

WEST VIRGINIA LEGISLATURE

REGULAR SESSION, 1974

ENROLLED

SENATE BILL NO. 474

(By Mr. Robson)

PASSED March 9, 1974

In Effect July 1, 1974 Passage



FILED IN THE OFFICE
EDGAR F. HEISKELL III
SECRETARY OF STATE
THIS DATE 3/29/74

VETO - 474

ENROLLED

Senate Bill No. 474

(By MR. NELSON)

[Passed March 9, 1974; in effect July 1, 1974.]

AN ACT to amend and reenact sections two and eight, article four, chapter eighteen-a of the code of West Virginia, one thousand nine hundred thirty-one, as amended; and to further amend said article by adding thereto a new section, numbered eight-a, relating to state minimum salaries for teachers and compensation of school service and auxiliary personnel.

Be it enacted by the Legislature of West Virginia:

That sections two and eight, article four, chapter eighteen-a of the code of West Virginia, one thousand nine hundred thirty-one, as amended, be amended and reenacted; and that said article be further amended by adding thereto a new section, numbered eight-a, all to read as follows:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**§18-A-4-2. State minimum salaries.**

1 STATE MINIMUM SALARY SCHEDULE										
Years	4th	3rd	2nd	B.A.	B.A.	M.A.	M.A.	M.A.	Doctor-	
Exp.	Class	Class	Class	B.A.	+15	M.A.	+15	+30	ate	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
2	0	4,349	4,942	5,180	6,305	6,601	6,899	7,194	7,491	7,787
3	1	4,492	5,085	5,323	6,448	6,744	7,042	7,337	7,634	7,930
4	2	4,635	5,228	5,466	6,591	6,887	7,185	7,480	7,777	8,073
5	3	4,778	5,371	5,609	6,734	7,030	7,328	7,623	7,920	8,216
6	4	4,921	5,514	5,752	6,877	7,173	7,471	7,766	8,063	8,359
7	5	5,064	5,657	5,895	7,020	7,316	7,614	7,909	8,206	8,502
8	6	5,207	5,800	6,038	7,163	7,459	7,757	8,052	8,349	8,645
9	7		5,943	6,181	7,306	7,602	7,900	8,195	8,492	8,788
10	8		6,086	6,324	7,449	7,745	8,043	8,338	8,635	8,931
11	9			6,467	7,592	7,888	8,186	8,481	8,778	9,074
12	10			6,610	7,735	8,031	8,329	8,624	8,921	9,217
13	11				7,878	8,174	8,472	8,767	9,064	9,360
14	12				8,021	8,317	8,615	8,910	9,207	9,503
15	13				8,164	8,460	8,758	9,053	9,350	9,646
16	14						8,901	9,196	9,493	9,789
17	15						9,044	9,339	9,636	9,932
18	16						9,187	9,482	9,779	10,075
19	17							9,922	10,218	
20	18							10,065	10,361	
21	19							10,208	10,504	

§18A-4-8. Minimum monthly pay for service and auxiliary personnel.

1 The purpose of this section is to establish a state mini-
2 mum monthly pay scale and employment term for auxili-
3 ary and service personnel. The employment term for
4 auxiliary and service personnel shall be no less than ten
5 months, a month being defined as twenty employment
6 days: *Provided*, That the county board of education may
7 contract with all or part of such personnel for a longer
8 term. The beginning and closing dates of the ten-month
9 term shall not exceed forty-three weeks. Auxiliary and
10 service personnel employed on a yearly or twelve month
11 basis may be employed by calendar months. Whenever
12 there is a change in job assignment during the school year,
13 the minimum pay scale and any county supplement shall
14 be applicable.

15 Upon the change in classification or upon meeting the
16 requirements of an advanced classification of or by any
17 employee, his salary shall be made to comply with the
18 requirements of this article, and to any county salary sche-

19 dule in excess of the minimum requirements of this ar-
20 ticle, based upon his advanced classification and allowable
21 years of employment.

22 An employee's contract as provided in sections four and
23 five, article two, of this chapter shall state the appropriate
24 monthly salary the employee is to be paid based on the
25 class title as provided in this article and any county salary
26 schedule in excess of the minimum requirements of this
27 article.

28 The column heads of the state minimum pay scale and
29 class titles, set forth below are defined as follows:

30 "Pay grade" means the monthly salary applicable to
31 class titles of auxiliary and service personnel.

32 "Years of employment" means the number of years which
33 an employee classified as auxiliary or service personnel has
34 been employed by a board of education in any position
35 prior to or subsequent to the effective date of this section
36 and including service in the armed forces of the United
37 States if the employee were employed at the time of his in-
38 duction. For the purpose of this section, years of employ-
39 ment shall be limited to the number of years shown and al-
40 lowed under the state minimum pay scale set forth herein-
41 after.

42 "Class title" means the name of the position or job held
43 by auxiliary and service personnel.

44 "Aide I" means auxiliary personnel as defined in sec-
45 tion one, article one of this chapter.

46 "Aide II" means auxiliary personnel as defined in section
47 one, article one of this chapter who have completed a
48 training program approved by the state board of education.

49 "Custodian I" means personnel employed to keep build-
50 ings clean and free of refuse.

51 "Custodian II" means personnel employed as a watch-
52 man or groundsman.

53 "Custodian III" means personnel employed to keep
54 buildings clean and free of refuse, to operate the heating
55 or cooling systems and to make minor repairs.

56 "Custodian IV" means personnel employed as head cus-
57 todians. In addition to providing services as defined in
58 "Custodian III", their duties may include supervising
59 other custodian personnel.

60 "Carpenter I" means personnel classified as a carpenter's
61 helper.

62 "Carpenter II" means personnel classified as a journey-
63 man carpenter.

64 "Electrician I" means personnel employed as an appren-
65 tice electrician and helper or holds an electrician helper
66 license issued by the state fire marshal.

67 "Electrician II" means personnel employed as an elec-
68 trician journeyman or holds a journeyman electrician li-
69 cense issued by the state fire marshal.

70 "Foreman" means skilled persons employed for super-
71 vision of personnel who work in the areas of repair and
72 maintenance of school property and equipment.

73 "General Maintenance" means personnel employed as
74 helpers to skilled maintenance employees and to perform
75 minor repairs to equipment and buildings of a county
76 school system.

77 "Groundsmen" means personnel employed to perform
78 duties that relate to the appearance, repair and general
79 care of school grounds in a county school system. Addi-
80 tional assignments may include the operation of a small
81 heating plant and routine cleaning duties in buildings.

82 "Handyman" means personnel employed to perform
83 routine manual tasks in any operation of the county
84 school system.

85 "Lubrication Man" means personnel employed to lubri-
86 cate and service gasoline or diesel-powered equipment of a
87 county school system.

88 "Machinist" means personnel employed to perform ma-
89 chinist tasks which include the ability to operate lathes,
90 planer, shaper, threading machine and wheel press. Such
91 personnel should also have ability to work from blue-
92 prints and drawings.

93 "Mechanic" means personnel employed who can inde-
94 pendently perform skilled duties in the maintenance and
95 repair of automobiles, school buses and other mechanical
96 and mobile equipment to use in a county school system.

97 "Mechanic Assistant" means personnel employed as a
98 mechanic apprentice and helper.

99 "Office Equipment Repairman I" means personnel em-
100 ployed as an office equipment repairman apprentice or

101 helper.

102 "Office Equipment Repairman II" means personnel re-
103 sponsible for servicing and repairing all office machines
104 and equipment. Such personnel shall be responsible for
105 parts being purchased necessary for the proper operation
106 of a program of continuous maintenance and repair.

107 "Painter" means a person employed to perform duties of
108 painting, finishing and decorating of wood, metal and con-
109 crete surfaces of buildings, other structures, equipment,
110 machinery and furnishings of a county school system.

111 "Plumber I" means personnel employed as an apprentice
112 plumber and helper.

113 "Plumber II" means personnel employed as a journey-
114 man plumber.

115 "Supervisor of Maintenance" means skilled personnel
116 not defined as professional personnel or professional educa-
117 tors as in section one, article one, of this chapter. His
118 responsibilities would include directing the upkeep of
119 buildings and shops, issuing instructions to subordinates
120 relating to cleaning, repairs and maintenance of all struc-
121 tures, mechanical and electrical equipment of a board of
122 education.

123 "Truck Driver" means personnel employed to operate
124 light or heavy duty gasoline and diesel-powered vehicles.

125 "Watchman" means personnel employed to protect
126 school property against damage or theft. Additional as-
127 signments may include operation of a small heating plant
128 and routine cleaning duties.

129 "Clerk I" means personnel employed to perform clerical
130 tasks.

131 "Clerk II" means personnel employed to perform gene-
132 ral clerical tasks, prepare reports and tabulations and
133 operate office machines.

134 "Secretary I" means personnel employed to transcribe
135 from notes or mechanical equipment, receive callers, per-
136 form clerical tasks, prepare reports and operate office
137 machines.

138 "Secretary II" means personnel employed as school,
139 office or program secretaries to perform general clerical
140 tasks, transcribe, prepare reports, receive callers and refer
141 them to proper persons, operate office machines, keep
142 records and handle routine correspondence.

143 "Secretary III" means personnel assigned to the county
144 board of education office administrators in charge of vari-
145 ous departments or have particular responsibilities of pur-
146 chasing and financial control.

147 "Cafeteria Manager" means personnel employed to di-
148 rect the operation of a food services program in a school,
149 including assigning duties to employees, approving requi-
150 sitions for supplies and repairs, keeping inventories, in-
151 specting areas to maintain high standards of sanitation,
152 preparing financial reports and keeping records pertinent
153 to food services of a school.

154 "Cook I" means personnel employed as a cook's helper.

155 "Cook II" means personnel employed to interpret menus,
156 to prepare and serve meals in a lunch program or a school
157 system.

158 "Cook III" means personnel employed to prepare and
159 serve meals, make reports, prepare requisitions for sup-
160 plies, order equipment and repairs for a lunch program of
161 a school system.

162 "Food Services Supervisor" means qualified personnel
163 not defined as professional personnel or professional edu-
164 cator as in section one, article one, of this chapter, em-
165 ployed to manage and supervise a county school system's
166 food service or school lunch program. The duties would in-
167 clude preparing in-service training programs for cooks and
168 food service employees, instructing personnel in the areas
169 of quantity cooking with economy and efficiency, keeping
170 aggregate records and reports.

171 "Bus Operator" means personnel employed to operate
172 school buses and other school transportation vehicles as
173 *approved* provided by the state board of education.

174 "School Bus Supervisor" means qualified personnel em-
175 ployed to assist in selecting school bus operators and rou-
176 ting and scheduling of school buses, operate a bus when
177 needed, relay instructions to bus operators, plan emer-
178 gency routing of buses and promote good relationships
179 with parents, pupils, bus operators and other employees.

180 The minimum monthly pay for regular full-time auxili-
181 ary and service personnel as provided in section one (i),
182 article one, chapter eighteen of this code shall be in accor-
183 dance with the following minimum pay scale.

184

STATE MINIMUM PAY SCALE

		YEARS OF EMPLOYMENT										
185	PAY GRADE	0	1	2	3	4	5	6	7	8	9	10
186	A. Monthly -----	350	360	370	380	390	400	410	420	430	440	450
187	B. Monthly -----	370	380	390	400	410	420	430	440	450	460	470
188	C. Monthly -----	410	420	430	440	450	460	470	480	490	500	510
189	D. Monthly -----	460	470	480	490	500	510	520	530	540	550	560
190	E. Monthly -----	510	520	530	540	550	560	570	580	590	600	610
191	F. Monthly -----	570	580	590	600	610	620	630	640	650	660	670
192	G. Monthly -----	600	610	620	630	640	650	660	670	680	690	700
193	H. Monthly -----	670	680	690	700	710	720	730	740	750	760	770

194	CLASS TITLE	PAY GRADE	CLASS TITLE	PAY GRADE
195	Aid I	A	Office Equipment Repairman II	G
196	Aid II	B	Painter	E
197	Custodian I	A	Plumber I	E
198	Custodian II	B	Plumber II	G
199	Custodian III	C	Supervisor of Maintenance	H
200	Custodian IV	D	Truck Driver	D
201	Carpenter I	E	Watchman	B
202	Carpenter II	F	Clerk I	B
203	Electrician I	F	Clerk II	C
204	Electrician II	G	Secretary I	D
205	Foreman	G	Secretary II	E
206	General Maintenance	C	Secretary III	F
207	Groundsman	B	Cafeteria Manager	D
208	Handyman	B	Cook I	A
209	Lubrication Man	C	Cook II	B
210	Machinist	F	Cook III	C
211	Mechanic	F	Food Services Supervisor	E
212	Mechanic Assistant	E	Bus Operator	D
213	Office Equipment Repairman I	F	School Bus Supervisor	E

7

[Enr. S. B. No. 474]

214 From the effective date of this section, the county boards
215 of education pay scale for each classification of regular
216 full-time auxiliary and service personnel shall not be less
217 than the state minimum pay scale heretofore set forth.

218 Auxiliary and service personnel whose years of employ-
219 ment exceed the number of years shown and provided for
220 under the state minimum pay scale heretofore set forth
221 shall not be paid less than the amount shown for the maxi-
222 mum years of employment shown and provided for in the
223 classification in which he is employed.

224 The county board of education may establish salary
225 schedules which shall be in excess of the state minimum
226 fixed by this article, such county schedules to be uniform
227 throughout the county with regard to any training classi-
228 fications, experience, years of employment, responsibility,
229 duties, pupil participation, pupil enrollment, size of build-
230 ings, operation of equipment or other requirements. Uni-
231 formity shall apply to any additional salary increments or
232 compensation for all persons performing like assignments
233 and duties within the county. In establishing such local
234 salary schedules, no county, from the effective date of this
235 article, shall reduce local funds allocated for auxiliary
236 and service personnel salaries used for supplementing
237 federal and state funds provided for such salaries.

238 The state board of education is hereby authorized to
239 establish other class titles of auxiliary and service person-
240 nel positions and jobs not listed in this section. The state
241 board of education is further authorized to provide ap-
242 propriate pay grades for such positions and jobs but pay
243 shall be established within the minimum salary scale of
244 this section.

245 Any board failing to comply with the provisions of this
246 article may be compelled to do so by mandamus.

247 The provisions of this section shall become effective
248 July one, one thousand nine hundred seventy-five.

§18A-4-8a. Use of foundation allowance.

1 The foundation allowance as provided in section five,
2 article nine-a, chapter eighteen of the code shall be used
3 for the employment, adjustment of and increase in the pay
4 of such personnel: *Provided*, That, in any year when there
5 is a percentage increase in the state minimum salary

6 schedule for teachers as provided for in section two, article
7 four, chapter eighteen-a of this code, the total increase in
8 the allowance for other personnel over the previous year
9 as computed in section five, article nine-a, chapter eigh-
10 teen of the code, shall be used solely to provide a uniform
11 percentage salary increase of existing salaries for all such
12 personnel included under the provisions of this section.
13 Such percentage of salary increase shall be the same as
14 that granted to increase the state minimum salary sched-
15 ule for teachers as contained in section two, article four,
16 chapter eighteen-a of the code.

The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

H. Darrel Darby
Chairman Senate Committee

Greene B. Chubbuck
Chairman House Committee

Originated in the Senate.

In effect July 1, 1974.

Haward McCann
Clerk of the Senate

C. K. Blackwelder
Clerk of the House of Delegates

H. B. Ashton Jr.
President of the Senate

Lewis D. McNamee
Speaker House of Delegates

The within disapproved this the 26th
day of March, 1974.

Arch A. Moore Jr.
Governor

PRESENTED TO THE
GOVERNOR

Date 3/12/74

Time 4:55 p.m.