WEST virginia legislature

2021 regular session

Introduced

Senate Bill 93

By Senators Romano, Caputo, and Lindsay

[Introduced February 10, 2021; referred to the Committee on Education; and then to the Committee on Finance]

A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended, relating to providing pay raises to public school teachers.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-2. State minimum salaries for teachers.

(a) It is the goal of the Legislature to increase the state minimum salary for teachers with zero years of experience and an A. B. degree, including the supplement, to at least $43,000 by fiscal year 2019.

(b) For school year 2018–2019, and continuing thereafter, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule I as set forth in this section; specific additional amounts prescribed in this section or article; and any county supplement in effect in a county pursuant to §18A-4-5a of this code during the contract year: *Provided*, That for the school year 2019-2020, and continuing thereafter, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule II as set forth in this section, specific additional amounts prescribed in this section or article, and any county supplement in effect in a county pursuant to §18A-4-5a of this code during the contract year.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| STATE MINIMUM SALARY SCHEDULE I | | | | | | | | | | | | | | | | | | | | | | |
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|  | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | 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 | | | | | | | | | | | | | | | | | | | | | | |
| STATE MINIMUM SALARY SCHEDULE II | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | 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 | | | |

(c) Six hundred dollars shall be paid annually to each classroom teacher who has at least 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

(d) Effective July 1, 2019, each classroom teacher providing math instruction in the teacher’s certified area of study for at least 60 percent of the time the teacher is providing instruction to students shall be considered to have three additional years of experience only for the purposes of the salary schedule set forth in subsection (b) of this section: *Provided*, That for any classroom teacher who satisfies these requirements and whose years of experience plus the three additional years due to them exceeds the years of experience provided for on the salary schedule shall be paid the additional amount equivalent to three additional years of experience notwithstanding the maximum experience provided on the salary schedule.

(e) Effective July 1, 2019, each classroom teacher certified in special education and employed as a full-time special education teacher shall be considered to have three additional years of experience only for the purposes of the salary schedule set forth in subsection (b) of this section: *Provided*, That for any classroom teacher who satisfies these requirements and whose years of experience plus the three additional years due to them exceeds the years of experience provided for on the salary schedule shall be paid the additional amount equivalent to three additional years of experience notwithstanding the maximum experience provided on the salary schedule.

(f) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement amount as applicable for his or her classification of certification or classification of training and years of experience as follows, subject to the provisions of that section:

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

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

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

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

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

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

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

(8) For “M. A. + 30” at zero years of experience, $2,836. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

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

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

These payments: (i) Shall be in addition to any amounts prescribed in the applicable State Minimum Salary Schedule, any specific additional amounts prescribed in this section and article and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

(g) Beginning for the school year 2021-2022, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule II as set forth in this section, and an additional $2,700. For the year 2022-2023, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule II as set forth in this section, and an additional $5,400. For the year 2023-2024, and each year thereafter, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule II as set forth in this section, and an additional $8,100.

NOTE: The purpose of this bill is to give all public school teachers in this state a $2,700.00 raise each year for the next three school years.

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