

WEST VIRGINIA LEGISLATURE

2021 REGULAR SESSION

Introduced

House Bill 3125

**FISCAL
NOTE**

BY DELEGATES THOMPSON, BOGGS, DEAN, AND BARACH

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

1 A BILL to amend and reenact §18A-4-5a of the Code of West Virginia, 1931, as amended, relating
 2 to requiring county boards of education to provide additional compensation for teachers
 3 assigned duties in addition to the teacher’s regular instructional duties when the
 4 noninstructional duties are not a part of the scheduled hours of the regular school day.

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~~ shall provide additional compensation for any teacher assigned duties
 10 in addition to the teacher’s regular instructional duties wherein such noninstructional duties are
 11 not 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.

NOTE: The purpose of this bill is to require county boards of education to provide additional compensation for teachers assigned duties in addition to the teacher's regular instructional duties when the noninstructional duties are not a part of the scheduled hours of the regular school day.

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