

**WEST VIRGINIA LEGISLATURE**  
**2019 FIRST EXTRAORDINARY SESSION**

**Introduced**

**House Bill 190**

BY DELEGATES HANSHAW (MR. SPEAKER) AND MILEY

[BY REQUEST OF THE EXECUTIVE]

[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, relating to increasing salaries for teachers; granting additional experiences for  
 3 purposes of pay scale to math teachers meeting specified requirements; and increasing  
 4 salaries of 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 I 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: Provided, That for the school  
 8 year 2019-2020, and continuing thereafter, each teacher shall receive the amount prescribed in  
 9 the State Minimum Salary Schedule II as set forth in this section, specific additional amounts  
 10 prescribed in this section or article, and any county supplement in effect in a county pursuant to  
 11 §18A-4-5a of this code during the contract year.

STATE MINIMUM SALARY SCHEDULE I

Years	4 <sup>th</sup>	3 <sup>rd</sup>	2 <sup>nd</sup>	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doc-
Exp	Class	Class	Class		+ 15		+ 15	+ 30	+ 45	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
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

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STATE MINIMUM SALARY SCHEDULE II

<u>Years</u>	<u>4<sup>th</sup></u>	<u>3<sup>rd</sup></u>	<u>2<sup>nd</sup></u>	<u>A.B.</u>	<u>A.B.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>MA.</u>	<u>M.A.</u>	<u>Doc-</u>
<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>		<u>+15</u>		<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>torate</u>
<u>0</u>	<u>32,057</u>	<u>32,746</u>	<u>33,012</u>	<u>34,455</u>	<u>35,216</u>	<u>36,983</u>	<u>37,744</u>	<u>38,505</u>	<u>39,266</u>	<u>40,301</u>
<u>1</u>	<u>32,385</u>	<u>33,074</u>	<u>33,340</u>	<u>34,973</u>	<u>35,734</u>	<u>37,502</u>	<u>38,263</u>	<u>39,023</u>	<u>39,784</u>	<u>40,819</u>
<u>2</u>	<u>32,714</u>	<u>33,402</u>	<u>33,668</u>	<u>35,492</u>	<u>36,253</u>	<u>38,020</u>	<u>38,781</u>	<u>39,542</u>	<u>40,303</u>	<u>41,338</u>
<u>3</u>	<u>33,042</u>	<u>33,730</u>	<u>33,996</u>	<u>36,011</u>	<u>36,771</u>	<u>38,539</u>	<u>39,300</u>	<u>40,060</u>	<u>40,821</u>	<u>41,856</u>
<u>4</u>	<u>33,614</u>	<u>34,302</u>	<u>34,568</u>	<u>36,773</u>	<u>37,534</u>	<u>39,302</u>	<u>40,063</u>	<u>40,823</u>	<u>41,584</u>	<u>42,619</u>
<u>5</u>	<u>33,942</u>	<u>34,630</u>	<u>34,896</u>	<u>37,292</u>	<u>38,053</u>	<u>39,820</u>	<u>40,581</u>	<u>41,342</u>	<u>42,103</u>	<u>43,138</u>
<u>6</u>	<u>34,270</u>	<u>34,958</u>	<u>35,224</u>	<u>37,810</u>	<u>38,571</u>	<u>40,339</u>	<u>41,100</u>	<u>41,860</u>	<u>42,621</u>	<u>43,656</u>
<u>7</u>	<u>34,598</u>	<u>35,287</u>	<u>35,552</u>	<u>38,329</u>	<u>39,090</u>	<u>40,857</u>	<u>41,618</u>	<u>42,379</u>	<u>43,140</u>	<u>44,175</u>
<u>8</u>	<u>34,926</u>	<u>35,615</u>	<u>35,881</u>	<u>38,847</u>	<u>39,608</u>	<u>41,376</u>	<u>42,137</u>	<u>42,897</u>	<u>43,658</u>	<u>44,693</u>
<u>9</u>	<u>35,254</u>	<u>35,943</u>	<u>36,209</u>	<u>39,366</u>	<u>40,127</u>	<u>41,894</u>	<u>42,655</u>	<u>43,416</u>	<u>44,177</u>	<u>45,212</u>
<u>10</u>	<u>35,583</u>	<u>36,271</u>	<u>36,537</u>	<u>39,886</u>	<u>40,646</u>	<u>42,414</u>	<u>43,175</u>	<u>43,936</u>	<u>44,696</u>	<u>45,731</u>
<u>11</u>	<u>35,911</u>	<u>36,599</u>	<u>36,865</u>	<u>40,404</u>	<u>41,165</u>	<u>42,933</u>	<u>43,693</u>	<u>44,454</u>	<u>45,215</u>	<u>46,250</u>

<u>12</u>	<u>36,239</u>	<u>36,927</u>	<u>37,193</u>	<u>40,923</u>	<u>41,683</u>	<u>43,451</u>	<u>44,212</u>	<u>44,973</u>	<u>45,733</u>	<u>46,768</u>
<u>13</u>	<u>36,567</u>	<u>37,255</u>	<u>37,521</u>	<u>41,441</u>	<u>42,202</u>	<u>43,970</u>	<u>44,730</u>	<u>45,491</u>	<u>46,252</u>	<u>47,287</u>
<u>14</u>	<u>36,895</u>	<u>37,583</u>	<u>37,849</u>	<u>41,960</u>	<u>42,720</u>	<u>44,488</u>	<u>45,249</u>	<u>46,010</u>	<u>46,770</u>	<u>47,805</u>
<u>15</u>	<u>37,223</u>	<u>37,911</u>	<u>38,177</u>	<u>42,478</u>	<u>43,239</u>	<u>45,007</u>	<u>45,767</u>	<u>46,528</u>	<u>47,289</u>	<u>48,324</u>
<u>16</u>	<u>37,551</u>	<u>38,239</u>	<u>38,505</u>	<u>42,997</u>	<u>43,757</u>	<u>45,525</u>	<u>46,286</u>	<u>47,047</u>	<u>47,807</u>	<u>48,842</u>
<u>17</u>	<u>37,879</u>	<u>38,568</u>	<u>38,833</u>	<u>43,515</u>	<u>44,276</u>	<u>46,044</u>	<u>46,805</u>	<u>47,565</u>	<u>48,326</u>	<u>49,361</u>
<u>18</u>	<u>38,207</u>	<u>38,896</u>	<u>39,162</u>	<u>44,034</u>	<u>44,795</u>	<u>46,562</u>	<u>47,323</u>	<u>48,084</u>	<u>48,845</u>	<u>49,880</u>
<u>19</u>	<u>38,535</u>	<u>39,224</u>	<u>39,490</u>	<u>44,552</u>	<u>45,313</u>	<u>47,081</u>	<u>47,842</u>	<u>48,602</u>	<u>49,363</u>	<u>50,398</u>
<u>20</u>	<u>38,863</u>	<u>39,552</u>	<u>39,818</u>	<u>45,071</u>	<u>45,832</u>	<u>47,599</u>	<u>48,360</u>	<u>49,121</u>	<u>49,882</u>	<u>50,917</u>
<u>21</u>	<u>39,192</u>	<u>39,880</u>	<u>40,146</u>	<u>45,589</u>	<u>46,350</u>	<u>48,118</u>	<u>48,879</u>	<u>49,639</u>	<u>50,400</u>	<u>51,435</u>
<u>22</u>	<u>39,520</u>	<u>40,208</u>	<u>40,474</u>	<u>46,108</u>	<u>46,869</u>	<u>48,636</u>	<u>49,397</u>	<u>50,158</u>	<u>50,919</u>	<u>51,954</u>
<u>23</u>	<u>39,848</u>	<u>40,536</u>	<u>40,802</u>	<u>46,627</u>	<u>47,387</u>	<u>49,155</u>	<u>49,916</u>	<u>50,676</u>	<u>51,437</u>	<u>52,472</u>
<u>24</u>	<u>40,176</u>	<u>40,864</u>	<u>41,130</u>	<u>47,145</u>	<u>47,906</u>	<u>49,674</u>	<u>50,434</u>	<u>51,195</u>	<u>51,956</u>	<u>52,991</u>
<u>25</u>	<u>40,504</u>	<u>41,192</u>	<u>41,458</u>	<u>47,664</u>	<u>48,424</u>	<u>50,192</u>	<u>50,953</u>	<u>51,714</u>	<u>52,474</u>	<u>53,509</u>
<u>26</u>	<u>40,832</u>	<u>41,520</u>	<u>41,786</u>	<u>48,182</u>	<u>48,943</u>	<u>50,711</u>	<u>51,471</u>	<u>52,232</u>	<u>52,993</u>	<u>54,028</u>
<u>27</u>	<u>41,160</u>	<u>41,848</u>	<u>42,114</u>	<u>48,701</u>	<u>49,461</u>	<u>51,229</u>	<u>51,990</u>	<u>52,751</u>	<u>53,511</u>	<u>54,546</u>
<u>28</u>	<u>41,488</u>	<u>42,177</u>	<u>42,442</u>	<u>49,219</u>	<u>49,980</u>	<u>51,748</u>	<u>52,508</u>	<u>53,269</u>	<u>54,030</u>	<u>55,065</u>
<u>29</u>	<u>41,816</u>	<u>42,505</u>	<u>42,771</u>	<u>49,738</u>	<u>50,498</u>	<u>52,266</u>	<u>53,027</u>	<u>53,788</u>	<u>54,548</u>	<u>55,583</u>
<u>30</u>	<u>42,144</u>	<u>42,833</u>	<u>43,099</u>	<u>50,256</u>	<u>51,017</u>	<u>52,785</u>	<u>53,545</u>	<u>54,306</u>	<u>55,067</u>	<u>56,102</u>
<u>31</u>	<u>42,473</u>	<u>43,161</u>	<u>43,427</u>	<u>50,775</u>	<u>51,536</u>	<u>53,303</u>	<u>54,064</u>	<u>54,825</u>	<u>55,585</u>	<u>56,620</u>
<u>32</u>	<u>42,801</u>	<u>43,489</u>	<u>43,755</u>	<u>51,293</u>	<u>52,054</u>	<u>53,822</u>	<u>54,583</u>	<u>55,343</u>	<u>56,104</u>	<u>57,139</u>
<u>33</u>	<u>43,129</u>	<u>43,817</u>	<u>44,083</u>	<u>51,812</u>	<u>52,573</u>	<u>54,340</u>	<u>55,101</u>	<u>55,862</u>	<u>56,623</u>	<u>57,658</u>
<u>34</u>	<u>43,457</u>	<u>44,145</u>	<u>44,411</u>	<u>52,330</u>	<u>53,091</u>	<u>54,859</u>	<u>55,620</u>	<u>56,380</u>	<u>57,141</u>	<u>58,176</u>
<u>35</u>	<u>43,785</u>	<u>44,473</u>	<u>44,739</u>	<u>52,849</u>	<u>53,610</u>	<u>55,377</u>	<u>56,138</u>	<u>56,899</u>	<u>57,660</u>	<u>58,695</u>

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

15 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed  
16 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;  
17 and (iii) shall be considered a part of the state minimum salaries for teachers.

18 (d) Effective July 1, 2019, each classroom teacher providing math instruction in the  
19 teacher's certified area of study for at least 60 percent of the time the teacher is providing  
20 instruction to students shall be considered to have three additional years of experience only for  
21 the purposes of the salary schedule set forth in subsection (b) of this section.

22 ~~(d)~~ (e) To meet the objective of salary equity among the counties as set forth in §18A-4-  
23 5 of this code, each teacher shall be paid an equity supplement amount as applicable for his or  
24 her classification of certification or classification of training and years of experience as follows,  
25 subject to the provisions of that section:

26 (1) For "4th Class" at zero years of experience, \$1,781. An additional \$38 shall be paid for  
27 each year of experience up to and including 35 years of experience;

28 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid for  
29 each year of experience up to and including 35 years of experience;

30 (3) For "2nd Class" at zero years of experience, \$1,877. An additional \$69 shall be paid  
31 for each year of experience up to and including 35 years of experience;

32 (4) For "A. B." at zero years of experience, \$2,360. An additional \$69 shall be paid for  
33 each year of experience up to and including 35 years of experience;

34 (5) For "A. B. + 15" at zero years of experience, \$2,452. An additional \$69 shall be paid  
35 for each year of experience up to and including 35 years of experience;

36 (6) For "M. A." at zero years of experience, \$2,644. An additional \$69 shall be paid for  
37 each year of experience up to and including 35 years of experience;

38 (7) For "M. A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid  
39 for each year of experience up to and including 35 years of experience;

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

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

42 (9) For “M. A. + 45” at zero years of experience, \$2,836. An additional \$69 shall be paid  
43 for each year of experience up to and including 35 years of experience; and

44 (10) For “Doctorate” at zero years of experience, \$2,927. An additional \$69 shall be paid  
45 for each year of experience up to and including 35 years of experience.

46 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
47 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
48 and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be  
49 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
50 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  
5 Schedule I and the minimum monthly pay for each service employee whose employment is for a  
6 period of three and one-half hours or less a day shall be at least one-half the amount indicated in  
7 the State Minimum Pay Scale Pay Grade set forth in this subdivision: Provided, That for school  
8 year 2019-2020, and continuing thereafter, the minimum monthly pay for each service employee  
9 whose employment is for a period of more than three and one-half hours a day shall be at least  
10 the amounts indicated in the State Minimum Pay Scale Pay Grade Schedule II and the minimum  
11 monthly pay for each service employee whose employment is for a period of three and one-half  
12 hours or less a day shall be at least one-half the amount indicated in the State Minimum Pay  
13 Scale Pay Grade set forth in this subdivision.

14 STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE I

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

15

16

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE II

Years

Exp.

PAY GRADE

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
<u>0</u>	<u>1,885</u>	<u>1,906</u>	<u>1,948</u>	<u>2,001</u>	<u>2,054</u>	<u>2,117</u>	<u>2,149</u>	<u>2,222</u>
<u>1</u>	<u>1,917</u>	<u>1,939</u>	<u>1,980</u>	<u>2,033</u>	<u>2,087</u>	<u>2,150</u>	<u>2,181</u>	<u>2,255</u>
<u>2</u>	<u>1,950</u>	<u>1,971</u>	<u>2,013</u>	<u>2,066</u>	<u>2,119</u>	<u>2,182</u>	<u>2,214</u>	<u>2,287</u>
<u>3</u>	<u>1,982</u>	<u>2,004</u>	<u>2,046</u>	<u>2,099</u>	<u>2,152</u>	<u>2,215</u>	<u>2,247</u>	<u>2,320</u>
<u>4</u>	<u>2,015</u>	<u>2,037</u>	<u>2,078</u>	<u>2,131</u>	<u>2,184</u>	<u>2,248</u>	<u>2,279</u>	<u>2,354</u>

<u>5</u>	<u>2,048</u>	<u>2,069</u>	<u>2,111</u>	<u>2,164</u>	<u>2,217</u>	<u>2,280</u>	<u>2,312</u>	<u>2,386</u>
<u>6</u>	<u>2,080</u>	<u>2,102</u>	<u>2,145</u>	<u>2,197</u>	<u>2,250</u>	<u>2,313</u>	<u>2,345</u>	<u>2,419</u>
<u>7</u>	<u>2,114</u>	<u>2,134</u>	<u>2,177</u>	<u>2,229</u>	<u>2,282</u>	<u>2,346</u>	<u>2,377</u>	<u>2,452</u>
<u>8</u>	<u>2,147</u>	<u>2,167</u>	<u>2,210</u>	<u>2,262</u>	<u>2,315</u>	<u>2,378</u>	<u>2,410</u>	<u>2,484</u>
<u>9</u>	<u>2,179</u>	<u>2,200</u>	<u>2,243</u>	<u>2,296</u>	<u>2,348</u>	<u>2,411</u>	<u>2,442</u>	<u>2,517</u>
<u>10</u>	<u>2,212</u>	<u>2,233</u>	<u>2,275</u>	<u>2,328</u>	<u>2,380</u>	<u>2,445</u>	<u>2,476</u>	<u>2,550</u>
<u>11</u>	<u>2,245</u>	<u>2,266</u>	<u>2,308</u>	<u>2,361</u>	<u>2,413</u>	<u>2,477</u>	<u>2,509</u>	<u>2,582</u>
<u>12</u>	<u>2,277</u>	<u>2,299</u>	<u>2,340</u>	<u>2,394</u>	<u>2,447</u>	<u>2,510</u>	<u>2,541</u>	<u>2,615</u>
<u>13</u>	<u>2,310</u>	<u>2,331</u>	<u>2,373</u>	<u>2,426</u>	<u>2,479</u>	<u>2,542</u>	<u>2,574</u>	<u>2,648</u>
<u>14</u>	<u>2,343</u>	<u>2,364</u>	<u>2,406</u>	<u>2,459</u>	<u>2,512</u>	<u>2,575</u>	<u>2,607</u>	<u>2,680</u>
<u>15</u>	<u>2,375</u>	<u>2,397</u>	<u>2,438</u>	<u>2,491</u>	<u>2,544</u>	<u>2,608</u>	<u>2,639</u>	<u>2,713</u>
<u>16</u>	<u>2,408</u>	<u>2,429</u>	<u>2,471</u>	<u>2,524</u>	<u>2,577</u>	<u>2,640</u>	<u>2,672</u>	<u>2,746</u>
<u>17</u>	<u>2,440</u>	<u>2,462</u>	<u>2,505</u>	<u>2,557</u>	<u>2,610</u>	<u>2,673</u>	<u>2,705</u>	<u>2,779</u>
<u>18</u>	<u>2,473</u>	<u>2,495</u>	<u>2,537</u>	<u>2,589</u>	<u>2,642</u>	<u>2,706</u>	<u>2,737</u>	<u>2,812</u>
<u>19</u>	<u>2,507</u>	<u>2,527</u>	<u>2,570</u>	<u>2,622</u>	<u>2,675</u>	<u>2,738</u>	<u>2,770</u>	<u>2,844</u>
<u>20</u>	<u>2,539</u>	<u>2,560</u>	<u>2,603</u>	<u>2,656</u>	<u>2,708</u>	<u>2,771</u>	<u>2,803</u>	<u>2,878</u>
<u>21</u>	<u>2,572</u>	<u>2,592</u>	<u>2,635</u>	<u>2,688</u>	<u>2,740</u>	<u>2,804</u>	<u>2,835</u>	<u>2,912</u>
<u>22</u>	<u>2,605</u>	<u>2,626</u>	<u>2,668</u>	<u>2,721</u>	<u>2,773</u>	<u>2,837</u>	<u>2,869</u>	<u>2,944</u>
<u>23</u>	<u>2,637</u>	<u>2,659</u>	<u>2,701</u>	<u>2,754</u>	<u>2,807</u>	<u>2,871</u>	<u>2,903</u>	<u>2,978</u>
<u>24</u>	<u>2,670</u>	<u>2,691</u>	<u>2,733</u>	<u>2,786</u>	<u>2,839</u>	<u>2,905</u>	<u>2,936</u>	<u>3,012</u>
<u>25</u>	<u>2,703</u>	<u>2,724</u>	<u>2,766</u>	<u>2,819</u>	<u>2,873</u>	<u>2,937</u>	<u>2,970</u>	<u>3,044</u>
<u>26</u>	<u>2,735</u>	<u>2,757</u>	<u>2,798</u>	<u>2,853</u>	<u>2,907</u>	<u>2,971</u>	<u>3,002</u>	<u>3,078</u>
<u>27</u>	<u>2,768</u>	<u>2,789</u>	<u>2,831</u>	<u>2,885</u>	<u>2,939</u>	<u>3,003</u>	<u>3,036</u>	<u>3,111</u>
<u>28</u>	<u>2,801</u>	<u>2,822</u>	<u>2,865</u>	<u>2,919</u>	<u>2,973</u>	<u>3,037</u>	<u>3,070</u>	<u>3,145</u>
<u>29</u>	<u>2,833</u>	<u>2,856</u>	<u>2,898</u>	<u>2,951</u>	<u>3,006</u>	<u>3,071</u>	<u>3,102</u>	<u>3,179</u>

<u>30</u>	<u>2,867</u>	<u>2,888</u>	<u>2,932</u>	<u>2,985</u>	<u>3,039</u>	<u>3,103</u>	<u>3,136</u>	<u>3,212</u>
<u>31</u>	<u>2,900</u>	<u>2,922</u>	<u>2,966</u>	<u>3,019</u>	<u>3,073</u>	<u>3,137</u>	<u>3,170</u>	<u>3,245</u>
<u>32</u>	<u>2,934</u>	<u>2,955</u>	<u>2,998</u>	<u>3,052</u>	<u>3,105</u>	<u>3,171</u>	<u>3,202</u>	<u>3,279</u>
<u>33</u>	<u>2,968</u>	<u>2,988</u>	<u>3,032</u>	<u>3,086</u>	<u>3,139</u>	<u>3,203</u>	<u>3,236</u>	<u>3,312</u>
<u>34</u>	<u>3,000</u>	<u>3,022</u>	<u>3,066</u>	<u>3,120</u>	<u>3,173</u>	<u>3,237</u>	<u>3,270</u>	<u>3,345</u>
<u>35</u>	<u>3,034</u>	<u>3,056</u>	<u>3,098</u>	<u>3,152</u>	<u>3,205</u>	<u>3,271</u>	<u>3,303</u>	<u>3,379</u>
<u>36</u>	<u>3,068</u>	<u>3,089</u>	<u>3,132</u>	<u>3,186</u>	<u>3,240</u>	<u>3,304</u>	<u>3,337</u>	<u>3,411</u>
<u>37</u>	<u>3,100</u>	<u>3,123</u>	<u>3,166</u>	<u>3,220</u>	<u>3,274</u>	<u>3,338</u>	<u>3,370</u>	<u>3,445</u>
<u>38</u>	<u>3,134</u>	<u>3,155</u>	<u>3,198</u>	<u>3,252</u>	<u>3,306</u>	<u>3,371</u>	<u>3,403</u>	<u>3,479</u>
<u>39</u>	<u>3,168</u>	<u>3,189</u>	<u>3,232</u>	<u>3,286</u>	<u>3,340</u>	<u>3,404</u>	<u>3,437</u>	<u>3,511</u>
<u>40</u>	<u>3,200</u>	<u>3,223</u>	<u>3,265</u>	<u>3,319</u>	<u>3,374</u>	<u>3,438</u>	<u>3,470</u>	<u>3,545</u>

17

18 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay  
 19 Scale Pay Grade in accordance with the provisions of this subsection according to their class title  
 20 and pay grade as set forth in this subdivision:

21	CLASS TITLE	PAY GRADE
22	Accountant I .....	D
23	Accountant II .....	E
24	Accountant III .....	F
25	Accounts Payable Supervisor .....	G
26	Aide I .....	A
27	Aide II .....	B
28	Aide III .....	C
29	Aide IV .....	D
30	Audiovisual Technician .....	C
31	Auditor .....	G

32 Autism Mentor ..... F

33 Braille Specialist ..... E

34 Bus Operator ..... D

35 Buyer ..... F

36 Cabinetmaker ..... G

37 Cafeteria Manager ..... D

38 Carpenter I ..... E

39 Carpenter II ..... F

40 Chief Mechanic ..... G

41 Clerk I ..... B

42 Clerk II ..... C

43 Computer Operator ..... E

44 Cook I ..... A

45 Cook II ..... B

46 Cook III ..... C

47 Crew Leader ..... F

48 Custodian I ..... A

49 Custodian II ..... B

50 Custodian III ..... C

51 Custodian IV ..... D

52 Director or Coordinator of Services ..... H

53 Draftsman ..... D

54 Early Childhood Classroom Assistant Teacher I ..... E

55 Early Childhood Classroom Assistant Teacher II ..... E

56 Early Childhood Classroom Assistant Teacher III ..... F

57 Educational Sign Language Interpreter I ..... F

58	Educational Sign Language Interpreter II .....	G
59	Electrician I .....	F
60	Electrician II .....	G
61	Electronic Technician I .....	F
62	Electronic Technician II .....	G
63	Executive Secretary .....	G
64	Food Services Supervisor .....	G
65	Foreman .....	G
66	General Maintenance .....	C
67	Glazier .....	D
68	Graphic Artist .....	D
69	Groundsman .....	B
70	Handyman .....	B
71	Heating and Air Conditioning Mechanic I .....	E
72	Heating and Air Conditioning Mechanic II .....	G
73	Heavy Equipment Operator .....	E
74	Inventory Supervisor .....	D
75	Key Punch Operator .....	B
76	Licensed Practical Nurse .....	F
77	Locksmith .....	G
78	Lubrication Man .....	C
79	Machinist .....	F
80	Mail Clerk .....	D
81	Maintenance Clerk .....	C
82	Mason .....	G
83	Mechanic .....	F

84           Mechanic Assistant ..... E

85           Office Equipment Repairman I ..... F

86           Office Equipment Repairman II ..... G

87           Painter ..... E

88           Paraprofessional ..... F

89           Payroll Supervisor ..... G

90           Plumber I ..... E

91           Plumber II ..... G

92           Printing Operator ..... B

93           Printing Supervisor ..... D

94           Programmer ..... H

95           Roofing/Sheet Metal Mechanic ..... F

96           Sanitation Plant Operator ..... G

97           School Bus Supervisor ..... E

98           Secretary I ..... D

99           Secretary II ..... E

100          Secretary III ..... F

101          Sign Support Specialist ..... E

102          Supervisor of Maintenance ..... H

103          Supervisor of Transportation ..... H

104          Switchboard Operator-Receptionist ..... D

105          Truck Driver ..... D

106          Warehouse Clerk ..... C

107          Watchman ..... B

108          Welder ..... F

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

110 (b) An additional \$12 per month is added to the minimum monthly pay of each service  
111 person who holds a high school diploma or its equivalent.

112 (c) An additional \$11 per month also is added to the minimum monthly pay of each service  
113 person for each of the following:

114 (1) A service person who holds 12 college hours or comparable credit obtained in a trade  
115 or vocational school as approved by the state board;

116 (2) A service person who holds 24 college hours or comparable credit obtained in a trade  
117 or vocational school as approved by the state board;

118 (3) A service person who holds 36 college hours or comparable credit obtained in a trade  
119 or vocational school as approved by the state board;

120 (4) A service person who holds 48 college hours or comparable credit obtained in a trade  
121 or vocational school as approved by the state board;

122 (5) A service employee who holds 60 college hours or comparable credit obtained in a  
123 trade or vocational school as approved by the state board;

124 (6) A service person who holds 72 college hours or comparable credit obtained in a trade  
125 or vocational school as approved by the state board;

126 (7) A service person who holds 84 college hours or comparable credit obtained in a trade  
127 or vocational school as approved by the state board;

128 (8) A service person who holds 96 college hours or comparable credit obtained in a trade  
129 or vocational school as approved by the state board;

130 (9) A service person who holds 108 college hours or comparable credit obtained in a trade  
131 or vocational school as approved by the state board;

132 (10) A service person who holds 120 college hours or comparable credit obtained in a  
133 trade or vocational school as approved by the state board.

134 (d) An additional \$40 per month also is added to the minimum monthly pay of each service  
135 person for each of the following:

- 136 (1) A service person who holds an associate's degree;
- 137 (2) A service person who holds a bachelor's degree;
- 138 (3) A service person who holds a master's degree;
- 139 (4) A service person who holds a doctorate degree.
- 140 (e) An additional \$11 per month is added to the minimum monthly pay of each service
- 141 person for each of the following:
- 142 (1) A service person who holds a bachelor's degree plus 15 college hours;
- 143 (2) A service person who holds a master's degree plus 15 college hours;
- 144 (3) A service person who holds a master's degree plus 30 college hours;
- 145 (4) A service person who holds a master's degree plus 45 college hours; and
- 146 (5) A service person who holds a master's degree plus 60 college hours.
- 147 (f) To meet the objective of salary equity among the counties, each service person is paid
- 148 an equity supplement, as set forth in §18A-4-5 of this code, of \$164 per month, subject to the
- 149 provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the
- 150 applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in
- 151 this section and article and any county supplement in effect in a county pursuant to §18A-4-5b of
- 152 this code; (ii) are paid in equal monthly installments; and (iii) are considered a part of the state
- 153 minimum salaries for service personnel.
- 154 (g) When any part of a school service person's daily shift of work is performed between
- 155 the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an
- 156 additional \$10 per month and one half of the pay is paid with local funds.
- 157 (h) Any service person required to work on any legal school holiday is paid at a rate one
- 158 and one-half times the person's usual hourly rate.
- 159 (i) Any full-time service personnel required to work in excess of their normal working day
- 160 during any week which contains a school holiday for which they are paid is paid for the additional
- 161 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate



162 and paid entirely from county board funds.

163 (j) A service person may not have his or her daily work schedule changed during the school  
164 year without the employee's written consent and the person's required daily work hours may not  
165 be changed to prevent the payment of time and one-half wages or the employment of another  
166 employee.

167 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
168 this code is no less than one seventh of the person's daily total salary for each hour the person is  
169 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
170 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
171 category of employment may be used if the alternate hourly rate of pay is approved both by the  
172 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
173 within that classification category of employment within that county: *Provided, however*, That the  
174 vote is by secret ballot if requested by a service person within that classification category within  
175 that county. The salary for any fraction of an hour the employee is involved in performing the  
176 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
177 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
178 assignment pay computed as though the person were employed on a full-day salary basis.

179 (l) The minimum pay for any service personnel engaged in the removal of asbestos  
180 material or related duties required for asbestos removal is their regular total daily rate of pay and  
181 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel  
182 supervising asbestos removal responsibilities for each hour these employees are involved in  
183 asbestos-related duties. Related duties required for asbestos removal include, but are not limited  
184 to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,  
185 placing and removal of equipment, and removal of structures from the site. If any member of an  
186 asbestos crew is engaged in asbestos-related duties outside of the employee's regular  
187 employment county, the daily rate of pay is no less than the minimum amount as established in

188 the employee's regular employment county for asbestos removal and an additional \$30 per each  
189 day the employee is engaged in asbestos removal and related duties. The additional pay for  
190 asbestos removal and related duties shall be payable entirely from county funds. Before service  
191 personnel may be used in the removal of asbestos material or related duties, they shall have  
192 completed a federal Environmental Protection Act-approved training program and be licensed.  
193 The employer shall provide all necessary protective equipment and maintain all records required  
194 by the Environmental Protection Act.

195 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,  
196 an aide is considered to be exercising the authority of a supervisory aide and control over pupils  
197 if the aide is required to supervise, control, direct, monitor, escort, or render service to a child or  
198 children when not under the direct supervision of a certified professional person within the  
199 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever  
200 supervision is required. For purposes of this section, "under the direct supervision of a certified  
201 professional person" means that certified professional person is present, with and accompanying  
202 the aide.

NOTE: The purpose of this bill is to increase salaries for teachers; grant additional experiences for purposes of pay scale to math teachers meeting specified requirements; and increase salaries of 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.