

No. 144

WEST VIRGINIA LEGISLATURE

FIRST EXTRAORDINARY SESSION, 1986

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ENROLLED

HOUSE BILL No. 144

(By ~~Mr.~~ Del. Bailey)

— ● —

Passed May 20, 1986

In Effect July 1, 1986 ~~Passage~~

ENROLLED
H. B. 144

(By DELEGATE BAILEY)

[Passed May 20, 1986; in effect July 1, 1986.]

AN ACT to amend and reenact sections two, three, four and five, article twenty-two, chapter eighteen of the code of West Virginia, one thousand nine hundred thirty-one, as amended, all relating to higher education and certain faculty salaries; providing for a six hundred dollar across-the-board salary increase; changing the years of experience in certain academic ranks; deleting the provision for percentage increase for years of experience above the salary schedule; providing for increasing the minimum salary for each academic rank at each year of experience; providing for the salary of full-time faculty hired after the effective date specified; and providing a method for rectifying inequities and accommodating competitive market conditions with funds distributed equitably to all state institutions of higher education in accordance with board policy.

Be it enacted by the Legislature of West Virginia:

That sections two, three, four and five, article twenty-two, chapter eighteen of the code of West Virginia, one thousand nine hundred thirty-one, as amended, be amended and reenacted to read as follows:

ARTICLE 22. HIGHER EDUCATION FULL-TIME FACULTY SALARIES.

§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
 4 academic rank in accordance with years of experience:
 5 *Provided*, That it is the intention of the Legislature to
 6 create a schedule of minimum salary goals in higher
 7 education subject to the availability of funds; and with
 8 the exception of the placement of all full-time faculty
 9 members included under the provisions of this article on
 10 the schedule at zero years of experience, nothing in this
 11 article shall be construed to guarantee payment to any
 12 faculty member of the salary indicated on the approp-
 13 riate schedule at the actual years of experience.

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

14	Years of		Assistant	Associate	
15	Experience	Instructor	Professor	Professor	Professor
16	0	14,719	18,042	20,416	24,310
17	1	15,087	18,493	20,926	24,918
18	2	15,464	18,955	21,449	25,541
19	3	15,851	19,429	21,985	26,180
20	4	16,247	19,915	22,535	26,835
21	5	16,653	20,413	23,098	27,506
22	6	17,069	20,923	23,675	28,194
23	7	17,496	21,446	24,267	28,899
24	8	17,933	21,982	24,874	29,621
25	9	18,381	22,532	25,496	30,362
26	10	18,841	23,095	26,133	31,121
27	11		23,672	26,786	31,899
28	12		24,264	27,456	32,696
29	13		24,871	28,142	33,513
30	14		25,493	28,846	34,351
31	15		26,130	29,567	35,210
32	16			30,306	36,090
33	17			31,064	36,992
34	18			31,841	37,917
35	19			32,637	38,865
36	20			33,453	39,837

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)**

	Years of		Assistant	Associate	
37	Experience	Instructor	Professor	Professor	Professor
38					
39	0	14,719	18,517	23,815	26,203
40	1	15,087	18,980	24,410	26,858
41	2	15,464	19,455	25,020	27,529
42	3	15,851	19,941	25,646	28,217
43	4	16,247	20,440	26,287	28,922
44	5	16,653	20,951	26,944	29,645
45	6	17,069	21,475	27,618	30,386
46	7	17,496	22,012	28,308	31,146
47	8	17,933	22,562	29,016	31,925
48	9	18,381	23,126	29,741	32,723
49	10	18,841	23,704	30,485	33,541
50	11		24,297	31,247	34,380
51	12		24,904	32,028	35,240
52	13		25,527	32,829	36,121
53	14		26,165	33,650	37,024
54	15		26,819	34,491	37,950
55	16			35,353	38,899
56	17			36,237	39,871
57	18			37,143	40,868
58	19			38,072	41,890
59	20			39,024	42,937

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

60	Years of		Assistant	Associate	
61	Experience	Instructor	Professor	Professor	Professor
62	0	17,092	19,466	25,458	28,285
63	1	17,519	19,953	26,094	28,992
64	2	17,957	20,452	26,746	29,717
65	3	18,406	20,963	27,415	30,460
66	4	18,866	21,487	28,100	31,222
67	5	19,338	22,024	28,803	32,003
68	6	19,821	22,575	29,523	32,803
69	7	20,317	23,139	30,261	33,623
70	8	20,825	23,717	31,018	34,464
71	9	21,346	24,310	31,793	35,326

72	10	21,880	24,918	32,588	36,209
73	11		25,541	33,403	37,114
74	12		26,180	34,238	38,042
75	13		26,835	35,094	38,993
76	14		27,506	35,971	39,968
77	15		28,194	36,870	40,967
78	16			37,792	41,991
79	17			38,737	43,041
80	18			39,705	44,117
81	19			40,698	45,220
82	20			41,715	46,351

§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 expe-
5 rience and to which such individual has been assigned,
6 notwithstanding the actual salary paid under the
7 provisions of this article.

8 (b) Each full-time faculty member employed as of the
9 effective date of this section shall receive, for full-time
10 employment at the same academic rank during the
11 academic year one thousand nine hundred eighty-six—
12 eighty-seven and thereafter, a salary which is six
13 hundred dollars greater than the salary being paid such
14 faculty member for the academic year one thousand
15 nine hundred eighty-five—eighty-six.

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

23 (d) Funds remaining after increasing the salary of
24 each full-time faculty member in accordance with
25 subsection (c) of this section shall be used to pay that
26 amount that is the difference between the salary as
27 prescribed in subsection (b) of this section and the
28 appropriate salary for each full-time faculty member's

29 appropriate placement on the schedule: *Provided*, That
30 such amount may be reduced proportionately based
31 upon the amount of funds available for such purpose.

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

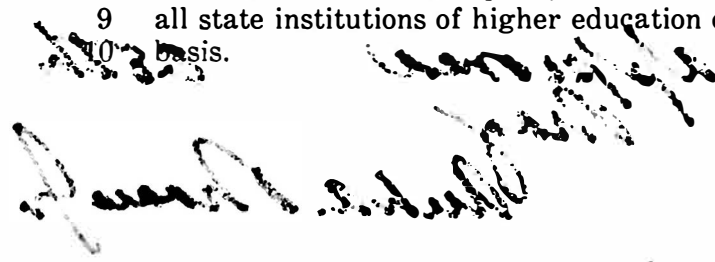
34 (f) Upon promotion in rank, placement on the min-
35 imum salary schedule will be such as to provide a salary
36 increase of at least ten percent, and shall be at least the
37 amount prescribed for the appropriate academic rank
38 to which promoted at zero years of experience.

§18-22-4. Hirings after July 1, 1986.

1 Any person hired as a full-time faculty member after
2 the effective date of this section shall be assigned a
3 placement on the minimum salary schedule which is
4 appropriate to such person's academic rank and years
5 of experience, and such person shall have a salary of at
6 least zero years of experience at the appropriate
7 academic rank, and such proportionate increases as are
8 or may be made from funds available for such purpose
9 in accordance with the provisions of this article.

§18-22-5. Merit increases and salary adjustment.

1 Nothing in this article shall be construed to prohibit
2 merit increases or salary adjustments that rectify
3 inequities or accommodate competitive market condi-
4 tions in specific areas of specialty, including inequities
5 within the rank of full professors at doctoral and
6 master's level institutions: *Provided*, That funds for such
7 increases and/or adjustments shall be distributed in
8 accordance with board policy and shall be available to
9 all state institutions of higher education on an equitable
10 basis.



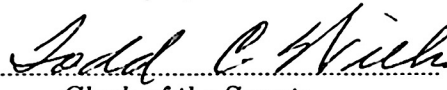
The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

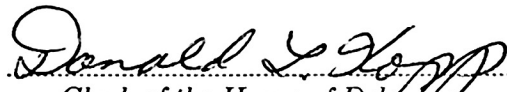

Chairman Senate Committee



Chairman House Committee

Originating in the House.


Takes effect July 1, 1986.


Clerk of the Senate


Clerk of the House of Delegates


President of the Senate


Speaker of the House of Delegates

The within  this the 28th
day of May, 1986.

Governor

PRESENTED TO THE
GOVERNOR

Date 5/22/86
Time 3:29 p.m.

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