

APPROVED AND SIGNED BY THE GOVERNOR

Date 3-23-80

Time 1:15 p.m.

**WEST VIRGINIA LEGISLATURE**  
**REGULAR SESSION, 1980**

**ENROLLED**

*Finance Committee Substitute for Education Committee*  
*Substitute for* **SENATE BILL NO. 167**

(By Mr. *Jones* & Mr. *Galpin*)

PASSED March 8 1980

In Effect July 1, 1980 Passage

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  
2 proceedings pursuant thereto shall, unless the context  
3 clearly indicates a different meaning, be construed as  
4 follows:

5 (a) "School" shall mean the pupils and teacher or  
6 teachers assembled in one or more buildings, organized as  
7 a unit;

8 (b) "District" shall mean county school district;

9 (c) "State board" shall mean the West Virginia board  
10 of education;

11 (d) "Board" shall mean the county board of educa-  
12 tion;

13 (e) "State superintendent" shall mean the state super-  
14 intendent of free schools;

15 (f) "Superintendent" shall mean the county superin-  
16 tendent of schools;

17 (g) "Teacher" shall mean teacher, supervisor, prin-  
18 cipal, superintendent, public school librarian; registered  
19 professional nurse, licensed by the West Virginia board  
20 of examiners for registered professional nurses and em-  
21 ployed by a county board of education, who has a bac-  
22 calaureate degree; or any other person regularly em-  
23 ployed for instructional purposes in a public school in  
24 this state;

25 (h) "Service personnel" shall mean all nonteaching  
26 school employees not included in the above definition of  
27 "teacher";

28 (i) "Regular full-time employee" shall mean any per-  
29 son employed by a county board of education who has a

30 regular position or job throughout his employment term,  
31 without regard to hours or method of pay.

## CHAPTER 18A. SCHOOL PERSONNEL.

### ARTICLE 1. GENERAL PROVISIONS.

#### §18A-1-1. Definitions.

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

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

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

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

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

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

32 (3) "Supervisor": The professional educator who,  
33 whether by this or other appropriate title, is responsible

34 for working primarily in the field with professional and/  
35 or other personnel in instructional and other school im-  
36 provement.

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

43 (d) "Other professional employee" shall mean that per-  
44 son from another profession who is properly licensed and  
45 is employed to serve the public schools and shall include  
46 a registered professional nurse, licensed by the West  
47 Virginia board of examiners for registered professional  
48 nurses and employed by a county board of education, who  
49 has completed either a two-year (sixty-four semester  
50 hours) or a three-year (ninety-six semester hours) nurs-  
51 ing program.

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

55 (f) "Service personnel" shall mean those who serve the  
56 school or schools as a whole, in a nonprofessional capacity,  
57 including such areas as secretarial, custodial, mainten-  
58 ance, 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  
2 as: (a) "basic salaries" which shall mean the salaries paid  
3 to teachers with zero years of experience and in accord-  
4 ance with the classification of certification and of training  
5 of said teachers; and (b) "advanced salaries" which shall  
6 mean the basic salary plus an experience increment based  
7 on the allowable years of experience of the respective  
8 teachers in accordance with the schedule established here-  
9 in for the applicable classification of certification and of  
10 training of said teachers.

11 "Classification of certification" means the class or type  
12 of certificate issued by the state superintendent of schools

13 under the statutory provisions of this chapter. "Classifica-  
14 tion of training" means the number of collegiate or gradu-  
15 ate hours necessary to meet the requirements stipulated  
16 in the definitions set forth in the next paragraph in items  
17 (2) to (10) inclusive.

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

20 (1) "Years of experience" means the number of years  
21 the teacher has been employed in the teaching profession,  
22 including active work in educational positions other than  
23 the public schools, and service in the armed forces of the  
24 United States if the teacher were under contract to teach  
25 at the time of his induction. For a registered professional  
26 nurse employed by a county board of education, "years of  
27 experience" means the number of years the nurse has  
28 been employed as a public school health nurse, including  
29 active work in a nursing position related to education,  
30 and service in the armed forces if the nurse was under  
31 contract with the county board at the time of induction.  
32 For the purpose of section two of this article, the experi-  
33 ence of a teacher or a nurse shall be limited to that  
34 allowed under his training classification as found in the  
35 minimum salary schedule.

36 (2) "Fourth class" means all certificates previously  
37 identified as (a) "certificates secured by examinations,"  
38 (b) "other first grade certificates."

39 (3) "Third class" means all certificates previously iden-  
40 tified as (a) "standard normal certificates" and (b) "third  
41 class temporary (sixty-four semester hours) certificates."

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

45 (5) "A.B." mean a bachelor's degree, from an accredited  
46 institution of higher education, which has been issued to,  
47 or for which the requirements for such have been met by,  
48 a person who qualifies for or holds a professional certifi-  
49 cate or its equivalent. A registered professional nurse  
50 with a bachelor's degree, who is licensed by the West Vir-  
51 ginia board of examiners for registered professional nūr-  
52 ses and employed by a county board of education, shall

53 be within this classification for payment in accordance  
54 with sections two and two-a of this article.

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

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

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

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

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

**§18A-4-1a. Minimum salary for a registered professional nurse  
employed by the board, who has less than a  
bachelor's degree.**

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

8 (a) A registered professional nurse who has com-

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

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

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

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

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

**STATE SUPPLEMENTAL SALARY SCHEDULE**

**Educational Level**

(1) Years Exp.	(2) 4th Class	(3) 3rd Class	(4) 2nd Class	(5) AB	(6) AB +15	(7) MA	(8) MA +15	(9) MA +30	(10) Doc- torate
0	2300	2300	2300	2300	2510	2720	2930	3140	3350
1	2300	2300	2300	2416	2626	2836	3046	3256	3466
2	2300	2300	2300	2532	2742	2952	3162	3372	3582
3	2300	2300	2300	2648	2858	3068	3278	3488	3698
4	2300	2300	2300	2764	2974	3184	3394	3604	3814
5	2300	2300	2300	2880	3090	3300	3510	3720	3930
6	2300	2300	2300	2996	3206	3416	3626	3836	4046
7		2300	2300	3112	3322	3532	3742	3952	4162
8		2300	2300	3228	3438	3648	3858	4068	4278



9	2300	3344	3554	3764	3974	4184	4394
10	2300	3460	3670	3880	4090	4300	4510
11		3576	3786	3996	4206	4416	4626
12		3692	3902	4112	4322	4532	4742
13		3808	4018	4228	4438	4648	4858
14				4344	4554	4764	4974
15				4460	4670	4880	5090
16				4576	4786	4996	5206
17						5112	5322
18						5228	5438
19						5344	5554

**§18A-4-3. Salary increments for principals.**

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

No. of Teachers	Bachelor's Degree or Lesser Certification	Master's Degree	Principal's Certificate
2	6.50	6.75	11.75
3	8.50	9.00	13.75
4	10.25	11.75	16.25
5	12.75	14.50	19.25
6	15.50	17.00	22.00
7	17.25	19.50	24.50
8	19.50	22.00	26.50
9	21.50	24.50	29.25
10	23.75	26.50	31.75
11	25.50	29.25	34.25
12	27.50	31.75	36.50
13	29.00	34.25	38.75
14	31.00	36.50	41.50
15	32.50	38.75	44.00
16	33.00	39.75	44.75
17	33.75	40.50	45.25
18	34.50	41.25	45.75
19	35.00	41.75	46.75
20 or more	36.00	42.25	47.25

**§18A-4-8. Employment term and class titles of service and auxiliary personnel; definitions.**

1 The purpose of this section is to establish an employ-  
2 ment term and class titles for auxiliary and service  
3 personnel. The employment term for auxiliary and  
4 service personnel shall be no less than ten months; a  
5 month being defined as twenty employment days:  
6 *Provided*, That the county board of education may con-  
7 tract with all or part of these 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  
13 year, the minimum pay scale and any county supple-  
14 ment shall be applicable.

15 Auxiliary and service personnel employed in the same  
16 classification for more than the two hundred day mini-  
17 mum employment term shall be paid for additional em-  
18 ployment at a daily rate of not less than the daily rate  
19 paid for the two hundred day minimum employment  
20 term.

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

28 Upon the change in classification or upon meeting the  
29 requirements of an advanced classification of or by any  
30 employee, his salary shall be made to comply with the  
31 requirements of this article, and to any county salary  
32 schedule in excess of the minimum requirements of this  
33 article, based upon his advanced classification and allow-  
34 able years of employment.

35 An employee's contract as provided in sections four  
36 and five, article two of this chapter shall state the  
37 appropriate monthly salary the employee is to be paid  
38 based on the class title as provided in this article and

39 any county salary schedule in excess of the minimum  
40 requirements of this article.

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

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

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

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

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

62 "Accountant II" means personnel employed to main-  
63 tain accounting records and to be responsible for the  
64 accounting process associated with billing, budgets, pur-  
65 chasing and related operations.

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

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

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

76 "Aide III" means auxiliary personnel who hold a high  
77 school diploma or a general educational development

78 certificate, and have completed six semester hours of  
79 college credit at a higher educational institution.

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

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

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

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

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

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

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

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

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

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

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

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

117 "Cook II" means personnel employed to interpret menus  
118 to prepare and serve meals in a food service program  
119 of a school and shall include personnel who have been  
120 employed as a "Cook I" for a period of four years, if such  
121 personnel have not been elevated to this classification  
122 within that period of time.

123 "Cook III" means personnel employed to prepare and  
124 serve meals, make reports, prepare requisitions for sup-  
125 plies, order equipment and repairs for a food service  
126 program of a school system.

127 "Crew leader" means personnel employed to organize  
128 the work for a crew of maintenance employees to carry  
129 out assigned projects.

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

132 "Custodian II" means personnel employed as a watch-  
133 man or groundsman.

134 "Custodian III" means personnel employed to keep  
135 buildings clean and free of refuse, to operate the heat-  
136 ing or cooling systems and to make minor repairs.

137 "Custodian IV" means personnel employed as head  
138 custodians. In addition to providing services as defined  
139 in "Custodian III," their duties may include supervising  
140 other custodian personnel.

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

145 "Draftsman" means personnel employed to plan, design  
146 and produce detailed architectural/engineering drawings.

147 "Electrician I" means personnel employed as an  
148 apprentice electrician helper or who holds an electrician  
149 helper license issued by the state fire marshal.

150 "Electrician II" means personnel employed as an  
151 electrician journeyman or who holds a journeyman  
152 electrician license issued by the state fire marshal.

153 "Electronic technician I" means personnel employed  
154 at the apprentice level to repair and maintain electronic  
155 equipment.

156 "Electronic technician II" means personnel employed at  
157 the journeyman level to repair and maintain electronic  
158 equipment.

159 "Executive secretary" means personnel employed as  
160 the county school superintendent's secretary or as a  
161 secretary who is assigned to a position characterized by  
162 significant administrative duties.

163 "Food services supervisor" means qualified personnel  
164 not defined as professional personnel or professional  
165 educators as in section one, article one of this chapter,  
166 employed to manage and supervise a county school sys-  
167 tem's food service program. The duties would include  
168 preparing in-service training programs for cooks and  
169 food service employees, instructing personnel in the areas  
170 of quantity cooking with economy and efficiency, and  
171 keeping aggregate records and reports.

172 "Foremen" means skilled persons employed for super-  
173 vision of personnel who work in the areas of repair and  
174 maintenance of school property and equipment.

175 "General maintenance" means personnel employed as  
176 helpers to skilled maintenance employees and to perform  
177 minor repairs to equipment and buildings of a county  
178 school system.

179 "Glazier" means personnel employed to replace glass  
180 or other materials in windows and doors and to do minor  
181 carpentry tasks.

182 "Graphic artist" means personnel employed to prepare  
183 graphic illustrations.

184 "Groundsmen" means personnel employed to perform  
185 duties that relate to the appearance, repair and general  
186 care of school grounds in a county school system. Ad-  
187 ditional assignments may include the operation of a small  
188 heating plant and routine cleaning duties in buildings.

189 "Handyman" means personnel employed to perform  
190 routine manual tasks in any operation of the county  
191 school system.

192 "Heating and air conditioning mechanic I" means  
193 personnel employed at the apprentice level to install,  
194 repair and maintain heating and air conditioning plants  
195 and related electrical equipment.

196 "Heating and air conditioning mechanic II" means  
197 personnel employed at the journeyman level to install,  
198 repair and maintain heating and air conditioning plants  
199 and related electrical equipment.

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

202 "Inventory supervisor" means personnel who are em-  
203 ployed to supervise or maintain operations in the receipt,  
204 storage, inventory and issuance of materials and supplies.

205 "Key punch operator" means qualified personnel em-  
206 ployed to operate key punch machines or verifying  
207 machines.

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

210 "Lubrication man" means personnel employed to lubri-  
211 cate and service gasoline or diesel-powered equipment  
212 of a county school system.

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

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

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

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

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

232 "Office equipment repairman I" means personnel em-  
233 ployed as an office equipment repairman apprentice or  
234 helper.

235 "Office equipment repairman II" means personnel  
236 responsible for servicing and repairing all office machines  
237 and equipment. Personnel shall be responsible for parts  
238 being purchased necessary for the proper operation of  
239 a program of continuous maintenance and repair.

240 "Painter" means personnel employed to perform duties  
241 of painting, finishing and decorating of wood, metal and  
242 concrete surfaces of buildings, other structures, equip-  
243 ment, machinery and furnishings of a county school  
244 system.

245 "Plumber I" means personnel employed as an ap-  
246 prentice plumber and helper.

247 "Plumber II" means personnel employed as a journey-  
248 man plumber.

249 "Printing operator" means personnel employed to oper-  
250 ate duplication equipment, and as required, to cut, col-  
251 late, staple, bind and shelve materials.

252 "Printing supervisor" means personnel employed to  
253 supervise the operation of a print shop.

254 "Programmer" means personnel employed to design  
255 and prepare programs for computer operation.

256 "Roofing/sheet metal mechanic" means personnel em-  
257 ployed to install, repair, fabricate and maintain roofs,  
258 gutters, flashing and duct work for heating and ventila-  
259 tion.

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

264 "School bus supervisor" means qualified personnel  
265 employed to assist in selecting school bus operators and  
266 routing and scheduling of school buses, operate a bus  
267 when needed, relay instructions to bus operators, plan  
268 emergency routing of buses and promoting good relation-  
269 ships with parents, pupils, bus operators and other em-  
270 ployees.

271 "Secretary I" means personnel employed to transcribe  
272 from notes or mechanical equipment, receive callers, per-  
273 form clerical tasks, prepare reports and operate office  
274 machines.



275 "Secretary II" means personnel employed in any  
276 elementary, secondary, kindergarten, nursery, special  
277 education, vocational or any other school as a secretary.  
278 The duties may include performing general clerical  
279 tasks, transcribing from notes or stenotype or mechanical  
280 equipment or a sound-producing machine, preparing re-  
281 ports, receiving callers and referring them to proper  
282 persons, operating office machines, keeping records and  
283 handling routine correspondence. There is nothing implied  
284 herein that would prevent such employees from holding  
285 or being elevated to a higher classification.

286 "Secretary III" means personnel assigned to the county  
287 board of education office administrators in charge of  
288 various instructional, maintenance, transportation, food  
289 services, operations and health departments, federal pro-  
290 grams or departments with particular responsibilities of  
291 purchasing and financial control.

292 "Supervisor of maintenance" means skilled personnel  
293 not defined as professional personnel or professional edu-  
294 cators as in section one, article one of this chapter. His  
295 responsibilities would include directing the upkeep of  
296 buildings and shops, issuing instructions to subordinates  
297 relating to cleaning, repairs and maintenance of all  
298 structures, mechanical and electrical equipment of a  
299 board of education.

300 "Supervisor of transportation" means qualified person-  
301 nel employed to direct school transportation activities,  
302 properly and safely, and to supervise the maintenance  
303 and repair of vehicles, buses, and other mechanical and  
304 mobile equipment used by the county school system.

305 "Switchboard operator-receptionist" means personnel  
306 employed to refer incoming calls, to assume contact with  
307 the public, to direct and to give instructions as neces-  
308 sary, to operate switchboard equipment and to provide  
309 clerical assistance.

310 "Truck driver" means personnel employed to operate  
311 light or heavy duty gasoline and diesel-powered vehicles.

312 "Warehouse clerk" means personnel employed to be  
313 responsible for receiving, storing, packing and shipping  
314 goods.

315 "Watchman" means personnel employed to protect  
316 school property against damage or theft. Additional as-  
317 signments may include operation of a small heating plant  
318 and routine cleaning duties.

319 "Welder" means personnel employed to provide  
320 acetylene or electric welding services for a school system.

321 In addition to the compensation provided for in section  
322 eight-a of this article, for auxiliary and service personnel,  
323 each auxiliary and service employee shall, notwithstand-  
324 ing any provisions in this code to the contrary, be en-  
325 titled to all auxiliary and service personnel employee  
326 rights, privileges and benefits provided under this or any  
327 other chapter of this code without regard to such em-  
328 ployee's hours of employment or the methods or sources of  
329 compensation.

330 Auxiliary and service personnel whose years of em-  
331 ployment exceed the number of years shown and pro-  
332 vided for under the state minimum pay scale set forth  
333 in section eight-a of this article, may not be paid less  
334 than the amount shown for the maximum years of em-  
335 ployment shown and provided for in the classification  
336 in which he is employed.

337 The county board of education may establish salary  
338 schedules which shall be in excess of the state minimum  
339 fixed by this article, these county schedules to be uni-  
340 form throughout the county with regard to any training  
341 classification, experience, years of employment, responsi-  
342 bility, duties, pupil participation, pupil enrollment, size  
343 of buildings, operation of equipment or other require-  
344 ments. Uniformity shall apply to any additional salary  
345 increments or compensation for all persons performing  
346 like assignments and duties within the county. In  
347 establishing such local salary schedules no county, from  
348 the effective date of this article, shall reduce local funds  
349 allocated for auxiliary and service personnel salaries used  
350 for supplementing federal and state funds provided for  
351 such salaries.

352 The county boards shall review each auxiliary and  
353 service personnel employee job classification annually  
354 and shall reclassify all auxiliary and service employees  
355 as required by such job classifications. The state superin-

356 tendent of schools is hereby authorized to withhold state  
357 funds appropriated pursuant to this article for salaries  
358 for auxiliary and service personnel who are improperly  
359 classified by such county boards.

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

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

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

381 The new provisions of this section shall become effec-  
382 tive the first day of July, one thousand nine hundred  
383 eighty.

384 The state superintendent of schools shall compile, from  
385 information submitted by the county boards of educa-  
386 tion, a report containing the number of personnel, pay  
387 classifications and years of experience of custodians and  
388 other auxiliary and service personnel who are required  
389 to work an interrupted daily work schedule, and the  
390 ratio of cooks to school meals served and shall report  
391 to the Legislature on the first day of the regular session  
392 thereof in the year one thousand nine hundred eighty-one  
393 his findings, conclusions and recommendations with  
394 respect to such matters.

**§18A-4-8a. Auxiliary and service personnel minimum monthly salaries.**

**STATE MINIMUM PAY SCALE**

<b>YEARS OF EMPLOY- MENT</b>	<b>PAY GRADE</b>							
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
0	618	638	678	728	778	838	868	938
1	631	651	691	741	791	851	881	951
2	644	664	704	754	804	864	894	964
3	657	677	717	767	817	877	907	977
4	670	690	730	780	830	890	920	990
5	683	703	743	793	843	903	933	1003
6	696	716	756	806	856	916	946	1016
7	709	729	769	819	869	929	959	1029
8	722	742	782	832	882	942	972	1042
9	735	755	795	845	895	955	985	1055
10	748	768	808	858	908	968	998	1068
11	761	781	821	871	921	981	1011	1081
12	774	794	834	884	934	994	1024	1094
13	787	807	847	897	947	1007	1037	1107

<b>CLASS TITLE</b>	<b>PAY GRADE</b>
Accountant I .....	D
Accountant II .....	E
Accountant III .....	F
Aide I .....	A
Aide II .....	B
Aide III .....	C
Audiovisual Technician .....	C
Bus Operator .....	D
Buyer .....	F
Cabinet Maker .....	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
Electrician I .....	F
Electrician II .....	G
Electronic Technician I .....	F
Electronic Technician II .....	G
Executive Secretary .....	F
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
Locksmith .....	G
Lubrication Man .....	C
Machinist .....	F
Maintenance Clerk .....	C
Mason .....	G
Mechanic .....	F
Mechanic Assistant .....	E
Office Equipment Repairman I .....	F
Office Equipment Repairman II .....	G
Painter .....	E
Plumber I .....	E
Plumber II .....	G
Printing Operator .....	B
Printing Supervisor .....	D

Programmer .....	H
Roofing/Sheet Metal Mechanic .....	F
Sanitation Plant Operator .....	F
School Bus Supervisor .....	E
Secretary I .....	D
Secretary II .....	E
Secretary III .....	F
Supervisor of Maintenance .....	H
Supervisor of Transportation .....	H
Switchboard Operator-Receptionist .....	D
Truck Driver .....	D
Warehouse Clerk .....	C
Watchman .....	B
Welder .....	F

1 On and after the first day of July, one thousand nine  
2 hundred seventy-nine, the minimum monthly pay for  
3 each auxiliary and service employee whose employment  
4 is for a period of more than three and one-half hours  
5 a day shall be at least the amounts indicated in the  
6 "state minimum pay scale" as set forth in this section,  
7 and the minimum monthly pay for each auxiliary and  
8 service employee whose employment is for a period of  
9 three and one-half hours or less a day shall be at least  
10 one half the amount indicated in the "state minimum  
11 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

*Clarence C. Chuston*  
Chairman House Committee

Originated in the Senate.

To take effect July 1, 1980.

*Scott C. Mills*  
Clerk of the Senate

*CA Blankenship*  
Clerk of the House of Delegates

*M. P. [Signature]*  
President of the Senate

*[Signature]*  
Speaker House of Delegates

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

*[Signature]*  
Governor



RECEIVED  
MAR 19 4 20 PM '80  
OFFICE OF THE GOVERNOR

RECEIVED  
30 MAR 24 P 2:17  
OFFICE OF THE GOVERNOR