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WEST VIRGINIA LEGISLATURE  
REGULAR SESSION, 1984

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*Committee Sub. for  
Education Committee Sub. for*  
SENATE BILL NO. 612

(By Mr. Burdette, et al)

PASSED March 9 1984

In Effect July 1, 1984 Passage



# **ENROLLED**

FINANCE

COMMITTEE SUBSTITUTE

FOR

EDUCATION

COMMITTEE SUBSTITUTE

FOR

## **Senate Bill No. 612**

(MR. BURDETTE, MS. CHACE, MR. HOLMES, MR. LOEHR, MS. LUCHT, MR. NELSON, MR. PARKER, MR. TOMBLIN, MR. MCGRAW, MR. PRESIDENT, MR. ASH, MR. CRAIGO AND MR. WHITACRE, *original sponsors*)

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[Passed March 9, 1984; to take effect July 1, 1984.]

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AN ACT to amend chapter eighteen of the code of West Virginia, one thousand nine hundred thirty-one, as amended, by adding thereto a new article, designated article twenty-two, all relating to higher education full-time faculty salaries; establishing minimum salary goals for full-time faculty of institutions of higher education; defining terms; assignment to salary schedule; providing for a seven and one-half percent increase of certain salaries; establishing a minimum salary for each academic rank; requiring remaining funds appropriated be utilized for appropriate placement on the salary schedule; prohibiting reduction of salary; providing that salaries for full-time faculty after the effective date of this article comply therewith; permitting merit increases

and salary adjustments in certain circumstances; and providing for additional employment.

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

That chapter eighteen of the code of West Virginia, one thousand nine hundred thirty-one, as amended, be amended by adding thereto a new article, designated article twenty-two, to read as follows:

**ARTICLE 22. HIGHER EDUCATION FULL-TIME FACULTY SALARIES.**

**§18-22-1. Definitions.**

- 1 As used in this article:
- 2 (a) "Schedule" or "salary schedule" means the grid of
- 3 minimum salary figures listed in section two of this article;
- 4 (b) "Academic rank" means the position held by a
- 5 faculty member as determined by the president, consistent
- 6 with policy established by the board of regents, and
- 7 includes the positions of professor, associate professor,
- 8 assistant professor and instructor; all other ranks are
- 9 excluded from the provisions of this article.
- 10 (c) "Years of experience" means the actual number of
- 11 years a person has been a full-time faculty member at an
- 12 institution of higher education within this state.
- 13 Employment for nine months shall equal one year of
- 14 experience, but no faculty member may accrue more than
- 15 one year of experience during any given academic year.
- 16 Employment for less than full-time, or less than nine
- 17 months during any fiscal year, shall be prorated. In
- 18 accordance with rules and regulations established by the
- 19 board of regents, a faculty member may be granted
- 20 additional years of experience for actual years of work or
- 21 teaching experience at institutions other than institutions
- 22 of higher education within this state.
- 23 (d) "Doctoral institutions" means West Virginia
- 24 University; "master's institutions" means Marshall
- 25 University, West Virginia School of Osteopathic Medicine
- 26 and the West Virginia College of Graduate Studies;
- 27 "baccalaureate and two-year institutions" means Bluefield
- 28 State College, Concord College, Fairmont State College,
- 29 Glenville State College, Shepherd College, West Liberty
- 30 State College, West Virginia Institute of Technology, West

31 Virginia State College, Parkersburg Community College,  
32 Southern West Virginia Community College, West Virginia  
33 Northern Community College, and Potomac State College  
34 of West Virginia University.

35 (e) "Salary" means the total nine-month or ten-month  
36 salary paid from state funds to a full-time faculty member,  
37 or if other than nine or ten months, adjusted to a nine-  
38 month base salary.

39 (f) "Full-time faculty" means any faculty member  
40 designated as such by the president, consistent with  
41 approved policy of the board of regents, and those persons  
42 with faculty rank who have research or administrative  
43 responsibilities;

44 (g) "Fiscal year" means twelve calendar months and  
45 begins on the first day of July and ends on the thirtieth day  
46 of June; and

47 (h) "Merit increases and salary adjustments" means the  
48 amount of additional salary increase allowed on a merit  
49 basis or to rectify salary inequities or accommodate  
50 competitive market conditions, in accordance with policy  
51 established by the board of regents.

**§18-22-2. Higher education minimum salary schedule.**

1 There is hereby established a state minimum salary  
2 schedule for full-time faculty employed by the board of  
3 regents consisting of a minimum salary for each academic  
4 rank in accordance with years of experience: *Provided,*  
5 That it is the intention of the Legislature to create a  
6 schedule of minimum salary goals in higher education  
7 subject to the availability of funds; and with the exception  
8 of the placement of all full-time faculty members included  
9 under the provisions of this article on the schedule at zero  
10 years of experience, nothing in this article shall be  
11 construed to guarantee payment to any faculty member of  
12 the salary indicated on the appropriate schedule at his  
13 actual years of experience.

**MINIMUM SALARY SCHEDULE  
FOR FULL-TIME FACULTY AT  
BACCALAUREATE AND TWO-YEAR INSTITUTIONS**

<b>Years of Experience</b>	<b>Instructor</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
0	14,018	17,183	19,444	23,152
1	14,369	17,613	19,931	23,731
2	14,729	18,054	20,430	24,325
3	15,098	18,506	20,941	24,934
4	15,476	18,969	21,465	25,518
5	15,863	19,444	22,002	26,117
6	16,260	19,931	22,553	26,852
7	16,667	20,430	23,117	27,524
8	17,084	20,941	23,695	28,213
9	17,512	21,465	24,288	28,919
10	17,950	22,002	24,896	29,642
11	18,399	22,553	25,519	30,384
12	18,859	23,117	26,157	31,144
13	19,331	23,695	26,811	31,923
14	19,815	24,288	27,482	32,722
15	20,311	24,896	28,170	33,541

**MINIMUM SALARY SCHEDULE FOR FULL-TIME  
FACULTY AT MASTER'S INSTITUTIONS  
(MARSHALL UNIVERSITY, WEST VIRGINIA  
SCHOOL OF OSTEOPATHIC MEDICINE AND THE  
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES)**

<b>Years of Experience</b>	<b>Instructor</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
0	14,018	17,635	22,681	24,955
1	14,369	18,076	23,249	25,579
2	14,729	18,528	23,831	26,219
3	15,098	18,992	24,427	26,875
4	15,476	19,467	25,038	27,547
5	15,863	19,954	25,664	28,236
6	16,260	20,453	26,306	28,942
7	16,667	20,965	26,964	29,666
8	17,084	21,490	27,639	30,408
9	17,512	22,028	28,330	31,169
10	17,950	22,579	29,039	31,949
11	18,399	23,144	29,765	32,748
12	18,859	23,723	30,590	33,567
13	19,331	24,317	31,273	34,407
14	19,815	24,928	32,055	35,268
15	20,311	25,549	32,857	36,150

**MINIMUM SALARY SCHEDULE  
FOR FULL-TIME FACULTY AT DOCTORAL INSTITUTIONS  
(WEST VIRGINIA UNIVERSITY)**

<b>Years of Experience</b>	<b>Instructor</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
0	16,278	18,539	24,246	26,938
1	16,685	19,003	24,853	27,611
2	17,103	19,479	25,475	28,301
3	17,531	19,966	26,112	29,009
4	17,970	20,466	26,765	29,734
5	18,420	20,978	27,435	30,477
6	18,881	21,503	28,121	31,239
7	19,354	22,041	28,825	32,020
8	19,838	22,593	29,546	32,821
9	20,334	23,158	30,285	33,642
10	20,843	23,737	31,043	34,483
11	21,365	24,331	31,820	35,345
12	21,900	24,940	32,616	36,229
13	22,448	25,564	33,432	37,135
14	23,010	26,204	34,268	38,063
15	23,586	26,860	35,125	39,015

- 1 For those faculty members whose years of experience  
2 exceed those delineated on the schedule, the appropriate  
3 salary may be determined by adding two and one-half  
4 percent for each additional year of experience.

**§18-22-3. Assignment to salary schedule; actual salary.**

- 1 (a) Upon the effective date of this article, each faculty  
2 member then employed shall be given notice of the  
3 placement on the minimum salary schedule which is  
4 appropriate to such faculty member's years of experience  
5 and to which such individual has been assigned, or notice of  
6 the appropriate salary if such member has greater than  
7 fifteen years of experience, notwithstanding the actual  
8 salary paid under the provisions of this article.  
9 (b) Each full-time faculty member employed as of the  
10 effective date of this article shall receive, for full-time  
11 employment at the same academic rank during the  
12 academic year one thousand nine hundred eighty-four —  
13 eighty-five and thereafter, a salary which is at least seven  
14 and one-half percent greater than the salary being paid  
15 such faculty member for the academic year one thousand

16 nine hundred eighty-three — eighty-four.

17 (c) Each full-time faculty member whose salary under  
18 subsection (b) is less than the salary for zero years of  
19 experience for the appropriate academic rank as set forth in  
20 section two of this article, shall receive additional amounts  
21 so that salary is at least the amount prescribed for the  
22 appropriate academic rank at zero years of experience.

23 (d) Funds remaining after increasing the salary of each  
24 full-time faculty member in accordance with subsection (c)  
25 of this section shall be used to pay that amount that is the  
26 difference between the salary as prescribed in subsection  
27 (b) of this section and the appropriate salary for each full-  
28 time faculty member's appropriate placement on the  
29 schedule: *Provided*, That such amount may be reduced  
30 proportionately based upon the amount of funds available  
31 for such purpose.

32 (e) The salary of any full-time faculty member shall not  
33 be reduced by the provisions of this article.

34 (f) Upon promotion in rank, placement on the minimum  
35 salary schedule will be such as to provide a salary increase  
36 of at least ten percent, and shall be at least the amount  
37 prescribed for the appropriate academic rank to which  
38 promoted at zero years of experience.

**§18-22-4. Hirings after effective date.**

1 Any person hired as a full-time faculty member after the  
2 effective date of this article shall be assigned a placement  
3 on the minimum salary schedule which is appropriate to  
4 such person's academic rank and years of experience, and  
5 such person shall have a minimum salary paid in  
6 accordance with the provisions of this article.

**§18-22-5. Merit increases and salary adjustments.**

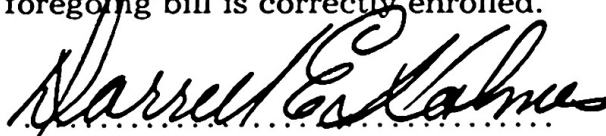
1 Nothing in this article shall be construed to prohibit  
2 merit increases or salary adjustments that rectify inequities  
3 or accommodate competitive market conditions in specific  
4 areas of specialty, in accordance with policy established by  
5 the board of regents, if funds are available for such  
6 increases: *Provided*, That all increases as set forth in section  
7 two of this article shall be granted prior to the consideration  
8 of any increases based on merit.

**§18-22-6. Additional employment by mutual agreement.**

1 Any employment for greater than a nine-month period, or  
2 any responsibilities in excess of full-time duties, shall be  
3 only by mutual agreement of the employee and the college  
4 president, or his designated representative in accordance  
5 with policy established by the West Virginia board of  
6 regents. The terms and conditions of any such agreement  
7 shall be in writing, signed by both parties, and shall state  
8 the maximum number of additional employment days or  
9 credit hours or their equivalent to be worked and the  
10 amount of compensation to be paid.



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

  
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Chairman Senate Committee

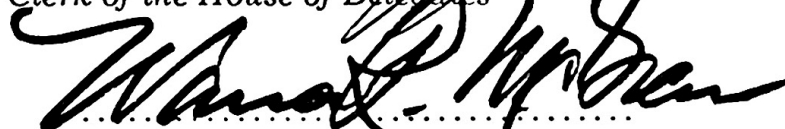
  
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Chairman House Committee

Originated in the Senate.

In effect July 1, 1984.

  
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Clerk of the Senate

  
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Clerk of the House of Delegates

  
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President of the Senate

  
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Speaker House of Delegates

The within.....*is approved*.....this the.....*27*.....  
day of .....*March*....., 1984.

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.....  
Governor