132	3,186	3,240	3,304	3,337	3,411
37	3,100	3,123	3,166	3,220	3,274	3,338	3,370	3,445
38	3,134	3,155	3,198	3,252	3,306	3,371	3,403	3,479
39	3,168	3,189	3,232	3,286	3,340	3,404	3,437	3,511
40	3,200	3,223	3,265	3,319	3,374	3,438	3,470	3,545

9   (2) Each service employee shall receive the amount prescribed in the State Minimum Pay

10   Scale Pay Grade in accordance with the provisions of this subsection according to their class title

11   and pay grade as set forth in this subdivision:

12   CLASS TITLE   PAY GRADE

13   Accountant I ....D

14   Accountant II ....E

15   Accountant III ....F

16   Accounts Payable Supervisor .... G

17   Aide I ....A

18	Aide II	B
19	Aide III	C
20	Aide IV	D
21	Audiovisual Technician	C
22	Auditor	G
23	Autism Mentor	F
24	Braille Specialist	E
25	Bus Operator	D
26	Buyer	F
27	Cabinetmaker	G
28	Cafeteria Manager	D
29	Carpenter I	E
30	Carpenter II	F
31	Chief Mechanic	G
32	Clerk I	B
33	Clerk II	C
34	Computer Operator	E
35	Cook I	A
36	Cook II	B
37	Cook III	C
38	Crew Leader	F
39	Custodian I	A
40	Custodian II	B
41	Custodian III	C
42	Custodian IV	D
43	Director or Coordinator of Services	H

44	Draftsman	D
45	Early Childhood Classroom Assistant Teacher I	E
46	Early Childhood Classroom Assistant Teacher II	E
47	Early Childhood Classroom Assistant Teacher III	F
48	Educational Sign Language Interpreter I	F
49	Educational Sign Language Interpreter II	G
50	Electrician I	F
51	Electrician II	G
52	Electronic Technician I	F
53	Electronic Technician II	G
54	Executive Secretary	G
55	Food Services Supervisor	G
56	Foreman	G
57	General Maintenance	C
58	Glazier	D
59	Graphic Artist	D
60	Groundsman	B
61	Handyman	B
62	Heating and Air Conditioning Mechanic I	E
63	Heating and Air Conditioning Mechanic II	G
64	Heavy Equipment Operator	E
65	Inventory Supervisor	D
66	Key Punch Operator	B
67	Licensed Practical Nurse	F
68	Locksmith	G
69	Lubrication Man	C

70	Machinist	F
71	Mail Clerk	D
72	Maintenance Clerk	C
73	Mason	G
74	Mechanic	F
75	Mechanic Assistant	E
76	Office Equipment Repairman I	F
77	Office Equipment Repairman II	G
78	Painter	E
79	Paraprofessional	F
80	Payroll Supervisor	G
81	Plumber I	E
82	Plumber II	G
83	Printing Operator	B
84	Printing Supervisor	D
85	Programmer	H
86	Roofing/Sheet Metal Mechanic	F
87	Sanitation Plant Operator	G
88	School Bus Supervisor	E
89	Secretary I	D
90	Secretary II	E
91	Secretary III	F
92	Sign Support Specialist	E
93	Supervisor of Maintenance	H
94	Supervisor of Transportation	H
95	Switchboard Operator-Receptionist	D

96   Truck Driver ....D

97   Warehouse Clerk C

98   Watchman ....B

99   Welder ....F

100   WVEIS Data Entry and Administrative Clerk ....B

101   (b) An additional $12 per month is added to the minimum monthly pay of each service

102   person who holds a high school diploma or its equivalent.

103   (c) An additional $11 per month also is added to the minimum monthly pay of each service

104   person for each of the following:

105   (1) A service person who holds 12 college hours or comparable credit obtained in a trade

106   or vocational school as approved by the state board;

107   (2) A service person who holds 24 college hours or comparable credit obtained in a trade

108   or vocational school as approved by the state board;

109   (3) A service person who holds 36 college hours or comparable credit obtained in a trade

110   or vocational school as approved by the state board;

111   (4) A service person who holds 48 college hours or comparable credit obtained in a trade

112   or vocational school as approved by the state board;

113   (5) A service employee who holds 60 college hours or comparable credit obtained in a

114   trade or vocational school as approved by the state board;

115   (6) A service person who holds 72 college hours or comparable credit obtained in a trade

116   or vocational school as approved by the state board;

117   (7) A service person who holds 84 college hours or comparable credit obtained in a trade

118   or vocational school as approved by the state board;

119   (8) A service person who holds 96 college hours or comparable credit obtained in a trade

120   or vocational school as approved by the state board;

121   (9) A service person who holds 108 college hours or comparable credit obtained in a trade

122   or vocational school as approved by the state board;

123   (10) A service person who holds 120 college hours or comparable credit obtained in a

124   trade or vocational school as approved by the state board.

125   (d) An additional $40 per month also is added to the minimum monthly pay of each service

126   person for each of the following:

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

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

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

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

131   (e) An additional $11 per month is added to the minimum monthly pay of each service

132   person for each of the following:

133   (1) A service person who holds a bachelor's degree plus 15 college hours;

134   (2) A service person who holds a master's degree plus 15 college hours;

135   (3) A service person who holds a master's degree plus 30 college hours;

136   (4) A service person who holds a master's degree plus 45 college hours; and

137   (5) A service person who holds a master's degree plus 60 college hours.

138   (f) To meet the objective of salary equity among the counties, each service person is paid

139   an equity supplement, as set forth in §18A-4-5 of this code, of $164 per month, subject to the

140   provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the

141   applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in

142   this section and article and any county supplement in effect in a county pursuant to §18A-4-5b of

143   this code; (ii) are paid in equal monthly installments; and (iii) are considered a part of the state

144   minimum salaries for service personnel.

145   (g) When any part of a school service person's daily shift of work is performed between

146   the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an

147   additional $10 per month and one half of the pay is paid with local funds.

148   (h) Any service person required to work on any legal school holiday is paid at a rate one

149   and one-half times the person's usual hourly rate.

150   (i) Any full-time service personnel required to work in excess of their normal working day

151   during any week which contains a school holiday for which they are paid is paid for the additional

152   hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate

153   and paid entirely from county board funds.

154   (j) A service person may not have his or her daily work schedule changed during the school

155   year without the employee's written consent and the person's required daily work hours may not

156   be changed to prevent the payment of time and one-half wages or the employment of another

157   employee.

158   (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of

159   this code is no less than one seventh of the person's daily total salary for each hour the person is

160   involved in performing the assignment and paid entirely from local funds: *Provided*, That an

161   alternative minimum hourly rate of pay for performing extra duty assignments within a particular

162   category of employment may be used if the alternate hourly rate of pay is approved both by the

163   county board and by the affirmative vote of a two-thirds majority of the regular full-time persons

164   within that classification category of employment within that county: *Provided, however*, That the

165   vote is by secret ballot if requested by a service person within that classification category within

166   that county. The salary for any fraction of an hour the employee is involved in performing the

167   assignment is prorated accordingly. When performing extra duty assignments, persons who are

168   regularly employed on a one-half day salary basis shall receive the same hourly extra duty

169   assignment pay computed as though the person were employed on a full-day salary basis.

170   (l) The minimum pay for any service personnel engaged in the removal of asbestos

171   material or related duties required for asbestos removal is their regular total daily rate of pay and

172   no less than an additional $3 per hour or no less than $5 per hour for service personnel

173   supervising asbestos removal responsibilities for each hour these employees are involved in

174   asbestos-related duties. Related duties required for asbestos removal include, but are not limited

175   to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,

176   placing and removal of equipment and removal of structures from the site. If any member of an

177   asbestos crew is engaged in asbestos-related duties outside of the employee's regular

178   employment county, the daily rate of pay is no less than the minimum amount as established in

179   the employee's regular employment county for asbestos removal and an additional $30 per each

180   day the employee is engaged in asbestos removal and related duties. The additional pay for

181   asbestos removal and related duties shall be payable entirely from county funds. Before service

182   personnel may be used in the removal of asbestos material or related duties, they shall have

183   completed a federal Environmental Protection Act-approved training program and be licensed.

184   The employer shall provide all necessary protective equipment and maintain all records required

185   by the Environmental Protection Act.

186   (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,

187   an aide is considered to be exercising the authority of a supervisory aide and control over pupils

188   if the aide is required to supervise, control, direct, monitor, escort, or render service to a child or

189   children when not under the direct supervision of a certified professional person within the

190   classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever

191   supervision is required. For purposes of this section, "under the direct supervision of a certified

192   professional person" means that certified professional person is present, with and accompanying

193   the aide.

NOTE: The purpose of this bill is to increase the salaries for public school teachers and
school service personnel by five 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.