

Veto-504

WEST VIRGINIA LEGISLATURE
REGULAR SESSION, 1986

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ENROLLED

SENATE BILL NO. 504

(By Senator.....Burdette.....)

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PASSEDMarch 8...... 1986

In Effect.....July 1, 1986..... Passage



ENROLLED
Senate Bill No. 504
(BY SENATOR BURDETTE)

[Passed March 8, 1986; to take 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 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 the
 13 actual years of experience.

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

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

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

45 Years of	Assistant		Associate	
46 Experience	Instructor	Professor	Professor	Professor
47 0	14,719	18,517	23,815	26,203
48 1	15,087	18,980	24,410	26,858
49 2	15,464	19,455	25,020	27,529
50 3	15,851	19,941	25,646	28,217
51 4	16,247	20,440	26,287	28,922
52 5	16,653	20,951	26,944	29,645
53 6	17,069	21,475	27,618	30,386
54 7	17,496	22,012	28,308	31,146
55 8	17,933	22,562	29,016	31,925
56 9	18,381	23,126	29,741	32,723
57 10	18,841	23,704	30,485	33,541
58 11		24,297	31,247	34,380
59 12		24,904	32,028	35,240
60 13		25,527	32,829	36,121
61 14		26,165	33,650	37,024
62 15		26,819	34,491	37,950
63 16			35,353	38,899
64 17			36,237	39,871
65 18			37,143	40,868
66 19			38,072	41,890
67 20			39,024	42,937

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

71 Years of	Assistant		Associate	
72 Experience	Instructor	Professor	Professor	Professor
73 0	17,092	19,466	25,458	28,285
74 1	17,519	19,953	26,094	28,992
75 2	17,957	20,452	26,746	29,717
76 3	18,406	20,963	27,415	30,460
77 4	18,866	21,487	28,100	31,222
78 5	19,338	22,024	28,803	32,003
79 6	19,821	22,575	29,523	32,803
80 7	20,317	23,139	30,261	33,623
81 8	20,825	23,717	31,018	34,464

82	9	21,346	24,310	31,793	35,326
83	10	21,880	24,918	32,588	36,209
84	11		25,541	33,403	37,114
85	12		26,180	34,238	38,042
86	13		26,835	35,094	38,993
87	14		27,506	35,971	39,968
88	15		28,194	36,870	40,967
89	16			37,792	41,991
90	17			38,737	43,041
91	18			39,705	44,117
92	19			40,698	45,220
93	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 experience
5 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 hundred
13 dollars greater than the salary being paid such faculty
14 member for the academic year one thousand nine hundred
15 eighty-five—eighty-six.

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

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

29 proportionately based upon the amount of funds available
30 for such purpose.

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

33 (f) Upon promotion in rank, placement on the minimum
34 salary schedule will be such as to provide a salary increase
35 of at least ten percent, and shall be at least the amount
36 prescribed for the appropriate academic rank to which
37 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 the
2 effective date of this section 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 salary of at least zero years of
6 experience at the appropriate academic rank, and such
7 proportionate increases as are or may be made from funds
8 available for such purpose in accordance with the
9 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 inequities
3 or accommodate competitive market conditions in specific
4 areas of specialty, including inequities within the rank of
5 full professors at doctoral and master's level institutions:
6 *Provided*, That funds for such increases and/or adjustments
7 shall be distributed in accordance with board policy and
8 shall be available to all state institutions of higher
9 education on an equitable basis.

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

Bruce O. Williams
.....
Chairman Senate Committee

Floyd Fuller
.....
Chairman House Committee

Originated in the Senate.

To take effect July 1, 1986.

John C. Mills
.....
Clerk of the Senate

Donald J. Kopp
.....
Clerk of the House of Delegates

Ben Tankowail
.....
President of the Senate

Joseph P. Allright
.....
Speaker House of Delegates

The within *disappeared* this the *26th*
day of *March*, 1986.
Arch A. Prange Jr.
.....
Governor



PRESENTED TO THE

GOVERNOR

Date

3/21/86

Time

5:15 p.m.

RECEIVED

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67
SECRETARY OF STATE

FILED IN THE OFFICE OF
SECRETARY OF STATE OF
WEST VIRGINIA

THIS DATE 3/26/86