

WEST VIRGINIA LEGISLATURE

2021 REGULAR SESSION

Introduced

House Bill 3109

FISCAL
NOTE

BY DELEGATES THOMPSON, DEAN AND YOUNG

[Introduced March 12, 2021; Referred to the
Committee on Finance]

1 A BILL to amend and reenact §18A-4-5a §18A-4-5b of and the Code of West Virginia, 1931, as
 2 amended, all relating to a \$2000 salary pay increase for all teachers and school service
 3 personnel.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-5a. County salary supplements for teachers.

1 (a) County boards of education in fixing the salaries of teachers shall use at least the state
 2 minimum salaries established under the provisions of this article. The board may establish salary
 3 schedules which shall be in excess of the state minimums fixed by this article, such county
 4 schedules to be uniform throughout the county as to the classification of training, experience,
 5 responsibility and other requirements subject to the following:

6 (1) Counties may fix higher salaries for teachers placed in special instructional
 7 assignments, for those assigned to or employed for duties other than regular instructional duties,
 8 and for teachers of one-teacher schools;

9 (2) Counties may provide additional compensation for any teacher assigned duties in
 10 addition to the teacher’s regular instructional duties wherein such noninstructional duties are not
 11 a part of the scheduled hours of the regular school day;

12 (3) Counties may provide additional compensation for teachers who are assigned and fully
 13 certified to teach in a subject area in which the county board finds it has a critical need and
 14 shortage of fully certified teachers;

15 (4) Counties may provide additional compensation or other financial assistance to
 16 teachers who teach in schools that are in remote geographical locations or have experienced high
 17 rates of turnover in experienced teachers; and

18 (5) Counties may provide additional compensation to teachers who, in addition to regularly
 19 assigned teaching duties, are assigned as a master teacher, mentor, academic coach, or other
 20 title whose duties include providing strong school-based support and supervision to assist

21 licensure candidates in a clinical internship, beginning teachers, and other teachers at the school
22 to improve their professional practice as set forth in the county's comprehensive system of support
23 for teacher and leader induction and professional growth provided for in section §18A-3C-3 of this
24 code.

25 (b) In establishing such local salary schedules authorized in subsection (a) of this section,
26 a county may not reduce local funds allocated for salaries in effect on January 1, 1990, and used
27 in supplementing the state minimum salaries as provided for in this article, unless forced to do so
28 by defeat of a special levy, or a loss in assessed values or events over which it has no control
29 and for which the county board has received approval from the state board prior to making such
30 reduction.

31 (c) Counties may provide, in a uniform manner, benefits for teachers which require an
32 appropriation from local funds including, but not limited to, dental, optical, health and income
33 protection insurance, vacation time and retirement plans excluding the State Teachers Retirement
34 System. Nothing herein shall prohibit the maintenance nor result in the reduction of any benefits
35 in effect on January 1, 1984, by any county board of education.

36 (d) Effective July 1, 2021, counties shall provide additional compensation to all teachers
37 in the amount of \$2000.

§18A-4-5b. County salary supplements for school service personnel.

1 (a) The county board of education may establish salary schedules which shall be in excess
2 of the state minimums fixed by this article.

3 These county schedules shall be uniform throughout the county with regard to any training
4 classification, experience, years of employment, responsibility, duties, pupil participation, pupil
5 enrollment, size of buildings, operation of equipment or other requirements. Further, uniformity
6 shall apply to all salaries, rates of pay, benefits, increments or compensation for all persons
7 regularly employed and performing like assignments and duties within the county: *Provided*, That
8 in establishing such local salary schedules, no county shall reduce local funds allocated for

9 salaries in effect on January 1, 1990, and used in supplementing the state minimum salaries as
10 provided for in this article, unless forced to do so by defeat of a special levy, or a loss in assessed
11 values or events over which it has no control and for which the county board has received approval
12 from the state board prior to making such reduction.

13 (b) Counties may provide, in a uniform manner, benefits for service personnel which
14 require an appropriation from local funds including, but not limited to, dental, optical, health and
15 income protection insurance, vacation time and retirement plans excluding the state Teachers
16 Retirement System. Nothing herein shall prohibit the maintenance nor result in the reduction of
17 any benefits in effect on January 1, 1984, by any county board of education.

18 (c) Effective July 1, 2021, counties shall provide additional compensation to all service
19 personnel in the amount of \$2000.

NOTE: The purpose of this bill is to require a \$2000 salary pay increase for all teachers and 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.