WEST VIRGINIA LEGISLATURE
REGULAR SESSION, 1980

ENROLLED

Finance Committee Substitute for Education Committee Substitute for

SENATE BILL NO. 167

(By Mr. Teenerich & Mr. Galpin)

PASSED March 8, 1980

In Effect July 1, 1980

No: 167
ENROLLED

FINANCE
COMMITTEE SUBSTITUTE
FOR
EDUCATION
COMMITTEE SUBSTITUTE
FOR

Senate Bill No. 167
(Mr. Tonkovich and Mr. Galperin, original sponsors)

(Passed March 8, 1980; in effect July 1, 1980.)

AN ACT to amend and reenact section one, article one, chapter eighteen of the code of West Virginia, one thousand nine hundred thirty-one, as amended; to amend and reenact section one, article one, chapter eighteen-a of said code; to amend and reenact sections one, two-a, three, eight and eight-a, article four, of said chapter; and to further amend said article four by adding thereto a new section, designated section one-a, all relating to certain salaries, job classifications, and other employment matters of employees of county boards of education; placing school nurses in teachers pay scale; pay raise for teachers; increasing principals’ pay increments; pay raise for auxiliary and service personnel; additional pay for custodians who work a split shift; creating a job classification of sanitation plant operator; redefinition of job classification of Secretary II; prohibiting reduction of rate of pay, compensation, or benefits of auxiliary and service personnel under certain conditions; and requiring report to Legislature of auxiliary and service personnel working split shifts and of ratio of cooks to meals served.

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

CHAPTER 18. EDUCATION.
ARTICLE 1. DEFINITIONS, LIMITATIONS OF CHAPTER.
§18-1-1. Definitions.
1 The following words used in this chapter and in any proceedings pursuant thereto shall, unless the context clearly indicates a different meaning, be construed as follows:
2 (a) "School" shall mean the pupils and teacher or teachers assembled in one or more buildings, organized as a unit;
3 (b) "District" shall mean county school district;
4 (c) "State board" shall mean the West Virginia board of education;
5 (d) "Board" shall mean the county board of education;
6 (e) "State superintendent" shall mean the state superintendent of free schools;
7 (f) "Superintendent" shall mean the county superintendent of schools;
8 (g) "Teacher" shall mean teacher, supervisor, principal, superintendent, public school librarian; registered professional nurse, licensed by the West Virginia board of examiners for registered professional nurses and employed by a county board of education, who has a baccalaureate degree; or any other person regularly employed for instructional purposes in a public school in this state;
9 (h) "Service personnel" shall mean all nonteaching school employees not included in the above definition of "teacher";
10 (i) "Regular full-time employee" shall mean any person employed by a county board of education who has a
regular position or job throughout his employment term, 
without regard to hours or method of pay.

CHAPTER 18A. SCHOOL PERSONNEL.

ARTICLE 1. GENERAL PROVISIONS.

§18A-1-1. Definitions.

The definitions contained in section one, article one of 
chapter eighteen shall be applicable to this chapter. In 
addition, the following words used in this chapter and in 
any proceedings pursuant thereto shall, unless the context 
clearly indicates a different meaning, be construed as 
follows:

(a) "School personnel" shall mean all personnel em-
ployed by a county board of education whether employed 
on a regular full-time basis, an hourly basis or otherwise.
School personnel shall be comprised of three categories: 
Professional personnel, auxiliary personnel and service 
personnel.

(b) "Professional personnel" shall mean persons who 
meet the certification and/or licensing requirements of 
the state, and shall include the professional educator and 
other professional employees.

(c) "Professional educator" shall be synonymous with 
and shall have the same meaning as "teacher" as defined 
in section one, article one, chapter eighteen of this code. 
Professional educators shall be classified as:

(1) "Classroom teacher": The professional educator 
who has direct instructional or counseling relationship 
with pupils, spending the majority of his time in this 
capacity.

(2) "Principal": The professional educator who as 
agent of the board has responsibility for the supervision, 
management and control of a school or schools within the 
guidelines established by said board. The major area of 
such responsibility shall be the general supervision of all 
the school and all school activities involving pupils, 
teachers and other school personnel.

(3) "Supervisor": The professional educator who, 
whether by this or other appropriate title, is responsible
for working primarily in the field with professional and/or other personnel in instructional and other school improvement.

(4) "Central office administrator": The superintendent, associate superintendent, assistant superintendent and other professional educators, whether by these or other appropriate titles, who are charged with the administering and supervising of the whole or some assigned part of the total program of the county-wide school system.

(d) "Other professional employee" shall mean that person from another profession who is properly licensed and is employed to serve the public schools and shall include a registered professional nurse, licensed by the West Virginia board of examiners for registered professional nurses and employed by a county board of education, who has completed either a two-year (sixty-four semester hours) or a three-year (ninety-six semester hours) nursing program.

(e) "Auxiliary personnel" shall mean those persons selected and trained for teacher-aide classifications such as monitor aide, clerical aide, classroom aide, general aide.

(f) "Service personnel" shall mean those who serve the school or schools as a whole, in a nonprofessional capacity, including such areas as secretarial, custodial, maintenance, transportation, school lunch.

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-1. Definitions.

1 For the purpose of this section, salaries shall be defined as: (a) "basic salaries" which shall mean the salaries paid to teachers with zero years of experience and in accordance with the classification of certification and of training of said teachers; and (b) "advanced salaries" which shall mean the basic salary plus an experience increment based on the allowable years of experience of the respective teachers in accordance with the schedule established here-in for the applicable classification of certification and of training of said teachers.

11 "Classification of certification" means the class or type of certificate issued by the state superintendent of schools
under the statutory provisions of this chapter. “Classification of training” means the number of collegiate or graduate hours necessary to meet the requirements stipulated in the definitions set forth in the next paragraph in items (2) to (10) inclusive.

The column heads of the state minimum salary schedule set forth in section two are defined as follows:

(1) “Years of experience” means the number of years the teacher has been employed in the teaching profession, including active work in educational positions other than the public schools, and service in the armed forces of the United States if the teacher were under contract to teach at the time of his induction. For a registered professional nurse employed by a county board of education, “years of experience” means the number of years the nurse has been employed as a public school health nurse, including active work in a nursing position related to education, and service in the armed forces if the nurse was under contract with the county board at the time of induction.

For the purpose of section two of this article, the experience of a teacher or a nurse shall be limited to that allowed under his training classification as found in the minimum salary schedule.

(2) “Fourth class” means all certificates previously identified as (a) “certificates secured by examinations,” (b) “other first grade certificates.”

(3) “Third class” means all certificates previously identified as (a) “standard normal certificates” and (b) “third class temporary (sixty-four semester hours) certificates.”

(4) “Second class” means all certificates previously identified as “second class temporary certificates based upon the required ninety-six hours of college work.”

(5) “A.B.” mean a bachelor’s degree, from an accredited institution of higher education, which has been issued to, or for which the requirements for such have been met by, a person who qualifies for or holds a professional certificate or its equivalent. A registered professional nurse with a bachelor’s degree, who is licensed by the West Virginia board of examiners for registered professional nurses and employed by a county board of education, shall
be within this classification for payment in accordance with sections two and two-a of this article.

(6) "A.B. + 15" means a bachelor's degree as defined above plus fifteen hours of graduate work, from an accredited institution of higher education certified to do graduate work, in an approved planned program at the graduate level which requirements have been met by a person who qualifies for or holds a professional certificate or its equivalent.

(7) "M.A." means a master's degree, earned in an institution of higher education approved to do graduate work, which has been issued to, or the requirements for such have been met by, a person who qualifies for or holds a professional certificate or its equivalent.

(8) "M.A. + 15" means the above-defined master's degree plus fifteen hours of graduate work, earned in an institution of higher education approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent.

(9) "M.A. + 30" means the above-defined master's degree plus thirty graduate hours, earned in an institution approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent.

(10) "Doctorate" means a doctor's degree, earned from a university qualified and approved to confer such a degree, which has been issued to or the requirements for such have been met by a person who qualifies for or holds a professional certificate or its equivalent.

§18A-4-la. Minimum salary for a registered professional nurse employed by the board, who has less than a bachelor's degree.

A registered professional nurse, licensed by the West Virginia board of examiners for registered professional nurses and employed by a county board of education, who has less than a bachelor's degree, shall receive a salary not less than that provided in sections two and two-a of this article and in accordance with the following:

(a) A registered professional nurse who has com-
pleted a two-year nursing program (sixty-four semester hours) shall be paid not less than the salary for a teacher whose classification of training is "third class" as defined in subparagraph (3), section one of this article, such salary to include allowable years of experience, and

(b) A registered professional nurse who has completed a three-year nursing program (ninety-six hours) shall be paid not less than the salary for a teacher whose classification of training is "second class" as defined in subparagraph (4), section one of this article, such salary to include allowable years of experience.

The salary provided under this section and the additional fixed charge payments required therefor shall be paid outside the public school support plan provided for in article nine-a, chapter eighteen of this code.

§18A-4-2a. State supplemental salaries.

In addition to the amount of state minimum salary received pursuant to section two of this article, on and after the first day of July, one thousand nine hundred eighty, each teacher shall receive as a supplement there:to the specific additional amount prescribed in this section for such teacher's years of experience and educational level as hereinafter set forth. This salary supplement and the increased fixed charges payments hereby required shall be paid outside the West Virginia public school support plan provided for in article nine-a, chapter eighteen of the code.

STATE SUPPLEMENTAL SALARY SCHEDULE

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<tr>
<th>Educational Level</th>
<th>4th Exp.</th>
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§18A-4-3. Salary increments for principals.

1 In addition to the present recommended salary schedules in each county for principals, the following schedule of monthly salary increments for principals shall be paid from state funds appropriated therefor, beginning with the fiscal year commencing on the first day of July, one thousand nine hundred eighty.

<table>
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<th>No. of Teachers</th>
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<th>Principal's Certificate</th>
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§18A-4-8. Employment term and class titles of service and auxiliary personnel; definitions.

The purpose of this section is to establish an employment term and class titles for auxiliary and service personnel. The employment term for auxiliary and service personnel shall be no less than ten months, a month being defined as twenty employment days: Provided, That the county board of education may contract with all or part of these personnel for a longer term. The beginning and closing dates of the ten-month term shall not exceed forty-three weeks. Auxiliary and service personnel employed on a yearly or twelve-month basis may be employed by calendar months. Whenever there is a change in job assignment during the school year, the minimum pay scale and any county supplement shall be applicable.

Auxiliary and service personnel employed in the same classification for more than the two hundred day minimum employment term shall be paid for additional employment at a daily rate of not less than the daily rate paid for the two hundred day minimum employment term.

Custodians required to work a daily work schedule that is interrupted, that is, who do not work a continuous period in one day, shall be paid additional compensation which shall be equal to at least one eighth of their total salary as provided by their state minimum salary and any county pay supplement, and payable entirely from county funds.

Upon the change in classification or upon meeting the requirements of an advanced classification of or by any employee, his salary shall be made to comply with the requirements of this article, and to any county salary schedule in excess of the minimum requirements of this article, based upon his advanced classification and allowable years of employment.

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

The column heads of the state minimum pay scale and class titles, set forth in section eight-a of this article, are defined as follows:

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

"Years of employment" means the number of years which an employee classified as auxiliary or service personnel has been employed by a board of education in any position prior to or subsequent to the effective date of this section and including service in the armed forces of the United States if the employee were employed at the time of his induction. For the purpose of section eight-a of this article, years of employment shall be limited to the number of years shown and allowed under the state minimum pay scale as set forth in section eight-a of this article.

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

"Accountant I" means personnel employed to maintain payroll records and reports and perform one or more operations relating to a phase of the total payroll.

"Accountant II" means personnel employed to maintain accounting records and to be responsible for the accounting process associated with billing, budgets, purchasing and related operations.

"Accountant III" means personnel who are employed in the county board of education office to manage and supervise accounts payable and/or payroll procedures.

"Aide I" means auxiliary personnel as defined in section one, article one of this chapter.

"Aide II" means auxiliary personnel as defined in section one, article one of this chapter, who have completed a training program approved by the state board of education, or who hold a high school diploma or have received a general educational development certificate.

"Aide III" means auxiliary personnel who hold a high school diploma or a general educational development
certificate, and have completed six semester hours of
college credit at a higher educational institution.

"Audiovisual technician" means personnel employed to
perform minor maintenance on audiovisual equipment,
films, supplies and the filling of requests for equip-
ment.

"Bus operator" means personnel employed to operate
school buses and other school transportation vehicles as
provided by the state board of education.

"Buyer" means personnel employed to review and
write specifications, negotiate purchase bids and recom-
mend purchase agreements for materials and services
that meet predetermined specifications at the lowest
available costs.

"Cabinet maker" means personnel employed to con-
struct cabinets, tables, bookcases and other furniture.

"Cafeteria manager" means personnel employed to
direct the operation of a food services program in a
school, including assigning duties to employees, approv-
ing requisitions for supplies and repairs, keeping inven-
tories, inspecting areas to maintain high standards of
sanitation, preparing financial reports and keeping
records pertinent to food services of a school.

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

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

"Chief mechanic" means personnel employed to be
responsible for directing activities which ensure that
student transportation or other board-owned vehicles are
properly and safely maintained.

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

"Clerk II" means personnel employed to perform gener-
al clerical tasks, prepare reports and tabulations and oper-
ate office machines.

"Computer operators" means qualified personnel em-
ployed to operate computers.

"Cook I" means personnel employed as a cook's helper.
“Cook II” means personnel employed to interpret menus to prepare and serve meals in a food service program of a school and shall include personnel who have been employed as a “Cook I” for a period of four years, if such personnel have not been elevated to this classification within that period of time.

“Cook III” means personnel employed to prepare and serve meals, make reports, prepare requisitions for supplies, order equipment and repairs for a food service program of a school system.

“Crew leader” means personnel employed to organize the work for a crew of maintenance employees to carry out assigned projects.

“Custodian I” means personnel employed to keep buildings clean and free of refuse.

“Custodian II” means personnel employed as a watchman or groundsman.

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

“Custodian IV” means personnel employed as head custodians. In addition to providing services as defined in “Custodian III,” their duties may include supervising other custodian personnel.

“Director or coordinator of services” means personnel not defined as professional personnel or professional educators in section one, article one of this chapter, who are assigned to direct a department or division.

“Draftsman” means personnel employed to plan, design and produce detailed architectural/engineering drawings.

“Electrician I” means personnel employed as an apprentice electrician helper or who holds an electrician helper license issued by the state fire marshal.

“Electrician II” means personnel employed as an electrician journeyman or who holds a journeyman electrician license issued by the state fire marshal.

“Electronic technician I” means personnel employed at the apprentice level to repair and maintain electronic equipment.
“Electronic technician II” means personnel employed at the journeyman level to repair and maintain electronic equipment.

“Executive secretary” means personnel employed as the county school superintendent’s secretary or as a secretary who is assigned to a position characterized by significant administrative duties.

“Food services supervisor” means qualified personnel not defined as professional personnel or professional educators as in section one, article one of this chapter, employed to manage and supervise a county school system’s food service program. The duties would include preparing in-service training programs for cooks and food service employees, instructing personnel in the areas of quantity cooking with economy and efficiency, and keeping aggregate records and reports.

“Foremen” means skilled persons employed for supervision of personnel who work in the areas of repair and maintenance of school property and equipment.

“General maintenance” means personnel employed as helpers to skilled maintenance employees and to perform minor repairs to equipment and buildings of a county school system.

“Glazier” means personnel employed to replace glass or other materials in windows and doors and to do minor carpentry tasks.

“Graphic artist” means personnel employed to prepare graphic illustrations.

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

“Handyman” means personnel employed to perform routine manual tasks in any operation of the county school system.

“Heating and air conditioning mechanic I” means personnel employed at the apprentice level to install, repair and maintain heating and air conditioning plants and related electrical equipment.
"Heating and air conditioning mechanic II" means personnel employed at the journeyman level to install, repair and maintain heating and air conditioning plants and related electrical equipment.

"Heavy equipment operator" means personnel employed to operate heavy equipment.

"Inventory supervisor" means personnel who are employed to supervise or maintain operations in the receipt, storage, inventory and issuance of materials and supplies.

"Key punch operator" means qualified personnel employed to operate key punch machines or verifying machines.

"Locksmith" means personnel employed to repair and maintain locks and safes.

"Lubrication man" means personnel employed to lubricate and service gasoline or diesel-powered equipment of a county school system.

"Machinist" means personnel employed to perform machinist tasks which include the ability to operate a lathe, planer, shaper, threading machine and wheel press. Such personnel should also have ability to work from blueprints and drawings.

"Maintenance clerk" means personnel employed to maintain and control a stocking facility to keep adequate tools and supplies on hand for daily withdrawal for all school maintenance crafts.

"Mason" means personnel employed to perform tasks connected with brick and block laying and carpentry tasks related to such laying.

"Mechanic" means personnel employed who can independently perform skilled duties in the maintenance and repair of automobiles, school buses and other mechanical and mobile equipment to use in a county school system.

"Mechanic assistant" means personnel employed as a mechanic apprentice and helper.

"Office equipment repairman I" means personnel employed as an office equipment repairman apprentice or helper.
“Office equipment repairman II” means personnel responsible for servicing and repairing all office machines and equipment. Personnel shall be responsible for parts being purchased necessary for the proper operation of a program of continuous maintenance and repair.

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

“Plumber I” means personnel employed as an apprentice plumber and helper.

“Plumber II” means personnel employed as a journeyman plumber.

“Printing operator” means personnel employed to operate duplication equipment, and as required, to cut, collate, staple, bind and shelve materials.

“Printing supervisor” means personnel employed to supervise the operation of a print shop.

“Programmer” means personnel employed to design and prepare programs for computer operation.

“Roofing/sheet metal mechanic” means personnel employed to install, repair, fabricate and maintain roofs, gutters, flashing and duct work for heating and ventilation.

“Sanitation plant operator” means personnel employed to operate and maintain a water or sewage treatment plant to insure the safety of the plant's effluent for human consumption or environmental protection.

“School bus supervisor” means qualified personnel employed to assist in selecting school bus operators and routing and scheduling of school buses, operate a bus when needed, relay instructions to bus operators, plan emergency routing of buses and promoting good relationships with parents, pupils, bus operators and other employees.

“Secretary I” means personnel employed to transcribe from notes or mechanical equipment, receive callers, perform clerical tasks, prepare reports and operate office machines.
“Secretary II” means personnel employed in any elementary, secondary, kindergarten, nursery, special education, vocational or any other school as a secretary. The duties may include performing general clerical tasks, transcribing from notes or stenotype or mechanical equipment or a sound-producing machine, preparing reports, receiving callers and referring them to proper persons, operating office machines, keeping records and handling routine correspondence. There is nothing implied herein that would prevent such employees from holding or being elevated to a higher classification.

“Secretary III” means personnel assigned to the county board of education office administrators in charge of various instructional, maintenance, transportation, food services, operations and health departments, federal programs or departments with particular responsibilities of purchasing and financial control.

“Supervisor of maintenance” means skilled personnel not defined as professional personnel or professional educators as in section one, article one of this chapter. His responsibilities would include directing the upkeep of buildings and shops, issuing instructions to subordinates relating to cleaning, repairs and maintenance of all structures, mechanical and electrical equipment of a board of education.

“Supervisor of transportation” means qualified personnel employed to direct school transportation activities, properly and safely, and to supervise the maintenance and repair of vehicles, buses, and other mechanical and mobile equipment used by the county school system.

“Switchboard operator-receptionist” means personnel employed to refer incoming calls, to assume contact with the public, to direct and to give instructions as necessary, to operate switchboard equipment and to provide clerical assistance.

“Truck driver” means personnel employed to operate light or heavy duty gasoline and diesel-powered vehicles.

“Warehouse clerk” means personnel employed to be responsible for receiving, storing, packing and shipping goods.
“Watchman” means personnel employed to protect school property against damage or theft. Additional assignments may include operation of a small heating plant and routine cleaning duties. “Welder” means personnel employed to provide acetylene or electric welding services for a school system.

In addition to the compensation provided for in section eight-a of this article, for auxiliary and service personnel, each auxiliary and service employee shall, notwithstanding any provisions in this code to the contrary, be entitled to all auxiliary and service personnel employee rights, privileges and benefits provided under this or any other chapter of this code without regard to such employee’s hours of employment or the methods or sources of compensation.

Auxiliary and service personnel whose years of employment exceed the number of years shown and provided for under the state minimum pay scale set forth in section eight-a of this article, may not be paid less than the amount shown for the maximum years of employment shown and provided for in the classification in which he is employed.

The county board of education may establish salary schedules which shall be in excess of the state minimum fixed by this article, these county schedules to be uniform throughout the county with regard to any training classification, experience, years of employment, responsibility, duties, pupil participation, pupil enrollment, size of buildings, operation of equipment or other requirements. Uniformity shall apply to any additional salary increments or compensation for all persons performing like assignments and duties within the county. In establishing such local salary schedules no county, from the effective date of this article, shall reduce local funds allocated for auxiliary and service personnel salaries used for supplementing federal and state funds provided for such salaries.

The county boards shall review each auxiliary and service personnel employee job classification annually and shall reclassify all auxiliary and service employees as required by such job classifications. The state superin-
The state superintendent of schools is hereby authorized to withhold state funds appropriated pursuant to this article for salaries for auxiliary and service personnel who are improperly classified by such county boards.

The state board of education is authorized to establish other class titles of auxiliary and service personnel positions and jobs not listed in this section. The state board of education is further authorized to provide appropriate pay grades for such positions and jobs but pay shall be established within the minimum salary scale in section eight-a of this article.

No auxiliary or service employee, without his written consent, may be reclassified by class title or relegated to any condition of employment which would result in a reduction of his salary, rate of pay, compensation or benefits earned during the current fiscal year or which would result in a reduction of his salary, rate of pay, compensation or benefits for which he would qualify by continuing in the same job position and classification held during said fiscal year.

Any board failing to comply with the provisions of this article may be compelled to do so by mandamus, and shall be liable to any party prevailing against the board for court costs and his reasonable attorney fee, as determined and established by the court.

The new provisions of this section shall become effective the first day of July, one thousand nine hundred eighty.

The state superintendent of schools shall compile, from information submitted by the county boards of education, a report containing the number of personnel, pay classifications and years of experience of custodians and other auxiliary and service personnel who are required to work an interrupted daily work schedule, and the ratio of cooks to school meals served and shall report to the Legislature on the first day of the regular session thereof in the year one thousand nine hundred eighty-one his findings, conclusions and recommendations with respect to such matters.
§18A-4-8a. Auxiliary and service personnel minimum monthly salaries.

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On and after the first day of July, one thousand nine hundred seventy-nine, the minimum monthly pay for each auxiliary and service employee whose employment is for a period of more than three and one-half hours a day shall be at least the amounts indicated in the "state minimum pay scale" as set forth in this section, and the minimum monthly pay for each auxiliary and service employee whose employment is for a period of three and one-half hours or less a day shall be at least one half the amount indicated in the "state minimum pay scale" set forth in this section.
The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

James L. Davis
Chairman Senate Committee

Chairman House Committee

Originated in the Senate.

To take effect July 1, 1980.

Todd C. Math
Clerk of the Senate

R.A. Side
Clerk of the House of Delegates

President of the Senate

Mark L. Ciampi
Speaker House of Delegates

The within is approved this the 23 day of March, 1980.

Governor