

WEST VIRGINIA LEGISLATURE

2024 REGULAR SESSION

Introduced

Senate Bill 680

By Senators Grady, Deeds, Plymale, and Woelfel

[Introduced February 6, 2024; referred
to the Committee on Education; and then to the
Committee on Finance]

1 A BILL to amend and reenact §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as
 2 amended, relating to increasing the compensation of classroom teachers certified in
 3 special education and assigned full-time to a self-contained classroom; and increasing the
 4 compensation of aides assigned full-time to a self-contained classroom.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

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

STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A.	Doctorate
0	36,597	37,286	37,552	38,995	39,756	41,523	42,284	43,045	43,806	44,841
1	36,925	37,614	37,880	39,513	40,274	42,042	42,803	43,563	44,324	45,359
2	37,254	37,942	38,208	40,032	40,793	42,560	43,321	44,082	44,843	45,878
3	37,582	38,270	38,536	40,551	41,311	43,079	43,840	44,600	45,361	46,396
4	38,154	38,842	39,108	41,313	42,074	43,842	44,603	45,363	46,124	47,159
5	38,482	39,170	39,436	41,832	42,593	44,360	45,121	45,882	46,643	47,678
6	38,810	39,498	39,764	42,350	43,111	44,879	45,640	46,400	47,161	48,196
7	39,138	39,827	40,092	42,869	43,630	45,397	46,158	46,919	47,680	48,715
8	39,466	40,155	40,421	43,387	44,148	45,916	46,677	47,437	48,198	49,233
9	39,794	40,483	40,749	43,906	44,667	46,434	47,195	47,956	48,717	49,752
10	40,123	40,811	41,077	44,426	45,186	46,954	47,715	48,476	49,236	50,271
11	40,451	41,139	41,405	44,944	45,705	47,473	48,233	48,994	49,755	50,790
12	40,779	41,467	41,733	45,463	46,223	47,991	48,752	49,513	50,273	51,308
13	41,107	41,795	42,061	45,981	46,742	48,510	49,270	50,031	50,792	51,827
14	41,435	42,123	42,389	46,500	47,260	49,028	49,789	50,550	51,310	52,345
15	41,763	42,451	42,717	47,018	47,779	49,547	50,307	51,068	51,829	52,864
16	42,091	42,779	43,045	47,537	48,297	50,065	50,826	51,587	52,347	53,382
17	42,419	43,108	43,373	48,055	48,816	50,584	51,345	52,105	52,866	53,901
18	42,747	43,436	43,702	48,574	49,335	51,102	51,863	52,624	53,385	54,420

19	43,075	43,764	44,030	49,092	49,853	51,621	52,382	53,142	53,903	54,938
20	43,403	44,092	44,358	49,611	50,372	52,139	52,900	53,661	54,422	55,457
21	43,732	44,420	44,686	50,129	50,890	52,658	53,419	54,179	54,940	55,975
22	44,060	44,748	45,014	50,648	51,409	53,176	53,937	54,698	55,459	56,494
23	44,388	45,076	45,342	51,167	51,927	53,695	54,456	55,216	55,977	57,012
24	44,716	45,404	45,670	51,685	52,446	54,214	54,974	55,735	56,496	57,531
25	45,044	45,732	45,998	52,204	52,964	54,732	55,493	56,254	57,014	58,049
26	45,372	46,060	46,326	52,722	53,483	55,251	56,011	56,772	57,533	58,568
27	45,700	46,388	46,654	53,241	54,001	55,769	56,530	57,291	58,051	59,086
28	46,028	46,717	46,982	53,759	54,520	56,288	57,048	57,809	58,570	59,605
29	46,356	47,045	47,311	54,278	55,038	56,806	57,567	58,328	59,088	60,123
30	46,684	47,373	47,639	54,796	55,557	57,325	58,085	58,846	59,607	60,642
31	47,013	47,701	47,967	55,315	56,076	57,843	58,604	59,365	60,125	61,160
32	47,341	48,029	48,295	55,833	56,594	58,362	59,123	59,883	60,644	61,679
33	47,669	48,357	48,623	56,352	57,113	58,880	59,641	60,402	61,163	62,198
34	47,997	48,685	48,951	56,870	57,631	59,399	60,160	60,920	61,681	62,716
35	48,325	49,013	49,279	57,389	58,150	59,917	60,678	61,439	62,200	63,235

6 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least
7 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed
8 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;
9 and (iii) shall be considered a part of the state minimum salaries for teachers.

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

18 (d) Effective July 1, 2019, each classroom teacher certified in special education and
19 employed as a full-time special education teacher, as defined by the State Superintendent, shall

20 be considered to have three additional years of experience only for the purposes of the salary
21 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who
22 satisfies these requirements and whose years of experience plus the three additional years due to
23 them exceeds the years of experience provided for on the salary schedule shall be paid the
24 additional amount equivalent to three additional years of experience notwithstanding the
25 maximum experience provided on the salary schedule.

26 (e) Effective July 1, 2024, each classroom teacher certified in special education and
27 assigned full-time to a self-contained classroom, as that term is defined in §18-20-11 of this code,
28 shall be considered to have a state minimum salary of 10 percent higher than prescribed by the
29 State Minimum Salary Schedule as modified by subsection (d) of this section.

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

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

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

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

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

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

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

45 (7) For "M.A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid for

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

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

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

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

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

§18A-4-8a. Service personnel minimum monthly salaries.

1 (a) Effective July 1, 2023, the minimum monthly pay for each service employee shall be as
2 follows:

3 (1) For school year 2023-2024 and continuing thereafter, the minimum monthly pay for
4 each service employee whose employment is for a period of more than three and one-half hours a
5 day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade Schedule
6 set forth in this subdivision and the minimum monthly pay for each service employee whose
7 employment is for a period of three and one-half hours or less a day shall be at least one-half the
8 amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this
9 subdivision.

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE								
Years	PAY GRADE							
Exp.	A	B	C	D	E	F	G	H
0	2,237	2,258	2,300	2,353	2,406	2,469	2,501	2,574
1	2,269	2,291	2,332	2,385	2,439	2,502	2,533	2,607

2	2,302	2,323	2,365	2,418	2,471	2,534	2,566	2,639
3	2,334	2,356	2,398	2,451	2,504	2,567	2,599	2,672
4	2,367	2,389	2,430	2,483	2,536	2,600	2,631	2,706
5	2,400	2,421	2,463	2,516	2,569	2,632	2,664	2,738
6	2,432	2,454	2,497	2,549	2,602	2,665	2,697	2,771
7	2,466	2,486	2,529	2,581	2,634	2,698	2,729	2,804
8	2,499	2,519	2,562	2,614	2,667	2,730	2,762	2,836
9	2,531	2,552	2,595	2,648	2,700	2,763	2,794	2,869
10	2,564	2,585	2,627	2,680	2,732	2,797	2,828	2,902
11	2,597	2,618	2,660	2,713	2,765	2,829	2,861	2,934
12	2,629	2,651	2,692	2,746	2,799	2,862	2,893	2,967
13	2,662	2,683	2,725	2,778	2,831	2,894	2,926	3,000
14	2,695	2,716	2,758	2,811	2,864	2,927	2,959	3,032
15	2,727	2,749	2,790	2,843	2,896	2,960	2,991	3,065
16	2,760	2,781	2,823	2,876	2,929	2,992	3,024	3,098
17	2,792	2,814	2,857	2,909	2,962	3,025	3,057	3,131
18	2,825	2,847	2,889	2,941	2,994	3,058	3,089	3,164
19	2,859	2,879	2,922	2,974	3,027	3,090	3,122	3,196
20	2,891	2,912	2,955	3,008	3,060	3,123	3,155	3,230
21	2,924	2,944	2,987	3,040	3,092	3,156	3,187	3,264
22	2,957	2,978	3,020	3,073	3,125	3,189	3,221	3,296
23	2,989	3,011	3,053	3,106	3,159	3,223	3,255	3,330
24	3,022	3,043	3,085	3,138	3,191	3,257	3,288	3,364
25	3,055	3,076	3,118	3,171	3,225	3,289	3,322	3,396
26	3,087	3,109	3,150	3,205	3,259	3,323	3,354	3,430
27	3,120	3,141	3,183	3,237	3,291	3,355	3,388	3,463
28	3,153	3,174	3,217	3,271	3,325	3,389	3,422	3,497
29	3,185	3,208	3,250	3,303	3,358	3,423	3,454	3,531
30	3,219	3,240	3,284	3,337	3,391	3,455	3,488	3,564
31	3,252	3,274	3,318	3,371	3,425	3,489	3,522	3,597
32	3,286	3,307	3,350	3,404	3,457	3,523	3,554	3,631
33	3,320	3,340	3,384	3,438	3,491	3,555	3,588	3,664
34	3,352	3,374	3,418	3,472	3,525	3,589	3,622	3,697
35	3,386	3,408	3,450	3,504	3,557	3,623	3,655	3,731
36	3,420	3,441	3,484	3,538	3,592	3,656	3,689	3,763
37	3,452	3,475	3,518	3,572	3,626	3,690	3,722	3,797
38	3,486	3,507	3,550	3,604	3,658	3,723	3,755	3,831
39	3,520	3,541	3,584	3,638	3,692	3,756	3,789	3,863
40	3,552	3,575	3,617	3,671	3,726	3,790	3,822	3,897

10 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay
 11 Scale Pay Grade in accordance with the provisions of this subsection according to their class title
 12 and pay grade as set forth in this subdivision:

CLASS TITLE	PAY GRADE
Accountant I	D
Accountant II	E
Accountant III	F
Accounts Payable Supervisor	G
Aide I	A
Aide II	B
Aide III	C
Aide IV	D
Aide V – Temporary Authorization	E
Aide V	F
Aide VI – Temporary Authorization	E
Aide VI	F
Audiovisual Technician	C
Auditor	G
Autism Mentor	F
Braille Specialist	E
Bus Operator	D
Buyer	F
Cabinetmaker	G
Cafeteria Manager	D
Carpenter I	E
Carpenter II	F
Chief Mechanic	G
Clerk I	B
Clerk II	C
Computer Operator	E
Cook I	A
Cook II	B
Cook III	C
Crew Leader	F

Custodian I	A
Custodian II	B
Custodian III	C
Custodian IV	D
Director or Coordinator of Services	H
Draftsman	D
Early Childhood Classroom Assistant Teacher I	E
Early Childhood Classroom Assistant Teacher II	E
Early Childhood Classroom Assistant Teacher III	F
Educational Sign Language Interpreter I	F
Educational Sign Language Interpreter II	G
Electrician I	F
Electrician II	G
Electronic Technician I	F
Electronic Technician II	G
Executive Secretary	G
Food Services Supervisor	G
Foreman	G
General Maintenance	C
Glazier	D
Graphic Artist	D
Groundsman	B
Handyman	B
Heating and Air Conditioning Mechanic I	E
Heating and Air Conditioning Mechanic II	G
Heavy Equipment Operator	E
Inventory Supervisor	D
Key Punch Operator	B
Licensed Practical Nurse	F
Locksmith	G
Lubrication Man	C

Machinist	F
Mail Clerk	D
Maintenance Clerk	C
Mason	G
Mechanic	F
Mechanic Assistant	E
Office Equipment Repairman I	F
Office Equipment Repairman II	G
Painter	E
Paraprofessional	F
Payroll Supervisor	G
Plumber I	E
Plumber II	G
Printing Operator	B
Printing Supervisor	D
Programmer	H
Roofing/Sheet Metal Mechanic	F
Sanitation Plant Operator	G
School Bus Supervisor	E
Secretary I	D
Secretary II	E
Secretary III	F
Sign Support Specialist	E
Supervisor of Maintenance	H
Supervisor of Transportation	H
Switchboard Operator- Receptionist	D
Truck Driver	D
Warehouse Clerk	C
Watchman	B
Welder	F
WVEIS Data Entry and Administrative Clerk	B

14 (b) An additional \$12 per month is added to the minimum monthly pay of each service
15 person who holds a high school diploma or its equivalent.

16 (c) An additional \$11 per month also is added to the minimum monthly pay of each service
17 person for each of the following:

18 (1) A service person who holds 12 college hours or comparable credit obtained in a trade
19 or vocational school as approved by the state board;

20 (2) A service person who holds 24 college hours or comparable credit obtained in a trade
21 or vocational school as approved by the state board;

22 (3) A service person who holds 36 college hours or comparable credit obtained in a trade
23 or vocational school as approved by the state board;

24 (4) A service person who holds 48 college hours or comparable credit obtained in a trade
25 or vocational school as approved by the state board;

26 (5) A service employee who holds 60 college hours or comparable credit obtained in a
27 trade or vocational school as approved by the state board;

28 (6) A service person who holds 72 college hours or comparable credit obtained in a trade
29 or vocational school as approved by the state board;

30 (7) A service person who holds 84 college hours or comparable credit obtained in a trade
31 or vocational school as approved by the state board;

32 (8) A service person who holds 96 college hours or comparable credit obtained in a trade
33 or vocational school as approved by the state board;

34 (9) A service person who holds 108 college hours or comparable credit obtained in a trade
35 or vocational school as approved by the state board;

36 (10) A service person who holds 120 college hours or comparable credit obtained in a
37 trade or vocational school as approved by the state board.

38 (d) An additional \$40 per month also is added to the minimum monthly pay of each service
39 person for each of the following:

- 40 (1) A service person who holds an associate's degree;
- 41 (2) A service person who holds a bachelor's degree;
- 42 (3) A service person who holds a master's degree;
- 43 (4) A service person who holds a doctorate degree.
- 44 (e) An additional \$11 per month is added to the minimum monthly pay of each service
- 45 person for each of the following:
- 46 (1) A service person who holds a bachelor's degree plus 15 college hours;
- 47 (2) A service person who holds a master's degree plus 15 college hours;
- 48 (3) A service person who holds a master's degree plus 30 college hours;
- 49 (4) A service person who holds a master's degree plus 45 college hours; and
- 50 (5) A service person who holds a master's degree plus 60 college hours.
- 51 (f) Effective July 1, 2024, an additional amount equal to 10 percent of the minimum monthly
- 52 pay of an aide assigned full-time to a self-contained classroom, as that term is defined in §18-20-
- 53 11 of this code, shall be added to the minimum monthly pay of the aide.
- 54 ~~(f)~~ (g) Each service person is paid a supplement, as set forth in §18A-4-5 of this code, of
- 55 \$164 per month, subject to the provisions of that section. These payments: (i) Are in addition to
- 56 any amounts prescribed in the applicable State Minimum Pay Scale Pay Grade, any specific
- 57 additional amounts prescribed in this section and article and any county supplement in effect in a
- 58 county pursuant to §18A-4-5b of this code; (ii) are paid in equal monthly installments; and (iii) are
- 59 considered a part of the state minimum salaries for service personnel.
- 60 ~~(g)~~ (h) When any part of a school service person's daily shift of work is performed between
- 61 the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an
- 62 additional \$10 per month and one half of the pay is paid with local funds.
- 63 ~~(h)~~ (i) Any service person required to work on any legal school holiday is paid at a rate one
- 64 and one-half times the person's usual hourly rate.

65 (†) (j) Any full-time service personnel required to work in excess of their normal working day
66 during any week which contains a school holiday for which they are paid is paid for the additional
67 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate
68 and paid entirely from county board funds.

69 (†) (k) A service person may not have his or her daily work schedule changed during the
70 school year without the employee's written consent and the person's required daily work hours
71 may not be changed to prevent the payment of time and one-half wages or the employment of
72 another employee.

73 (†) (l) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b
74 of this code is no less than one seventh of the person's daily total salary for each hour the person is
75 involved in performing the assignment and paid entirely from local funds: *Provided*, That an
76 alternative minimum hourly rate of pay for performing extra duty assignments within a particular
77 category of employment may be used if the alternate hourly rate of pay is approved both by the
78 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons
79 within that classification category of employment within that county: *Provided, however*, That the
80 vote is by secret ballot if requested by a service person within that classification category within
81 that county. The salary for any fraction of an hour the employee is involved in performing the
82 assignment is prorated accordingly. When performing extra duty assignments, persons who are
83 regularly employed on a one-half day salary basis shall receive the same hourly extra duty
84 assignment pay computed as though the person were employed on a full-day salary basis.

85 (†) (m) The minimum pay for any service personnel engaged in the removal of asbestos
86 material or related duties required for asbestos removal is their regular total daily rate of pay and
87 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel supervising
88 asbestos removal responsibilities for each hour these employees are involved in asbestos-related
89 duties. Related duties required for asbestos removal include, but are not limited to, travel,
90 preparation of the work site, removal of asbestos, decontamination of the work site, placing and

91 removal of equipment and removal of structures from the site. If any member of an asbestos crew
92 is engaged in asbestos-related duties outside of the employee's regular employment county, the
93 daily rate of pay is no less than the minimum amount as established in the employee's regular
94 employment county for asbestos removal and an additional \$30 per each day the employee is
95 engaged in asbestos removal and related duties. The additional pay for asbestos removal and
96 related duties shall be payable entirely from county funds. Before service personnel may be used
97 in the removal of asbestos material or related duties, they shall have completed a federal
98 Environmental Protection Act-approved training program and be licensed. The employer shall
99 provide all necessary protective equipment and maintain all records required by the
100 Environmental Protection Act.

101 ~~(m)~~ (n) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,
102 an aide is considered to be exercising the authority of a supervisory aide and control over pupils if
103 the aide is required to supervise, control, direct, monitor, escort, or render service to a child or
104 children when not under the direct supervision of a certified professional person within the
105 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever
106 supervision is required. For purposes of this section, "under the direct supervision of a certified
107 professional person" means that certified professional person is present, with and accompanying
108 the aide.

NOTE: The purpose of this bill is to increase the compensation of classroom teachers certified in special education and assigned full-time to a self-contained classroom; and to increase the compensation of aides assigned full-time to a self-contained classroom.

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