

# **WEST VIRGINIA LEGISLATURE**

**2023 REGULAR SESSION**

**Committee Substitute**

**for**

**House Bill 2443**

By Delegate Toney

[Originating in the Committee on Education on

January 11, 2023]

1 A BILL to amend and reenact §18A-4-8 of the Code of West Virginia, 1931, as amended; and to  
2 further amend said code by adding thereto a new section, designated §18A-4-23, relating  
3 to providing minimum experience requirement for director or coordinator of services class  
4 title involving school transportation; providing eligibility for candidates for professional  
5 employee positions involving supervision of a county transportation department; making  
6 any service employee who is certified as a Director or Supervisor of Pupil Transportation  
7 by the National Association for Pupil Transportation Certification; and requiring county  
8 boards to consider such candidates.

*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. A  
3 month is defined as 20 employment days. The county board may contract with, all or part of, these  
4 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 (e) If a service person whose regular work week is scheduled from Monday through Friday  
15 agrees to perform any work assignments on a Saturday or Sunday, the service person is paid for at

16 least one-half day of work for each day he or she reports for work. If the service person works more  
17 than three and one-half hours on any Saturday or Sunday, he or she is paid for at least a full day of  
18 work for each day.

19 (f) A custodian, aide, maintenance, office, and school lunch service person required to  
20 work a daily work schedule that is interrupted is paid additional compensation in accordance with  
21 this subsection.

22 (1) A maintenance person means a person who holds a classification title other than in a  
23 custodial, aide, school lunch, office or transportation category as provided in §18A-1-1 of this  
24 code.

25 (2) A service person's schedule is considered to be interrupted if he or she does not work a  
26 continuous period in one day. Aides are not regarded as working an interrupted schedule when  
27 engaged exclusively in the duties of transporting students;

28 (3) The additional compensation provided in this subsection:

29 (A) Is equal to at least one eighth of a service person's total salary as provided by the state  
30 minimum pay scale and any county pay supplement; and

31 (B) Is payable entirely from county board funds.

32 (g) When there is a change in classification or when a service person meets the  
33 requirements of an advanced classification, his or her salary shall be made to comply with the  
34 requirements of this article and any county salary schedule in excess of the minimum  
35 requirements of this article, based upon the service person's advanced classification and  
36 allowable years of employment.

37 (h) A service person's contract, as provided in §18A-2-5 of this code, shall state the  
38 appropriate monthly salary the employee is to be paid, based on the class title as provided in this  
39 article and on any county salary schedule in excess of the minimum requirements of this article.

40 (i) The column heads of the state minimum pay scale and class titles, set forth in §18A-4-8a  
41 of this code, are defined as follows:

42           “Pay grade” means the monthly salary applicable to class titles of service personnel;

43           “Years of employment” means the number of years which an employee classified as a  
44 service person has been employed by a county board in any position prior to or subsequent to the  
45 effective date of this section and includes service in the Armed Forces of the United States, if the  
46 employee was employed at the time of his or her induction. For the purpose of §18A-4-8a of this  
47 code, years of employment is limited to the number of years shown and allowed under the state  
48 minimum pay scale as set forth in §18A-4-8a of this code;

49           “Class title” means the name of the position or job held by a service person;

50           “Accountant I” means a person employed to maintain payroll records and reports and  
51 perform one or more operations relating to a phase of the total payroll;

52           “Accountant II” means a person employed to maintain accounting records and to be  
53 responsible for the accounting process associated with billing, budgets, purchasing and related  
54 operations;

55           “Accountant III” means a person employed in the county board office to manage and  
56 supervise accounts payable, payroll procedures, or both;

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

62           “Aide I” means a person selected and trained for a teacher-aide classification such as  
63 monitor aide, clerical aide, classroom aide or general aide;

64           “Aide II” means a service person referred to in the “Aide I” classification who has completed  
65 a training program approved by the state board, or who holds a high school diploma or has  
66 received a general educational development certificate. Only a person classified in an Aide II class  
67 title may be employed as an aide in any special education program;

68           “Aide III” means a service person referred to in the “Aide I” classification who holds a high  
69 school diploma or a general educational development certificate; and

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

71 or

72           (B) Is employed as an aide in a special education program and has one year’s experience  
73 as an aide in special education;

74           “Aide IV” means a service person referred to in the “Aide I” classification who holds a high  
75 school diploma or a general educational development certificate; and

76           (A) Has completed 18 hours of State Board-approved college credit at a regionally  
77 accredited institution of higher education, or

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

81           “Aide V (Special Education Assistant Teacher) – Temporary Authorization” means a  
82 person who does not possess minimum requirements for the Aide V permanent authorization, but  
83 is enrolled in and pursuing requirements as prescribed by the state board of education. No service  
84 person shall be entitled to receive the paygrade associated with this classification unless he or she  
85 has applied for and been selected to fill a posted position which specifically requires the successful  
86 candidate to hold or be enrolled in and pursuing the requirements for the classification. The  
87 determination as to whether a position will be posted requiring this classification is solely at the  
88 discretion of the county;

89           “Aide V (Special Education Assistant Teacher)” means a service person referred to in the  
90 “Aide I” classification who holds a high school diploma or a general educational development  
91 certificate and who has completed the requirements and experience to be prescribed by the state  
92 board of education. No service person shall be entitled to receive the paygrade associated with  
93 this classification unless he or she has applied for and been selected to fill a posted position which

94 specifically requires the successful candidate to hold or be enrolled in and pursuing the  
95 requirements for the classification. The determination as to whether a position will be posted  
96 requiring this classification is solely at the discretion of the county;

97 “Aide VI (Behavioral Support Assistant Teacher – Temporary Authorization)” means a  
98 person who does not possess minimum requirements for the Aide VI permanent authorization, but  
99 is enrolled in and pursuing the requirements as prescribed by the state board of education. No  
100 service person shall be entitled to receive the paygrade associated with this classification unless  
101 he or she has applied for and been selected to fill a posted position which specifically requires the  
102 successful candidate to hold or be enrolled in and pursuing the requirements for the classification.  
103 The determination as to whether a position will be posted requiring this classification is solely at  
104 the discretion of the county;

105 “Aide VI (Behavioral Support Assistant Teacher)” means a person who works with a  
106 student or students who have identified behavior difficulties, holds at least an Aide III classification  
107 and has completed the requirements and experience to be prescribed by the state board of  
108 education. No service person shall be entitled to receive the paygrade associated with this  
109 classification unless he or she has applied for and been selected to fill a posted position which  
110 specifically requires the successful candidate to hold or be enrolled in and pursuing the  
111 requirements for the classification. The determination as to whether a position will be posted  
112 requiring this classification is solely at the discretion of the county;

113 “Audiovisual technician” means a person employed to perform minor maintenance on  
114 audiovisual equipment, films, and supplies and who fills requests for equipment;

115 “Auditor” means a person employed to examine and verify accounts of individual schools  
116 and to assist schools and school personnel in maintaining complete and accurate records of their  
117 accounts;

118 “Autism mentor” means a person who works with students having been identified as a  
119 person of autism and who meets standards and experience to be determined by the state Board. A

120 person who has held or holds an aide title and becomes employed as an autism mentor shall hold  
121 a multiclassification status that includes both aide and autism mentor titles, in accordance with  
122 §18A-4-8b of this code;

123 “Braille specialist” means a person employed to provide braille assistance to students. A  
124 service person who has held or holds an aide title and becomes employed as a braille specialist  
125 shall hold a multiclassification status that includes both aide and braille specialist title, in  
126 accordance with §18A-4-8b of this code;

127 “Bus operator” means a person employed to operate school buses and other school  
128 transportation vehicles as provided by the state board;

129 “Buyer” means a person employed to review and write specifications, negotiate purchase  
130 bids and recommend purchase agreements for materials and services that meet predetermined  
131 specifications at the lowest available costs;

132 “Cabinetmaker” means a person employed to construct cabinets, tables, bookcases and  
133 other furniture;

134 “Cafeteria manager” means a person employed to direct the operation of a food services  
135 program in a school, including assigning duties to employees, approving requisitions for supplies  
136 and repairs, keeping inventories, inspecting areas to maintain high standards of sanitation,  
137 preparing financial reports, and keeping records pertinent to food services of a school;

138 “Carpenter I” means a person classified as a carpenter’s helper;

139 “Carpenter II” means a person classified as a journeyman carpenter;

140 “Chief mechanic” means a person employed to be responsible for directing activities which  
141 ensure that student transportation or other county board-owned vehicles are properly and safely  
142 maintained;

143 “Clerk I” means a person employed to perform clerical tasks;

144 “Clerk II” means a person employed to perform general clerical tasks, prepare reports and  
145 tabulations, and operate office machines;

146 “Computer operator” means a qualified person employed to operate computers;

147 “Cook I” means a person employed as a cook’s helper;

148 “Cook II” means a person employed to interpret menus and to prepare and serve meals in  
149 a food service program of a school. This definition includes a service person who has been  
150 employed as a “Cook I” for a period of four years;

151 “Cook III” means a person employed to prepare and serve meals, make reports, prepare  
152 requisitions for supplies, order equipment and repairs for a food service program of a school  
153 system;

154 “Crew leader” means a person employed to organize the work for a crew of maintenance  
155 employees to carry out assigned projects;

156 “Custodian I” means a person employed to keep buildings clean and free of refuse;

157 “Custodian II” means a person employed as a watchman or groundsman;

158 “Custodian III” means a person employed to keep buildings clean and free of refuse, to  
159 operate the heating or cooling systems and to make minor repairs;

160 “Custodian IV” means a person employed as a head custodian. In addition to providing  
161 services as defined in “Custodian III” duties may include supervising other custodian personnel;

162 “Director or coordinator of services” means an employee of a county board who is  
163 assigned to direct a department or division.

164 (A) Nothing in this subdivision prohibits a professional person or a professional educator  
165 from holding this class title: Provided, That after July 1, 2023, all persons employed for the first  
166 time in a position with this classification title or in a multiclassification position that includes this title  
167 as a director, assistant director or coordinator of transportation shall have at least five years of  
168 experience working in the transportation department of a county board or meet or obtain  
169 qualifications as a school bus operator within one year of employment;



170 (B) Professional personnel holding this class title may not be defined or classified as  
171 service personnel unless the professional person held a service personnel title under this section  
172 prior to holding the class title of “director or coordinator of services;”

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

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

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

182 “Draftsman” means a person employed to plan, design, and produce detailed  
183 architectural/engineering drawings;

184 “Early Childhood Classroom Assistant Teacher I” means a person who does not possess  
185 minimum requirements for the permanent authorization requirements, but is enrolled in and  
186 pursuing requirements;

187 “Early Childhood Classroom Assistant Teacher II” means a person who has completed the  
188 minimum requirements for a state-awarded certificate for early childhood classroom assistant  
189 teachers as determined by the state board;

190 “Early Childhood Classroom Assistant Teacher III” means a person who has completed  
191 permanent authorization requirements, as well as additional requirements comparable to current  
192 paraprofessional certificate;

193 “Educational Sign Language Interpreter I” means a person employed to provide  
194 communication access across all educational environments to students who are deaf or hard of

195 hearing, and who holds the Initial Paraprofessional Certificate – Educational Interpreter pursuant  
196 to state board policy;

197 “Educational Sign Language Interpreter II” means a person employed to provide  
198 communication access across all educational environments to students who are deaf or hard of  
199 hearing, and who holds the Permanent Paraprofessional Certificate – Educational Interpreter  
200 pursuant to state board policy;

201 “Electrician I” means a person employed as an apprentice electrician helper or one who  
202 holds an electrician helper license issued by the State Fire Marshal;

203 “Electrician II” means a person employed as an electrician journeyman or one who holds a  
204 journeyman electrician license issued by the State Fire Marshal;

205 “Electronic technician I” means a person employed at the apprentice level to repair and  
206 maintain electronic equipment;

207 “Electronic technician II” means a person employed at the journeyman level to repair and  
208 maintain electronic equipment;

209 “Executive secretary” means a person employed as secretary to the county school  
210 superintendent or as a secretary who is assigned to a position characterized by significant  
211 administrative duties;

212 “Food services supervisor” means a qualified person who is not a professional person or  
213 professional educator as defined in §18A-1-1 of this code. The food services supervisor is  
214 employed to manage and supervise a county school system’s food service program. The duties  
215 include preparing in-service training programs for cooks and food service employees, instructing  
216 personnel in the areas of quantity cooking with economy and efficiency and keeping aggregate  
217 records and reports;

218 “Foreman” means a skilled person employed to supervise personnel who work in the areas  
219 of repair and maintenance of school property and equipment;

220 “General maintenance” means a person employed as a helper to skilled maintenance  
221 employees, and to perform minor repairs to equipment and buildings of a county school system;

222 “Glazier” means a person employed to replace glass or other materials in windows and  
223 doors and to do minor carpentry tasks;

224 “Graphic artist” means a person employed to prepare graphic illustrations;

225 “Groundsman” means a person employed to perform duties that relate to the appearance,  
226 repair, and general care of school grounds in a county school system. Additional assignments may  
227 include the operation of a small heating plant and routine cleaning duties in buildings;

228 “Handyman” means a person employed to perform routine manual tasks in any operation  
229 of the county school system;

230 “Heating and air conditioning mechanic I” means a person employed at the apprentice  
231 level to install, repair and maintain heating and air conditioning plants and related electrical  
232 equipment;

233 “Heating and air conditioning mechanic II” means a person employed at the journeyman  
234 level to install, repair, and maintain heating and air conditioning plants and related electrical  
235 equipment;

236 “Heavy equipment operator” means a person employed to operate heavy equipment;

237 “Inventory supervisor” means a person employed to supervise or maintain operations in  
238 the receipt, storage, inventory and issuance of materials and supplies;

239 “Key punch operator” means a qualified person employed to operate key punch machines  
240 or verifying machines;

241 “Licensed practical nurse” means a nurse, licensed by the West Virginia Board of  
242 Examiners for Licensed Practical Nurses, employed to work in a public school under the  
243 supervision of a school nurse;

244 “Locksmith” means a person employed to repair and maintain locks and safes;

245           “Lubrication man” means a person employed to lubricate and service gasoline or diesel-  
246 powered equipment of a county school system;

247           “Machinist” means a person employed to perform machinist tasks which include the ability  
248 to operate a lathe, planer, shaper, threading machine and wheel press. A person holding this class  
249 title also should have the ability to work from blueprints and drawings;

250           “Mail clerk” means a person employed to receive, sort, dispatch, deliver or otherwise  
251 handle letters, parcels, and other mail;

252           “Maintenance clerk” means a person employed to maintain and control a stocking facility to  
253 keep adequate tools and supplies on hand for daily withdrawal for all school maintenance crafts;

254           “Mason” means a person employed to perform tasks connected with brick and block laying  
255 and carpentry tasks related to these activities;

256           “Mechanic” means a person employed to perform skilled duties independently in the  
257 maintenance and repair of automobiles, school buses and other mechanical and mobile  
258 equipment to use in a county school system;

259           “Mechanic assistant” means a person employed as a mechanic apprentice and helper;

260           “Multiclassification” means a person employed to perform tasks that involve the  
261 combination of two or more class titles in this section. In these instances, the minimum salary  
262 scale is the higher pay grade of the class titles involved;

263           “Office equipment repairman I” means a person employed as an office equipment  
264 repairman apprentice or helper;

265           “Office equipment repairman II” means a person responsible for servicing and repairing all  
266 office machines and equipment. A person holding this class title is responsible for the purchase of  
267 parts necessary for the proper operation of a program of continuous maintenance and repair;

268           “Painter” means a person employed to perform duties painting, finishing and decorating  
269 wood, metal and concrete surfaces of buildings, other structures, equipment, machinery and  
270 furnishings of a county school system;

271           “Paraprofessional” means a person certified pursuant to §18A-3-2a of this code to perform  
272 duties in a support capacity including, but not limited to, facilitating in the instruction and direct or  
273 indirect supervision of students under the direction of a principal, a teacher or another designated  
274 professional educator.

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

278           (B) A person who has held or holds an aide title and becomes employed as a  
279 paraprofessional shall hold a multiclassification status that includes both aide and  
280 paraprofessional titles in accordance with §18A-4-8b of this code; and

281           (C) When a service person who holds an aide title becomes certified as a paraprofessional  
282 and is required to perform duties that may not be performed by an aide without paraprofessional  
283 certification, he or she shall receive the paraprofessional title pay grade;

284           “Payroll supervisor” means a person employed in the county board office who has primary  
285 responsibility for the payroll function and who either has completed 12 college hours of accounting  
286 from an accredited institution of higher education or has at least eight years of experience  
287 performing progressively difficult accounting tasks. Responsibilities of this class title may include  
288 supervision of other personnel;

289           “Plumber I” means a person employed as an apprentice plumber and helper;

290           “Plumber II” means a person employed as a journeyman plumber;

291           “Printing operator” means a person employed to operate duplication equipment, and to cut,  
292 collate, staple, bind and shelve materials as required;

293           “Printing supervisor” means a person employed to supervise the operation of a print shop;

294           “Programmer” means a person employed to design and prepare programs for computer  
295 operation;

296           “Roofing/sheet metal mechanic” means a person employed to install, repair, fabricate and  
297 maintain roofs, gutters, flashing and duct work for heating and ventilation;

298           “Sanitation plant operator” means a person employed to operate and maintain a water or  
299 sewage treatment plant to ensure the safety of the plant’s effluent for human consumption or  
300 environmental protection;

301           “School bus supervisor” means a qualified person:

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

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

307           “Secretary I” means a person employed to transcribe from notes or mechanical equipment,  
308 receive callers, perform clerical tasks, prepare reports, and operate office machines;

309           “Secretary II” means a person employed in any elementary, secondary, kindergarten,  
310 nursery, special education, vocational, or any other school as a secretary. The duties may include  
311 performing general clerical tasks; transcribing from notes; stenotype, mechanical equipment, or a  
312 sound-producing machine; preparing reports; receiving callers and referring them to proper  
313 persons; operating office machines; keeping records and handling routine correspondence.  
314 Nothing in this subdivision prevents a service person from holding or being elevated to a higher  
315 classification;

316           “Secretary III” means a person assigned to the county board office administrators in charge  
317 of various instructional, maintenance, transportation, food services, operations and health  
318 departments, federal programs, or departments with particular responsibilities in purchasing and  
319 financial control or any person who has served for eight years in a position which meets the  
320 definition of “Secretary II” or “Secretary III”;

321           “Sign Support Specialist” means a person employed to provide sign supported speech  
322 assistance to students who can access environments through audition. A person who has held or  
323 holds an aide title and becomes employed as a sign support specialist shall hold a  
324 multiclassification status that includes both aide and sign support specialist titles, in accordance  
325 with §18A-4-8b of this code.

326           “Supervisor of maintenance” means a skilled person who is not a professional person or  
327 professional educator as defined in §18A-1-1 of this code. The responsibilities include directing  
328 the upkeep of buildings and shops, and issuing instructions to subordinates relating to cleaning,  
329 repairs and maintenance of all structures and mechanical and electrical equipment of a county  
330 board;

331           “Supervisor of transportation” means a qualified person employed to direct school  
332 transportation activities properly and safely, and to supervise the maintenance and repair of  
333 vehicles, buses and other mechanical and mobile equipment used by the county school system.  
334 After July 1, 2010, all persons employed for the first time in a position with this classification title or  
335 in a multiclassification position that includes this title shall have five years of experience working in  
336 the transportation department of a county board. Experience working in the transportation  
337 department consists of serving as a bus operator, bus aide, assistant mechanic, mechanic, chief  
338 mechanic or in a clerical position within the transportation department;

339           “Switchboard operator-receptionist” means a person employed to refer incoming calls, to  
340 assume contact with the public, to direct and to give instructions as necessary, to operate  
341 switchboard equipment and to provide clerical assistance;

342           “Truck driver” means a person employed to operate light or heavy duty gasoline and  
343 diesel-powered vehicles;

344           “Warehouse clerk” means a person employed to be responsible for receiving, storing,  
345 packing, and shipping goods;

346 “Watchman” means a person employed to protect school property against damage or theft.

347 Additional assignments may include operation of a small heating plant and routine cleaning duties;

348 “Welder” means a person employed to provide acetylene or electric welding services for a

349 school system; and

350 “WVEIS data entry and administrative clerk” means a person employed to work under the

351 direction of a school principal to assist the school counselor or counselors in the performance of

352 administrative duties, to perform data entry tasks on the West Virginia Education Information

353 System, and to perform other administrative duties assigned by the principal.

354 (j) Notwithstanding any provision in this code to the contrary, and in addition to the

355 compensation provided for service personnel in §18A-4-8a of this code, each service person is

356 entitled to all service personnel employee rights, privileges and benefits provided under this or any

357 other chapter of this code without regard to the employee’s hours of employment or the methods

358 or sources of compensation.

359 (k) A service person whose years of employment exceeds the number of years shown and

360 provided for under the state minimum pay scale set forth in §18A-4-8a of this code may not be paid

361 less than the amount shown for the maximum years of employment shown and provided for in the

362 classification in which he or she is employed.

363 (l) Each county board shall review each service person’s job classification annually and

364 shall reclassify all service persons as required by the job classifications. The state superintendent

365 may withhold state funds appropriated pursuant to this article for salaries for service personnel

366 who are improperly classified by the county boards. Further, the state superintendent shall order a

367 county board to immediately correct any improper classification matter and, with the assistance of

368 the Attorney General, shall take any legal action necessary against any county board to enforce

369 the order.

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

371 (1) Reclassified by class title; or



372 (2) Relegated to any condition of employment which would result in a reduction of his or  
373 her salary, rate of pay, compensation or benefits earned during the current fiscal year; or for which  
374 he or she would qualify by continuing in the same job position and classification held during that  
375 fiscal year and subsequent years.

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

379 (o) Notwithstanding any provision of this code to the contrary, a service person who holds a  
380 continuing contract in a specific job classification and who is physically unable to perform the job's  
381 duties as confirmed by a physician chosen by the employee, shall be given priority status over any  
382 employee not holding a continuing contract in filling other service personnel job vacancies if the  
383 service person is qualified as provided in §18A-4-8e of this code.

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

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

394 (r) Itinerant status means a service person who does not have a fixed work site and may be  
395 involuntarily reassigned to another work site. A service person is considered to hold itinerant  
396 status if he or she has bid upon a position posted as itinerant or has agreed to accept this status. A  
397 county board may establish positions with itinerant status only within the aide and autism mentor

398 classification categories and only when the job duties involve exceptional students. A service  
399 person with itinerant status may be assigned to a different work site upon written notice 10 days  
400 prior to the reassignment without the consent of the employee and without posting the vacancy. A  
401 service person with itinerant status may be involuntarily reassigned no more than twice during the  
402 school year. At the conclusion of each school year, the county board shall post and fill, pursuant to  
403 §18A-4-8b of this code, all positions that have been filled without posting by a service person with  
404 itinerant status. A service person who is assigned to a beginning and ending work site and travels  
405 at the expense of the county board to other work sites during the daily schedule, is not considered  
406 to hold itinerant status.

407 (s) Any service person holding a classification title on June 30, 2013, that is removed from  
408 the classification schedule pursuant to amendment and reenactment of this section in the year  
409 2013, has his or her employment contract revised as follows:

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

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

422 (3) Any service person holding the Paraprofessional classification title and holding the  
423 Permanent Paraprofessional Certificate – Educational Interpreter has the title Educational Sign

424 Language Interpreter II added to his or her employment contract. This action does not result in a  
425 loss or reduction of salary or supplement by any employee. Any seniority earned in the  
426 Paraprofessional classification prior to July 1, 2013, continues to be credited as seniority earned in  
427 the Educational Sign Language Interpreter II classification;

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

432 (u) A person who has held or holds an aide title and becomes employed as an Early  
433 Childhood Classroom Assistant Teacher shall hold a multiclassification status that includes aide  
434 and/or paraprofessional titles in accordance with §18A-4-8b of this code.

**§18A-4-23. Eligibility and consideration of service personnel with NAPT Certification for  
transportation supervision positions.**

1 (a) A service employee who is certified as a Director or Supervisor of Pupil Transportation  
2 by the National Association for Pupil Transportation is eligible for any professional employee  
3 position involving supervision of a county transportation department.

4 (b) If a county board posts a professional employee position involving supervision of a  
5 county transportation department, the county board shall consider any applicant for the position  
6 who is a service employee and who is certified as a Director or Supervisor of Pupil Transportation  
7 by the National Association for Pupil Transportation.