

# **WEST VIRGINIA LEGISLATURE**

## **2019 REGULAR SESSION**

**Introduced**

### **House Bill 2425**

BY DELEGATE C. MARTIN, BUTLER AND FAST

[Introduced January 15, 2019; Referred  
to the Committee on Education.]

1 A BILL to amend and reenact §18A-4-8 of the Code of West Virginia, 1931, as amended, relating  
 2 to defining a work day and a one-half work day for school service personnel and removing  
 3 a provision relating to employment of licensed practical nurses.

*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 10 months.  
 3 A month is defined as 20 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 12-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 200 day  
 9 minimum employment term are paid for additional employment at a daily rate of not less than the  
 10 daily rate paid for the 200 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 (1) The work day for service personnel is defined as eight hours worked with a duty free  
 15 30 minute lunch.

16 (2) A one-half work day for service personnel is defined as four hours worked.

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

21 full day of work for each day.

22 (f) 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 section one, article  
27 one of this chapter.

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) 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) A service person's contract, as provided in section five, article two of this chapter, shall  
41 state the appropriate monthly salary the employee is to be paid, based on the class title as  
42 provided in this article and on any county salary schedule in excess of the minimum requirements  
43 of this article.

44 (i) The column heads of the state minimum pay scale and class titles, set forth in section  
45 eight-a of this article, are defined as follows:

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

47 (2) "Years of employmen" means the number of years which an employee classified as a  
48 service person has been employed by a county board in any position prior to or subsequent to  
49 the effective date of this section and includes service in the Armed Forces of the United States, if  
50 the employee was employed at the time of his or her induction. For the purpose of section eight-  
51 a of this article, years of employment is limited to the number of years shown and allowed under  
52 the state minimum pay scale as set forth in section eight-a of this article;

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

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

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

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

61 (7) "Accounts payable supervisor" means a person employed in the county board office  
62 who has primary responsibility for the accounts payable function and who either has completed  
63 12 college hours of accounting courses from an accredited institution of higher education or has  
64 at least eight years of experience performing progressively difficult accounting tasks.  
65 Responsibilities of this class title may include supervision of other personnel;

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

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

72 (10) "Aide III" means a service person referred to in the "Aide I" classification who holds a

73 high school diploma or a general educational development certificate; and

74 (A) Has completed six semester hours of college credit at an institution of higher  
75 education; or

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

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

80 (A) Has completed 18 hours of state board-approved college credit at a regionally  
81 accredited institution of higher education, or

82 (B) Has completed 15 hours of State Board-approved college credit at a regionally  
83 accredited institution of higher education; and has successfully completed an in-service training  
84 program determined by the state board to be the equivalent of three hours of college credit;

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

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

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

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

98 (16) "Bus operator" means a person employed to operate school buses and other school

99 transportation vehicles as provided by the state board;

100 (17) "Buyer" means a person employed to review and write specifications, negotiate  
101 purchase bids and recommend purchase agreements for materials and services that meet  
102 predetermined specifications at the lowest available costs;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

150 (35) "Draftsman" means a person employed to plan, design and produce detailed

151 architectural/engineering drawings;

152 (36) “Early Childhood Classroom Assistant Teacher I” means a person who does not  
153 possess minimum requirements for the permanent authorization requirements, but is enrolled in  
154 and pursuing requirements;

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

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

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

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

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

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

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

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



177 (45) "Executive secretary" means a person employed as secretary to the county school  
178 superintendent or as a secretary who is assigned to a position characterized by significant  
179 administrative duties;

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

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

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

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

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

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

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

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

202 (54) "Heating and air conditioning mechanic II" means a person employed at the

203 journeyman level to install, repair and maintain heating and air conditioning plants and related  
204 electrical equipment;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

243 (71) "Paraprofessional" means a person certified pursuant to section two-a, article three  
244 of this chapter to perform duties in a support capacity including, but not limited to, facilitating in  
245 the instruction and direct or indirect supervision of students under the direction of a principal, a  
246 teacher or another designated professional educator.

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

250 (B) A person who has held or holds an aide title and becomes employed as a  
251 paraprofessional shall hold a multiclassification status that includes both aide and  
252 paraprofessional titles in accordance with section eight-b of this article; and

253 (C) When a service person who holds an aide title becomes certified as a paraprofessional  
254 and is required to perform duties that may not be performed by an aide without paraprofessional

255 certification, he or she shall receive the paraprofessional title pay grade;

256 (72) "Payroll supervisor" means a person employed in the county board office who has  
257 primary responsibility for the payroll function and who either has completed 12 college hours of  
258 accounting from an accredited institution of higher education or has at least eight years of  
259 experience performing progressively difficult accounting tasks. Responsibilities of this class title  
260 may include supervision of other personnel;

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

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

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

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

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

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

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

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

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

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

280 (81) "Secretary I" means a person employed to transcribe from notes or mechanical

281 equipment, receive callers, perform clerical tasks, prepare reports and operate office machines;

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

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

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

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

304 (86) "Supervisor of transportation" means a qualified person employed to direct school  
305 transportation activities properly and safely, and to supervise the maintenance and repair of  
306 vehicles, buses and other mechanical and mobile equipment used by the county school system.

307 After July 1, 2010, all persons employed for the first time in a position with this classification title  
308 or in a multiclassification position that includes this title shall have five years of experience working  
309 in the transportation department of a county board. Experience working in the transportation  
310 department consists of serving as a bus operator, bus aide, assistant mechanic, mechanic, chief  
311 mechanic or in a clerical position within the transportation department;

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

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

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

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

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

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

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

333 (k) A service person whose years of employment exceeds the number of years shown and  
334 provided for under the state minimum pay scale set forth in section eight-a of this article may not  
335 be paid less than the amount shown for the maximum years of employment shown and provided  
336 for in the classification in which he or she is employed.

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

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

345 (1) Reclassified by class title; or

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

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

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

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

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

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

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



385 (1) Any service person holding the Braille or Sign Language Specialist classification title  
386 has that classification title renamed on his or her employment contract as either Braille Specialist  
387 or Sign Support Specialist. This action does not result in a loss or reduction of salary or  
388 supplement by any employee. Any seniority earned in the Braille or Sign Language Specialist  
389 classification prior to July 1, 2013, continues to be credited as seniority earned in the Braille  
390 Specialist or Sign Support Specialist classification;

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

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

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

407 ~~(u)~~ (t) A person who has held or holds an aide title and becomes employed as an Early  
408 Childhood Classroom Assistant Teacher shall hold a multiclassification status that includes aide  
409 and/or paraprofessional titles in accordance with section eight-b of this article.

NOTE: The purpose of this bill is to define work day and half 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.