

# **WEST VIRGINIA LEGISLATURE**

## **2023 REGULAR SESSION**

**Introduced**

### **Senate Bill 663**

By Senator Taylor

[Introduced February 16, 2023; referred  
to the Committee on Education; and then to the  
Committee on Finance]

1 A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended,  
 2 relating to approving overtime pay for teachers, based on a 200 day contract and hourly  
 3 rate.

*Be it enacted by the Legislature of West Virginia:*

**ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

**§18A-4-2. State minimum salaries for teachers; and overtime based on hourly rate.**

1 (a) For school year ~~2022-2023~~ 2023-2024, and continuing thereafter, each teacher shall  
 2 receive the amount prescribed in the State Minimum Salary Schedule as set forth in this section,  
 3 specific additional amounts prescribed in this section or article, and any county supplement in  
 4 effect in a county pursuant to §18A-4-5a of this code during the contract year.

5 STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. 15	M.A. M.A.	M.A. 15	M.A. 30	M.A. 45	Doc-torate
0	34,297	34,986	35,252	36,695	37,456	39,223	39,984	40,745	41,506	42,541
1	34,625	35,314	35,580	37,213	37,974	39,742	40,503	41,263	42,024	43,059
2	34,954	35,642	35,908	37,732	38,493	40,260	41,021	41,782	42,543	43,578
3	35,282	35,970	36,236	38,251	39,011	40,779	41,540	42,300	43,061	44,096
4	35,854	36,542	36,808	39,013	39,774	41,542	42,303	43,063	43,824	44,859
5	36,182	36,870	37,136	39,532	40,293	42,060	42,821	43,582	44,343	45,378
6	36,510	37,198	37,464	40,050	40,811	42,579	43,340	44,100	44,861	45,896
7	36,838	37,527	37,792	40,569	41,330	43,097	43,858	44,619	45,380	46,415
8	37,166	37,855	38,121	41,087	41,848	43,616	44,377	45,137	45,898	46,933
9	37,494	38,183	38,449	41,606	42,367	44,134	44,895	45,656	46,417	47,452
10	37,823	38,511	38,777	42,126	42,886	44,654	45,415	46,176	46,936	47,971
11	38,151	38,839	39,105	42,644	43,405	45,173	45,933	46,694	47,455	48,490
12	38,479	39,167	39,433	43,163	43,923	45,691	46,452	47,213	47,973	49,008
13	38,807	39,495	39,761	43,681	44,442	46,210	46,970	47,731	48,492	49,527
14	39,135	39,823	40,089	44,200	44,960	46,728	47,489	48,250	49,010	50,045

15	39,463	40,151	40,417	44,718	45,479	47,247	48,007	48,768	49,529	50,564
16	39,791	40,479	40,745	45,237	45,997	47,765	48,526	49,287	50,047	51,082
17	40,119	40,808	41,073	45,755	46,516	48,284	49,045	49,805	50,566	51,601
18	40,447	41,136	41,402	46,274	47,035	48,802	49,563	50,324	51,085	52,120
19	40,775	41,464	41,730	46,792	47,553	49,321	50,082	50,842	51,603	52,638
20	41,103	41,792	42,058	47,311	48,072	49,839	50,600	51,361	52,122	53,157
21	41,432	42,120	42,386	47,829	48,590	50,358	51,119	51,879	52,640	53,675
22	41,760	42,448	42,714	48,348	49,109	50,876	51,637	52,398	53,159	54,194
23	42,088	42,776	43,042	48,867	49,627	51,395	52,156	52,916	53,677	54,712
24	42,416	43,104	43,370	49,385	50,146	51,914	52,674	53,435	54,196	55,231
25	42,744	43,432	43,698	49,904	50,664	52,432	53,193	53,954	54,714	55,749
26	43,072	43,760	44,026	50,422	51,183	52,951	53,711	54,472	55,233	56,268
27	43,400	44,088	44,354	50,941	51,701	53,469	54,230	54,991	55,751	56,786
28	43,728	44,417	44,682	51,459	52,220	53,988	54,748	55,509	56,270	57,305
29	44,056	44,745	45,011	51,978	52,738	54,506	55,267	56,028	56,788	57,823
30	44,384	45,073	45,339	52,496	53,257	55,025	55,785	56,546	57,307	58,342
31	44,713	45,401	45,667	53,015	53,776	55,543	56,304	57,065	57,825	58,860
32	45,041	45,729	45,995	53,533	54,294	56,062	56,823	57,583	58,344	59,379
33	45,369	46,057	46,323	54,052	54,813	56,580	57,341	58,102	58,863	59,898
34	45,697	46,385	46,651	54,570	55,331	57,099	57,860	58,620	59,381	60,416
35	46,025	46,713	46,979	55,089	55,850	57,617	58,378	59,139	59,900	60,935

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<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>A.B.</u>	<u>A.B. 15</u>	<u>M.A.</u>	<u>M.A. 15</u>	<u>M.A. 30</u>	<u>M.A.</u>	<u>Doc-torate</u>
<u>\$21.44</u>	<u>\$21.87</u>	<u>\$22.03</u>	<u>\$22.93</u>	<u>\$23.41</u>	<u>\$24.51</u>	<u>\$24.99</u>	<u>\$25.47</u>	<u>\$25.94</u>	<u>\$26.59</u>
<u>\$21.64</u>	<u>\$22.07</u>	<u>\$22.24</u>	<u>\$23.26</u>	<u>\$23.73</u>	<u>\$24.84</u>	<u>\$25.31</u>	<u>\$25.79</u>	<u>\$26.27</u>	<u>\$26.91</u>
<u>\$21.85</u>	<u>\$22.28</u>	<u>\$22.44</u>	<u>\$23.58</u>	<u>\$24.06</u>	<u>\$25.16</u>	<u>\$25.64</u>	<u>\$26.11</u>	<u>\$26.59</u>	<u>\$27.24</u>
<u>\$22.05</u>	<u>\$22.48</u>	<u>\$22.65</u>	<u>\$23.91</u>	<u>\$24.38</u>	<u>\$25.49</u>	<u>\$25.96</u>	<u>\$26.44</u>	<u>\$26.91</u>	<u>\$27.56</u>
<u>\$22.41</u>	<u>\$22.84</u>	<u>\$23.01</u>	<u>\$24.38</u>	<u>\$24.86</u>	<u>\$25.96</u>	<u>\$26.44</u>	<u>\$26.91</u>	<u>\$27.39</u>	<u>\$28.04</u>
<u>\$22.61</u>	<u>\$23.04</u>	<u>\$23.21</u>	<u>\$24.71</u>	<u>\$25.18</u>	<u>\$26.29</u>	<u>\$26.76</u>	<u>\$27.24</u>	<u>\$27.71</u>	<u>\$28.36</u>
<u>\$22.82</u>	<u>\$23.25</u>	<u>\$23.42</u>	<u>\$25.03</u>	<u>\$25.51</u>	<u>\$26.61</u>	<u>\$27.09</u>	<u>\$27.56</u>	<u>\$28.04</u>	<u>\$28.69</u>
<u>\$23.02</u>	<u>\$23.45</u>	<u>\$23.62</u>	<u>\$25.36</u>	<u>\$25.83</u>	<u>\$26.94</u>	<u>\$27.41</u>	<u>\$27.89</u>	<u>\$28.36</u>	<u>\$29.01</u>
<u>\$23.23</u>	<u>\$23.66</u>	<u>\$23.83</u>	<u>\$25.68</u>	<u>\$26.16</u>	<u>\$27.26</u>	<u>\$27.74</u>	<u>\$28.21</u>	<u>\$28.69</u>	<u>\$29.33</u>

<u>\$23.43</u>	<u>\$23.86</u>	<u>\$24.03</u>	<u>\$26.00</u>	<u>\$26.48</u>	<u>\$27.58</u>	<u>\$28.06</u>	<u>\$28.54</u>	<u>\$29.01</u>	<u>\$29.66</u>
<u>\$23.64</u>	<u>\$24.07</u>	<u>\$24.24</u>	<u>\$26.33</u>	<u>\$26.80</u>	<u>\$27.91</u>	<u>\$28.38</u>	<u>\$28.86</u>	<u>\$29.34</u>	<u>\$29.98</u>
<u>\$23.84</u>	<u>\$24.27</u>	<u>\$24.44</u>	<u>\$26.65</u>	<u>\$27.13</u>	<u>\$28.23</u>	<u>\$28.71</u>	<u>\$29.18</u>	<u>\$29.66</u>	<u>\$30.31</u>
<u>\$24.05</u>	<u>\$24.48</u>	<u>\$24.65</u>	<u>\$26.98</u>	<u>\$27.45</u>	<u>\$28.56</u>	<u>\$29.03</u>	<u>\$29.51</u>	<u>\$29.98</u>	<u>\$30.63</u>
<u>\$24.25</u>	<u>\$24.68</u>	<u>\$24.85</u>	<u>\$27.30</u>	<u>\$27.78</u>	<u>\$28.88</u>	<u>\$29.36</u>	<u>\$29.83</u>	<u>\$30.31</u>	<u>\$30.95</u>
<u>\$24.46</u>	<u>\$24.89</u>	<u>\$25.06</u>	<u>\$27.63</u>	<u>\$28.10</u>	<u>\$29.21</u>	<u>\$29.68</u>	<u>\$30.16</u>	<u>\$30.63</u>	<u>\$31.28</u>
<u>\$24.66</u>	<u>\$25.09</u>	<u>\$25.26</u>	<u>\$27.95</u>	<u>\$28.42</u>	<u>\$29.53</u>	<u>\$30.00</u>	<u>\$30.48</u>	<u>\$30.96</u>	<u>\$31.60</u>
<u>\$24.87</u>	<u>\$25.30</u>	<u>\$25.47</u>	<u>\$28.27</u>	<u>\$28.75</u>	<u>\$29.85</u>	<u>\$30.33</u>	<u>\$30.80</u>	<u>\$31.28</u>	<u>\$31.93</u>
<u>\$25.07</u>	<u>\$25.51</u>	<u>\$25.67</u>	<u>\$28.60</u>	<u>\$29.07</u>	<u>\$30.18</u>	<u>\$30.65</u>	<u>\$31.13</u>	<u>\$31.60</u>	<u>\$32.25</u>
<u>\$25.28</u>	<u>\$25.71</u>	<u>\$25.88</u>	<u>\$28.92</u>	<u>\$29.40</u>	<u>\$30.50</u>	<u>\$30.98</u>	<u>\$31.45</u>	<u>\$31.93</u>	<u>\$32.58</u>
<u>\$25.48</u>	<u>\$25.92</u>	<u>\$26.08</u>	<u>\$29.25</u>	<u>\$29.72</u>	<u>\$30.83</u>	<u>\$31.30</u>	<u>\$31.78</u>	<u>\$32.25</u>	<u>\$32.90</u>
<u>\$25.69</u>	<u>\$26.12</u>	<u>\$26.29</u>	<u>\$29.57</u>	<u>\$30.05</u>	<u>\$31.15</u>	<u>\$31.63</u>	<u>\$32.10</u>	<u>\$32.58</u>	<u>\$33.22</u>
<u>\$25.90</u>	<u>\$26.33</u>	<u>\$26.49</u>	<u>\$29.89</u>	<u>\$30.37</u>	<u>\$31.47</u>	<u>\$31.95</u>	<u>\$32.42</u>	<u>\$32.90</u>	<u>\$33.55</u>
<u>\$26.10</u>	<u>\$26.53</u>	<u>\$26.70</u>	<u>\$30.22</u>	<u>\$30.69</u>	<u>\$31.80</u>	<u>\$32.27</u>	<u>\$32.75</u>	<u>\$33.22</u>	<u>\$33.87</u>
<u>\$26.31</u>	<u>\$26.74</u>	<u>\$26.90</u>	<u>\$30.54</u>	<u>\$31.02</u>	<u>\$32.12</u>	<u>\$32.60</u>	<u>\$33.07</u>	<u>\$33.55</u>	<u>\$34.20</u>
<u>\$26.51</u>	<u>\$26.94</u>	<u>\$27.11</u>	<u>\$30.87</u>	<u>\$31.34</u>	<u>\$32.45</u>	<u>\$32.92</u>	<u>\$33.40</u>	<u>\$33.87</u>	<u>\$34.52</u>
<u>\$26.72</u>	<u>\$27.15</u>	<u>\$27.31</u>	<u>\$31.19</u>	<u>\$31.67</u>	<u>\$32.77</u>	<u>\$33.25</u>	<u>\$33.72</u>	<u>\$34.20</u>	<u>\$34.84</u>
<u>\$26.92</u>	<u>\$27.35</u>	<u>\$27.52</u>	<u>\$31.51</u>	<u>\$31.99</u>	<u>\$33.09</u>	<u>\$33.57</u>	<u>\$34.05</u>	<u>\$34.52</u>	<u>\$35.17</u>
<u>\$27.13</u>	<u>\$27.56</u>	<u>\$27.72</u>	<u>\$31.84</u>	<u>\$32.31</u>	<u>\$33.42</u>	<u>\$33.89</u>	<u>\$34.37</u>	<u>\$34.84</u>	<u>\$35.49</u>
<u>\$27.33</u>	<u>\$27.76</u>	<u>\$27.93</u>	<u>\$32.16</u>	<u>\$32.64</u>	<u>\$33.74</u>	<u>\$34.22</u>	<u>\$34.69</u>	<u>\$35.17</u>	<u>\$35.82</u>
<u>\$27.54</u>	<u>\$27.97</u>	<u>\$28.13</u>	<u>\$32.49</u>	<u>\$32.96</u>	<u>\$34.07</u>	<u>\$34.54</u>	<u>\$35.02</u>	<u>\$35.49</u>	<u>\$36.14</u>
<u>\$27.74</u>	<u>\$28.17</u>	<u>\$28.34</u>	<u>\$32.81</u>	<u>\$33.29</u>	<u>\$34.39</u>	<u>\$34.87</u>	<u>\$35.34</u>	<u>\$35.82</u>	<u>\$36.46</u>
<u>\$27.95</u>	<u>\$28.38</u>	<u>\$28.54</u>	<u>\$33.13</u>	<u>\$33.61</u>	<u>\$34.71</u>	<u>\$35.19</u>	<u>\$35.67</u>	<u>\$36.14</u>	<u>\$36.79</u>
<u>\$28.15</u>	<u>\$28.58</u>	<u>\$28.75</u>	<u>\$33.46</u>	<u>\$33.93</u>	<u>\$35.04</u>	<u>\$35.51</u>	<u>\$35.99</u>	<u>\$36.47</u>	<u>\$37.11</u>
<u>\$28.36</u>	<u>\$28.79</u>	<u>\$28.95</u>	<u>\$33.78</u>	<u>\$34.26</u>	<u>\$35.36</u>	<u>\$35.84</u>	<u>\$36.31</u>	<u>\$36.79</u>	<u>\$37.44</u>
<u>\$28.56</u>	<u>\$28.99</u>	<u>\$29.16</u>	<u>\$34.11</u>	<u>\$34.58</u>	<u>\$35.69</u>	<u>\$36.16</u>	<u>\$36.64</u>	<u>\$37.11</u>	<u>\$37.76</u>
<u>\$28.77</u>	<u>\$29.20</u>	<u>\$29.36</u>	<u>\$34.43</u>	<u>\$34.91</u>	<u>\$36.01</u>	<u>\$36.49</u>	<u>\$36.96</u>	<u>\$37.44</u>	<u>\$38.08</u>

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

12 (c) Effective July 1, 2019, each classroom teacher providing math instruction in the  
 13 teacher’s certified area of study for at least 60 percent of the time the teacher is providing  
 14 instruction to students shall be considered to have three additional years of experience only for  
 15 the purposes of the salary schedule set forth in subsection (b) of this section: *Provided*, That for

16 any classroom teacher who satisfies these requirements and whose years of experience plus  
17 the three additional years due to them exceeds the years of experience provided for on the  
18 salary schedule shall be paid the additional amount equivalent to three additional years of  
19 experience notwithstanding the maximum experience provided on the salary schedule.

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

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

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

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

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

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

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

41 (6) For "M.A." at zero years of experience, \$2,644. An additional \$69 shall be paid for

42 each year of experience up to and including 35 years of experience;

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

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

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

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

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

56 (f) Notwithstanding any other provision of this code to the contrary, effective July 1, 2024,  
57 teachers may receive overtime pay, if preapproved by the State Board of Education and school  
58 principal. If approved, a teacher shall receive overtime pay for the performance of any work  
59 assignment on a Saturday or a Sunday, or for the performance of any work assignment beyond  
60 the normal workweek hours.

61 (g) The State Board of Education shall establish the rate of overtime pay for teachers  
62 and calculate overtime at an hourly rate based on the state minimum salary schedule for  
63 teachers in this section and the overtime worked: *Provided*, That overtime work on a Saturday  
64 or Sunday may not be less than one-half the calculated amount a teacher would receive for one  
65 day in the regular school day: *Provided, however*, That the calculation of overtime pay shall be  
66 based on a 200 day contract; and the minimum salary schedule an hourly rate based on as set  
67 forth in subsection (a) of this section.

NOTE: The purpose of this bill is to approve overtime pay for teachers, based on a 200 day contract and minimum salary schedule on an hourly rate.

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