WEST VIRGINIA LEGISLATURE
REGULAR SESSION, 1996

ENROLLED

SENATE BILL NO. 590

(ORIGINATING IN THE COMMITTEE ON FINANCE
(By Senator )

PASSED March 9, 1996
In Effect July 1, 1996
ENROLLED

Senate Bill No. 590

(Originating in the Committee on Finance.)

[Passed March 9, 1996; to take effect July 1, 1996.]

AN ACT to amend and reenact section two-a, article seven, chapter six of the code of West Virginia, one thousand nine hundred thirty-one, as amended; to amend section eleven, article two, chapter eighteen of said code; to amend and reenact section one, article three of said chapter; to amend and reenact sections eighteen, twenty-two and thirty-nine, article five of said chapter; to amend article seven-a, by adding thereto two new sections, designated sections twenty-six-n and twenty-six-o; to amend and reenact section ten, article nine-a of said chapter; to further amend said article by adding thereto a new section, designated section twenty-five; to amend and reenact section two, article seventeen of said chapter; to amend and reenact section thirteen, article two, chapter eighteen-a of said code; to amend and reenact sections two, three, eight, eight-a, eight-b, eight-g, fifteen and sixteen, article four of said chapter; to
further amend said article by adding thereto a new section, designated section eight-h; and to amend and reenact section eight, article five of said chapter, all relating to public education; compensation and allowances for appointive state officers; sabbatical leaves for teachers and certain aides; compensation of state superintendent of schools; kindergarten programs; specialized health procedures; establishment of summer school programs; supplemental benefits for certain teachers; foundation allowance to improve instructional programs; state allowance for state teacher of the year salary; admission of students to schools for the deaf and blind; recommended guidelines for full-day and half-day cooks; state minimum salary schedule for teachers; the principals' index; employment term and class titles of service personnel; service personnel minimum monthly salaries; seniority rights for school service personnel; determination of seniority for service personnel; limitation on number of school service personnel positions to be held by an employee; employment of service personnel substitutes; extracurricular assignments; authority of certain aides to exercise control over pupils.

Be it enacted by the Legislature of West Virginia:

That section two-a, article seven, chapter six of the code of West Virginia, one thousand nine hundred thirty-one, as amended, be amended and reenacted; that section eleven, article two, chapter eighteen of said code be amended and reenacted; that section one, article three of said chapter be amended and reenacted; that sections eighteen, twenty-two and thirty-nine, article five of said chapter be amended and reenacted; that article seven-a of said chapter be amended by adding thereto two new sections, designated sections twenty-six-n and twenty-six-o; that section ten, article nine-a of said chapter be amended and reenacted; that said article be further amended by adding thereto a new section, designated section twenty-five; that section two, article seventeen of said chapter be amended and reenacted; that section thirteen, article two, chapter eighteen-a of said code be amended and reenacted; that sections two, three, eight, eight-a, eight-b, eight-g, fifteen
and sixteen, article four of said chapter be amended and
reenacted; that said article be further amended by adding
thereto a new section, designated section eight-h; that section
eight, article five of said chapter be amended and reenacted,
all to read as follows:

CHAPTER 6. GENERAL PROVISIONS
RESPECTING OFFICERS.

ARTICLE 7. COMPENSATION AND ALLOWANCES.

§6-7-2a. Terms of certain appointive state officers; appoint-
ment; qualifications; powers and salaries of
such officers.

1. (a) Notwithstanding any other provision of this code to
the contrary enacted prior to the first day of January,
one thousand nine hundred ninety-four, each of the
following appointive state officers named in this subsec-
tion shall be appointed by the governor, by and with the
advice and consent of the Senate. Each of such appoint-
ive state officers shall serve at the will and pleasure of
the governor for the term for which the governor was
elected and until the respective state officers' successors
have been appointed and qualified. Each of such ap-
pointive state officers shall hereafter be subject to the
existing qualifications for holding each such respective
office and each shall have and is hereby granted all of
the powers and authority and shall perform all of the
functions and services heretofore vested in and per-
formed by virtue of existing law respecting each such
office.

Beginning on the first day of July, one thousand nine
hundred ninety-four, the annual salary of each such
named appointive state officer shall be as follows:

Administrator, division of highways, sixty-five thou-
sand dollars; administrator, division of health, fifty-
seven thousand two hundred dollars; administrator,
division of human services, forty-seven thousand eight
hundred dollars; administrator, state tax division,
fifty-nine thousand nine hundred dollars; administrator,
division of energy, sixty-five thousand dollars; administrator, division of corrections, fifty-five thousand dollars; administrator, division of natural resources, sixty-five thousand dollars; administrator, division of public safety, sixty thousand dollars; administrator, lottery division, sixty thousand dollars; director, public employees insurance agency, fifty-five thousand dollars; administrator, division of banking, fifty-five thousand dollars; administrator, division of insurance, fifty-five thousand dollars; administrator, division of culture and history, fifty thousand dollars; administrator, alcohol beverage control commission, sixty thousand dollars; administrator, division of motor vehicles, fifty-five thousand dollars; director, division of personnel, fifty thousand dollars; adjutant general, fifty thousand dollars; chairman, health care cost review authority, fifty-five thousand dollars; members, health care cost review authority, fifty-one thousand two hundred dollars; director, human rights commission, forty thousand dollars; administrator, division of labor, fifty-five thousand dollars; administrator, division of veterans affairs, forty thousand dollars; administrator, division of emergency services, forty thousand dollars; members, board of parole, forty thousand dollars; members, employment security review board, seventeen thousand dollars; members, workers' compensation appeal board, seventeen thousand eight hundred dollars.

Prior to the first day of July, one thousand nine hundred ninety-four, each of the aforesaid officers shall continue to receive the annual salaries they were receiving as of the last day of December, one thousand nine hundred ninety-three.

(b) Notwithstanding any other provisions of this code to the contrary enacted prior to the first day of January, one thousand nine hundred ninety-four, each of the state officers named in this subsection shall continue to be appointed in the manner prescribed in this code, and, prior to the first day of July, one thousand nine hundred ninety-four, each of the state officers named in this
subsection shall continue to receive the annual salaries they were receiving as of the last day of December, one thousand nine hundred ninety-three, and shall thereafter be paid an annual salary as follows: Administrator, division of risk and insurance management, fifty thousand dollars; director, division of rehabilitation services, fifty-five thousand dollars; executive director, educational broadcasting authority, fifty-five thousand dollars; secretary, library commission, forty-seven thousand five hundred dollars; director, geologic and economic survey, forty-seven thousand five hundred dollars; executive director, water development authority, fifty-four thousand two hundred dollars; executive director, public defender services, fifty-five thousand dollars; director, commission on aging, forty thousand dollars; commissioner, oil and gas conservation commission, forty thousand dollars; director, farm management commission, thirty-two thousand five hundred dollars; director, railroad maintenance authority, fifty thousand dollars; executive secretary, women’s commission, thirty thousand one hundred dollars; director, regional jail authority, fifty-five thousand dollars; director, hospital finance authority, twenty-five thousand eight hundred dollars.

(c) No increase in the salary of any appointive state officer pursuant to this section shall be paid until and unless such appointive state officer shall have first filed with the state auditor and the legislative auditor a sworn statement, on a form to be prescribed by the attorney general, certifying that his or her spending unit is in compliance with any general law providing for a salary increase for his or her employees. The attorney general shall prepare and distribute such form to the affected spending units: Provided, That no decrease in salary shall be effective for any current appointive state officer appointed prior to the first day of January, one thousand nine hundred eighty-nine: Provided, however, That such decreases shall take effect at such time as any appointive office is vacated: Provided further, That the increase
provided for the state superintendent of schools enacted during the regular session, one thousand nine hundred ninety-four, should not become effective until the first day of January, one thousand nine hundred ninety-seven.

CHAPTER 18. EDUCATION.

ARTICLE 2. STATE BOARD OF EDUCATION.


1. (a) The state board shall by the first day of December, one thousand nine hundred eighty-eight, establish by policy a sabbatical leave program. Such program participation shall be considered optional for each county board. Individuals employed as professional educators, as defined in section one, article one, chapter eighteen-a of this code, and aides shall be eligible for the sabbatical leave program: Provided, That such aides have a cumulative grade point of three and two tenths on a possible four point scale pursuant to successful completion of at least sixty-four semester hours of course work at an approved institution of higher education. Such policy shall establish the educational objectives, peer selection criteria and other guidelines the board deems necessary. The sabbatical leave policy shall provide that not less than ninety-five percent of sabbatical leaves granted shall be for classroom teachers and such policy shall not provide for the granting of sabbatical leave to any employee who has fewer than ten years of West Virginia public school service, nor shall compensation during such leave be more than one half of the employee's regular salary. While on sabbatical leave the employee shall be deemed to be a full-time employee for purposes of years of experience and participation in the teachers retirement system and the public employee insurance program. Any employee receiving a sabbatical leave shall be required to return to employment by the board which granted the leave for a period of at least one year or repay the compensation and benefits received during that time and have deducted the retirement credit and years of service credit accrued during sabbatical leave:
Provided, however, That sabbatical leaves for teachers and certain aides shall be optional by the respective boards.

(b) Notwithstanding any other provision of this code to the contrary, if the state teacher of the year either works with programs approved by the state department or attends school at a college or university to further his or her education, the teacher shall receive a sabbatical from his or her position for up to one year in which the teacher has been selected as state teacher of the year: Provided, That if the state teacher of the year chooses to take a sabbatical, then the state department shall provide the county from where the teacher is taking the sabbatical with an allowance equal to the state average contractual salary for teachers.

ARTICLE 3. STATE SUPERINTENDENT OF SCHOOLS.
§18-3-1. Appointment; qualifications; compensation; traveling expenses; office and residence.

There shall be appointed by the state board a state superintendent of schools. He shall be a person of good moral character, of recognized ability as a school administrator, holding at least a master's degree in educational administration, and shall have had not less than five years of experience in public school work. He shall receive an annual salary set by the state board, to be paid monthly: Provided, That the annual salary may not exceed one hundred thousand dollars. The state superintendent shall also receive necessary traveling expenses incident to the performance of his duties, the same to be paid out of the general school fund upon warrants of the state auditor. The superintendent shall have his office at the state capital.

ARTICLE 5. COUNTY BOARD OF EDUCATION.
§18-5-18. Kindergarten programs.
County boards shall provide by the school year one thousand nine hundred eighty-three-eighty-four, and continue thereafter, kindergarten programs for all
children who shall have attained the age of five prior to
the first day of September of the school year in which
the pupil enters such kindergarten program and may
establish kindergarten programs designed for children
below the age of five: Provided, That beginning with the
school year one thousand nine hundred ninety-
six—ninety-seven, such programs shall be full-day
everyday: Provided, however, That nothing contained
herein shall prevent the state superintendent from
granting an extension to those counties currently with
building or renovation projects that will provide ade-
quate space or counties having at least two percent net
enrollment increase over the previous five years. The
county board must apply with the supporting data to
meet the criteria for which they are eligible on or before
the twenty-fifth day of March for the following school
year. The state superintendent shall grant or deny the
requested waiver on or before the fifteenth day of April
of that same year.

Persons employed as kindergarten teachers, as distin-
guished from paraprofessional personnel, shall be
required to hold a certificate valid for teaching at the
assigned level as prescribed by regulations established
by the state board. The state board shall establish and
prescribe guidelines and criteria setting forth the
minimum requirements for all paraprofessional person-
nel employed in kindergarten programs established
pursuant to the provisions of this section and no such
paraprofessional personnel shall be employed in any
kindergarten program unless he meets such minimum
requirements.

The state board with the advice of the state superin-
tendent of free schools shall establish and prescribe
guidelines and criteria relating to the establishment,
operation and successful completion of kindergarten
programs in accordance with the other provisions of this
section. Guidelines and criteria so established and
prescribed are also intended to serve for the establish-
ment and operation of nonpublic kindergarten programs
and shall be used for the evaluation and approval of such programs, provided application for such evaluation and approval is made in writing to the state board by proper authorities in control of such programs. The state superintendent of free schools at intervals not to exceed two years shall publish a list of nonpublic kindergarten programs that have been approved in accordance with the provisions of this section and a list of Montessori kindergartens established and operated in accordance with usual and customary practices for the use of the Montessori method. Teachers who have training or experience in the use of the Montessori method of instruction for kindergartens shall be deemed to be approved to teach in such kindergartens using the Montessori method without additional certification.

Pursuant to such guidelines and criteria, and only pursuant to such guidelines and criteria, the county boards may establish programs taking kindergarten to the homes of the children involved, using educational television, paraprofessional personnel in addition to and to supplement regularly certified teachers, mobile or permanent classrooms and other means developed to best carry kindergarten to the child in its home and enlist the aid and involvement of its parent or parents in presenting the program to the child; or may develop programs of a more formal kindergarten type, in existing school buildings, or both, as such county board may determine, taking into consideration the cost, the terrain, the existing available facilities, the distances each child may be required to travel, the time each child may be required to be away from home, the child’s health, the involvement of parents and such other factors as each county board may find pertinent. Such determinations by any county board shall be final and conclusive.

Funds for implementing the kindergarten programs during the fiscal year one thousand nine hundred seventy-two, and thereafter, shall be allocated to counties from a special appropriation to the state department from the general revenue fund: Provided, That except for
82 expenditures from the general revenue funds for regional
83 kindergarten demonstration centers, in no event shall
84 any state money from the general fund be expended
85 under the provisions of this section unless federal funds
86 are available for the purposes of this section.

87 Allocations to counties will be made on the basis of
88 approved kindergarten programs. The state board shall
89 establish criteria and standards necessary to guide
90 counties in developing approvable kindergarten pro-
91 grams and shall determine funding levels of said pro-
92 grams on local operating costs.

93 An additional appropriation shall be made to the state
94 department from the general revenue fund to establish
95 and operate during the fiscal year one thousand nine
96 hundred seventy-two, regional kindergarten demonstra-
97 tion centers in educational regions three, four, five, six
98 and seven, and thereafter in regions one through seven.
99 Said funds shall be allocated to said regions for estab-
100 lishing and operating regional demonstration centers in
101 accordance with criteria and standards established by
102 the state board. Said regional centers shall be estab-
103 lished to provide exemplary and innovative kindergarten
104 programs, to provide laboratory experiences for pre-
105 service and in-service education for professional person-
106 nel and staff development programs for training para-
107 professional personnel, to establish organizational and
108 administrative machinery designed to promote coopera-
109 tion between and among all agencies involved in the
110 education and development of young children and to
111 promote cooperation between counties in providing high
112 cost supervisory, developmental, research and evaluative
113 services not currently available to individual counties.

§18-5-22. Medical and dental inspection; school nurses; spe-
1 cialized health procedures; establishment of
2 council of school nurses.

1 County boards shall provide proper medical and dental
2 inspections for all pupils attending the schools of their
3 county and shall further have the authority to take any
4 other action necessary to protect the pupils from infec-
tious diseases, including the authority to require from all school personnel employed in their county, certificates of good health and of physical fitness.

Each county board shall employ full time at least one school nurse for every one thousand five hundred kindergarten through seventh grade pupils in net enrollment or major fraction thereof: Provided, That each county shall employ full time at least one school nurse: Provided, however, That a county board may contract with a public health department for services considered equivalent to those required by this section in accordance with a plan to be approved by the state board: Provided further, That the state board shall promulgate rules requiring the employment of school nurses in excess of the number required by this section to ensure adequate provision of services to severely handicapped pupils.

Any person employed as a school nurse shall be a registered professional nurse properly licensed by the West Virginia board of examiners for registered professional nurses in accordance with article seven, chapter thirty of this code.

Specialized health procedures that require the skill, knowledge and judgment of a licensed health professional, shall be performed only by school nurses, other licensed school health care providers as provided for in this section, or school employees who have been trained and retrained every two years who are subject to the supervision and approval by school nurses. After assessing the health status of the individual student, a school nurse, in collaboration with the student's physician, parents and in some instances an individualized education program team, may delegate certain health care procedures to a school employee who shall be trained pursuant to this section, considered competent, have consultation with, and be monitored or supervised by the school nurse: Provided, That nothing herein shall prohibit any school employee from providing specialized
health procedures or any other prudent action to aid any person who is in acute physical distress or requires emergency assistance. For the purposes of this section “specialized health procedures” means, but is not limited to, catheterization, suctioning of tracheostomy, naso-gastric tube feeding or gastrostomy tube feeding. “School employee” means “teachers”, as defined in section one, article one of this chapter and aides as defined in section eight, article four, chapter eighteen-a of this code.

Any school employee who elects, or is required by this section, to undergo training or retraining to provide, in the manner specified in this section, the specialized health care procedures for those students for which the selection has been approved by both the principal and the county board, shall receive additional pay of at least one pay grade higher than the highest pay grade for which the employee is paid: 

Provided, That any training required in this section may be considered in lieu of required in-service training of the school employee and a school employee may not be required to elect to undergo the training or retraining: 

Provided, however, That commencing with the first day of July, one thousand nine hundred eighty-nine, any newly employed school employee in the field of special education shall be required to undergo the training and retraining as provided for in this section: 

Provided further, That if an employee who holds a class title of an aide is employed in a school and such aide has received the training, pursuant to this section, then an employee in the field of special education shall not be required to perform the specialized health care procedures.

Each county school nurse, as designated and defined by this section, shall perform a needs assessment. These nurses shall meet on the basis of the area served by their regional educational service agency, prepare recommendations and elect a representative to serve on the council of school nurses established under this section.
There shall be established a council of school nurses which shall be convened by the state board of education. This council shall prepare a procedural manual and shall provide recommendations regarding a training course to the director of the state division of health who shall consult with the state department of education. The state division of health then has the authority to promulgate rules to implement the training and to create standards used by those school nurses and school employees performing specialized health procedures. The council shall meet every two years to review the certification and training program regarding school employees.

The state board of education shall work in conjunction with county boards to provide training and retraining every two years as recommended by the council of school nurses and implemented by the state division of health.

§18-5-39. Establishment of summer school programs; tuition.

Inasmuch as the present county school facilities for the most part lie dormant and unused during the summer months, and inasmuch as there are many students who are in need of remedial instruction and others who desire accelerated instruction, it is the purpose of this section to provide for the establishment of a summer school program, which is to be separate and apart from the full school term as established by each county.

The board of any county has the authority to establish a summer school program utilizing the public school facilities and to charge tuition for students who attend the summer school. The tuition may not exceed in any case the actual cost of operation of the summer school program: Provided, That any deserving pupil whose parents, in the judgment of the board, are unable to pay the tuition, may attend the summer school program at a reduced charge or without charge. The county board shall have the authority to determine the term and curriculum of the summer schools based upon the particular needs of the individual county. The curriculum may include, but is not limited to, remedial instruc-
tion, accelerated instruction and the teaching of manual arts. The term of the summer school program may not be established in such a manner as to interfere with the regular school term.

The county boards may employ any certified teacher as teachers for this summer school program. Certified teachers employed by the county board to teach in the summer school program shall be paid an amount to be determined by the county board and shall enter into a contract of employment in such form as is prescribed by the county board: Provided, That teachers who teach summer courses of instruction which are offered for credit and which are taught during the regular school year shall be paid at the same daily rate they would receive if paid in accordance with the then current minimum monthly salary in effect for teachers in that county.

Any funds accruing from the tuitions shall be credited to and expended within the existing framework of the general current expense fund of the county board.

Notwithstanding any other provision of this code to the contrary, the board shall fill professional positions established pursuant to the provisions of this section on the basis of certification and length of time the professional has been employed in the county's summer school program. In the event that no employee who has been previously employed in the summer school program holds a valid certification or licensure, a board shall fill the position as a classroom teaching position in accordance with section eight-b, article four, chapter eighteen-a of this code.

Notwithstanding any other provision of the code to the contrary, the county board is authorized to employ school service personnel to perform any related duties outside the regular school term as defined in section eight, article four, chapter eighteen-a of this code. An employee who was employed in any service personnel job or position during the previous summer shall have the
option of retaining the job or position if the job or
position exists during any succeeding summer. If the
employee is unavailable or if the position is newly
created, the position shall be filled pursuant to section
eight-b, article four, chapter eighteen-a of this code.
When any summer employee who is employed in a
summer position is granted a leave of absence for the
summer months, the board shall give regular employ-
ment status to the employee for that summer position
which shall be filled under the procedure set forth in
section eight-b, article four, chapter eighteen-a of this
code. The summer employee on leave of absence shall
have the option of returning to that summer position if
the position exists the succeeding summer or whenever
the position is reestablished if it were abolished. The
salary of a summer employee shall be in accordance with
the salary schedule of persons regularly employed in the
same position in the county where employed and persons
employed in those positions are entitled to all rights,
privileges and benefits provided in sections five-b, eight,
eight-a, ten and fourteen, article four, chapter eighteen-a
of this code: Provided, That those persons are not
entitled to a minimum employment term of two hundred
days for their summer position.

If a county board reduces in force the number of
employees to be employed in a particular summer
program or classification from the number employed in
that position in previous summers, the reductions in
force and priority in reemployment to that summer
position shall be based upon the length of service time in
the particular summer program or classification.

For the purpose of this section, summer employment
for service personnel includes, but is not limited to,
filling jobs and positions as defined in section eight,
article four, chapter eighteen-a of this code and espe-
cially established for and which are to be predominantly
performed during the summer months to meet the needs
of a county board.
ARTICLE 7A. STATE TEACHERS RETIREMENT SYSTEM.

§18-7A-26n. Supplemental benefits for certain teachers who retired on or after July 1, 1984, but prior to July 1, 1986.

1 As an additional supplement to other retirement allowances provided, each annuitant who retired on or after the first day of July, one thousand nine hundred eighty-four, and before the first day of July, one thousand nine hundred eighty-six, shall receive a monthly amount equal to two dollars multiplied by his or her total service credit.

§18-7A-26o. Supplemental benefits for certain teachers who retired prior to July 1, 1986.

1 As an additional supplement to other retirement allowances provided, each annuitant who retired before the first day of July, one thousand nine hundred eighty-six, and who is receiving a monthly pension of three hundred dollars or less, shall receive a monthly total amount equal to one dollar multiplied by his or her total service credit.

ARTICLE 9A. PUBLIC SCHOOL SUPPORT.

§18-9A-10. Foundation allowance to improve instructional programs.

1 (a) For the school year beginning on the first day of July, one thousand nine hundred ninety-four, and thereafter, the sum of the allocations shall be in an amount at least equal to the amount appropriated by the Legislature, in addition to funds which accrue from balances in the general school fund, or from appropriations for such purposes:

8 (1) One hundred fifty thousand dollars shall be allocated to each county;

10 (2) Distribution to the counties of the remainder of these funds shall be made proportional to the average of each county's average daily attendance for the preceding year and the county's second month net enrollment.
Moneys allocated by provision of this section shall be used to improve instructional programs according to a plan for instructional improvement which the affected county board shall file with the state board by the first day of August of each year, to be approved by the state board by the first day of September of that year if such plan substantially complies with standards to be adopted by the state board: Provided, That notwithstanding any other provision of this code to the contrary, moneys allocated by provision of this section may also be used in the implementation and maintenance of the uniform integrated regional computer information system; and

(3) Up to twenty-five percent of this allocation may be used to employ professional educators and/or service personnel in counties after all applicable provisions of sections four and five of this article have been fully utilized: Provided, That for the school year beginning on the first day of July, one thousand nine hundred ninety-six, only, up to an additional twenty-five percent of this allocation may be used to employ classroom teachers, as defined in section one, article one, chapter eighteen-a of this code, and/or service personnel in counties after all applicable provisions of sections four and five of this article have been fully utilized: Provided, however, That service personnel employed with the additional twenty-five percent for the school year beginning on the first day of July, one thousand nine hundred ninety-six, only, may not include directors, coordinators or supervisors.

Prior to the use of any funds from this section for personnel costs, the county board must receive authorization from the state superintendent of schools. The state superintendent shall require the district board to demonstrate: (1) The need for the allocation; (2) efficiency and fiscal responsibility in staffing; and (3) sharing of services with adjoining counties and the regional educational service agency for that county in the use of the total local district board budget. District boards shall make application for available funds for the next fiscal year by the first day of May of each year. On or before
the first day of June, the state superintendent shall review all applications and notify applying district boards of the distribution of the allocation: Provided, That for the school year beginning on the first day of July, one thousand nine hundred ninety-three, only, the state superintendent shall review all applications and notify applying district boards of the distribution of the allocation on or before the first day of July, one thousand nine hundred ninety-three. Such funds shall be distributed during the fiscal year as appropriate. The state superintendent shall require the county board to demonstrate the need for an allocation for personnel based upon the county's inability to meet the requirements of state law or state board policy: Provided, however, That the funds available for personnel under this section may not be used to increase the total number of professional noninstructional personnel in the central office beyond four. Such instructional improvement plan shall be made available for distribution to the public at the office of each affected county board.

(b) Commencing with the school year beginning on the first day of July, one thousand nine hundred ninety-three, an amount not less than the amount required to meet debt service requirements on any revenue bonds issued prior to the first day of January, one thousand nine hundred ninety-four, and the debt service requirements on any revenue bonds issued for the purpose of refunding revenue bonds issued prior to the first day of January, one thousand nine hundred ninety-four, shall be paid into the school building capital improvements fund created by section six, article nine-d of this chapter, and shall be used solely for the purposes of said article. The school building capital improvements fund shall not be utilized to meet the debt services requirement on any revenue bonds or revenue refunding bonds for which moneys contained within the school building debt service fund have been pledged for repayment pursuant to said section.

§18-9A-25. State allowance for state teacher of the year
To provide for the support of a sabbatical for the state teacher of the year, there shall be appropriated for that purpose from the general revenue fund an amount equal to the state average contractual salary for teachers for the year in which the teacher is selected as state teacher of the year.

ARTICLE 17. WEST VIRGINIA SCHOOLS FOR THE DEAF AND THE BLIND.

§18-17-2. Admission and record of applicants; special programs and services.

Deaf and/or blind youth residents in the state, between the ages of five and twenty-three, inclusive, shall be enrolled in the schools on application to the superintendent, until the schools are filled. Applicants shall be admitted by the superintendent on the basis of need and degree of impairment as determined by the schools' admissions committee. It shall be the duty of the superintendent to keep a careful record of the names of all applicants with the dates of their admission and discharge, their ages, post-office addresses, the names of their parents or guardians, and the degree, cause and circumstances of their deafness or blindness.

Nothing in this section shall be construed to prevent the school from providing special education programs including, but not limited to, classes, parent education, home teaching or visiting teacher services for deaf and blind children from birth. The schools may also enter into contractual arrangements with counties to provide evaluation, short-term instruction and other educational services, including direct instruction.

Any deaf or blind youth who is not a resident of the state of West Virginia may apply to the state board for admission to the school. The state board may approve such admission: Provided, That such youth shall be required to pay all related costs of attending the school.

CHAPTER 18A. SCHOOL PERSONNEL.
ARTICLE 2. SCHOOL PERSONNEL.
§18A-2-13. Recommended guidelines for full-day and half-day cooks.

The following guidelines are optional guidelines that county boards may use when scheduling full-day and half-day cooks:

<table>
<thead>
<tr>
<th>Number of Meals</th>
<th>Number of Cooks</th>
<th>Average Number of Meals Served Per Cook's Hours Worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 1-90</td>
<td>1</td>
<td>12.00</td>
</tr>
<tr>
<td>8 91-135</td>
<td>1.5</td>
<td>12.00</td>
</tr>
<tr>
<td>9 136-180</td>
<td>2</td>
<td>12.00</td>
</tr>
<tr>
<td>10 181-225</td>
<td>2.5</td>
<td>12.00</td>
</tr>
<tr>
<td>11 226-270</td>
<td>3</td>
<td>12.00</td>
</tr>
<tr>
<td>12 271-315</td>
<td>3.5</td>
<td>12.00</td>
</tr>
<tr>
<td>13 316-360</td>
<td>4</td>
<td>12.00</td>
</tr>
<tr>
<td>14 361-405</td>
<td>4.5</td>
<td>12.00</td>
</tr>
<tr>
<td>15 406-450</td>
<td>5</td>
<td>12.00</td>
</tr>
<tr>
<td>16 451-495</td>
<td>5.5</td>
<td>12.00</td>
</tr>
<tr>
<td>17 496-540</td>
<td>6</td>
<td>12.00</td>
</tr>
<tr>
<td>18 541-585</td>
<td>6.5</td>
<td>12.00</td>
</tr>
<tr>
<td>19 586-630</td>
<td>7</td>
<td>12.00</td>
</tr>
<tr>
<td>20 631-675</td>
<td>7.5</td>
<td>12.00</td>
</tr>
<tr>
<td>21 676-720</td>
<td>8</td>
<td>12.00</td>
</tr>
<tr>
<td>22 721-765</td>
<td>8.5</td>
<td>12.00</td>
</tr>
<tr>
<td>23 766-810</td>
<td>9</td>
<td>12.00</td>
</tr>
<tr>
<td>24 811-855</td>
<td>9.5</td>
<td>12.00</td>
</tr>
<tr>
<td>25 856-900</td>
<td>10</td>
<td>12.00</td>
</tr>
</tbody>
</table>

A meal prepared for a school lunch shall be established as a whole meal. Other meals shall be equal to three fourths of a school lunch meal.

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.
§18A-4-2. State minimum salaries for teachers.

(a) Each teacher shall receive the amount prescribed in the "state minimum salary schedule" as set forth in this section, specific additional amounts prescribed in this
section or article, and any county supplement in effect in a county pursuant to section five-a of this article during the contract year.

**STATE MINIMUM SALARY SCHEDULE**

<table>
<thead>
<tr>
<th>Years</th>
<th>Exp.</th>
<th>4th Class</th>
<th>3rd Class</th>
<th>2nd Class</th>
<th>A.B. +15</th>
<th>M.A.</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>0</td>
<td>17,816</td>
<td>18,453</td>
<td>18,708</td>
<td>19,918</td>
<td>20,653</td>
</tr>
<tr>
<td>12</td>
<td>1</td>
<td>18,097</td>
<td>18,734</td>
<td>18,989</td>
<td>20,383</td>
<td>21,118</td>
</tr>
<tr>
<td>13</td>
<td>2</td>
<td>18,378</td>
<td>19,016</td>
<td>19,271</td>
<td>20,848</td>
<td>21,583</td>
</tr>
<tr>
<td>14</td>
<td>3</td>
<td>18,660</td>
<td>19,297</td>
<td>19,552</td>
<td>21,313</td>
<td>22,048</td>
</tr>
<tr>
<td>15</td>
<td>4</td>
<td>19,177</td>
<td>19,814</td>
<td>20,070</td>
<td>22,014</td>
<td>22,749</td>
</tr>
<tr>
<td>16</td>
<td>5</td>
<td>19,458</td>
<td>20,096</td>
<td>20,351</td>
<td>22,479</td>
<td>23,214</td>
</tr>
<tr>
<td>17</td>
<td>6</td>
<td>19,740</td>
<td>20,377</td>
<td>20,632</td>
<td>22,944</td>
<td>23,679</td>
</tr>
<tr>
<td>18</td>
<td>7</td>
<td>20,658</td>
<td>20,914</td>
<td>23,409</td>
<td>24,805</td>
<td>25,540</td>
</tr>
<tr>
<td>19</td>
<td>8</td>
<td>20,940</td>
<td>21,195</td>
<td>23,874</td>
<td>24,809</td>
<td>26,317</td>
</tr>
<tr>
<td>20</td>
<td>9</td>
<td>21,476</td>
<td>24,339</td>
<td>25,074</td>
<td>26,782</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>10</td>
<td>21,757</td>
<td>24,805</td>
<td>25,540</td>
<td>27,248</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>11</td>
<td>22,276</td>
<td>25,270</td>
<td>26,005</td>
<td>27,713</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>12</td>
<td>22,735</td>
<td>25,735</td>
<td>26,470</td>
<td>28,178</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>13</td>
<td>23,200</td>
<td>26,200</td>
<td>26,935</td>
<td>28,643</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>14</td>
<td>23,679</td>
<td>26,679</td>
<td>27,345</td>
<td>29,108</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>15</td>
<td>24,158</td>
<td>27,158</td>
<td>27,853</td>
<td>29,573</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>16</td>
<td>24,637</td>
<td>28,637</td>
<td>29,359</td>
<td>30,038</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>17</td>
<td>25,116</td>
<td>29,116</td>
<td>29,865</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>18</td>
<td>25,695</td>
<td>30,695</td>
<td>30,571</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>19</td>
<td>26,274</td>
<td>32,274</td>
<td>31,977</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years</th>
<th>Exp.</th>
<th>M.A. +15</th>
<th>M.A. +30</th>
<th>M.A. +45</th>
<th>Doc-torate</th>
</tr>
</thead>
<tbody>
<tr>
<td>34</td>
<td>0</td>
<td>23,096</td>
<td>23,831</td>
<td>24,566</td>
<td>25,566</td>
</tr>
<tr>
<td>35</td>
<td>1</td>
<td>23,561</td>
<td>24,296</td>
<td>25,031</td>
<td>26,031</td>
</tr>
<tr>
<td>36</td>
<td>2</td>
<td>24,026</td>
<td>24,761</td>
<td>25,496</td>
<td>26,496</td>
</tr>
<tr>
<td>37</td>
<td>3</td>
<td>24,491</td>
<td>25,226</td>
<td>25,961</td>
<td>26,961</td>
</tr>
<tr>
<td>38</td>
<td>4</td>
<td>25,192</td>
<td>25,927</td>
<td>26,662</td>
<td>27,662</td>
</tr>
<tr>
<td>39</td>
<td>5</td>
<td>25,657</td>
<td>26,392</td>
<td>27,127</td>
<td>28,127</td>
</tr>
<tr>
<td>40</td>
<td>6</td>
<td>26,122</td>
<td>26,857</td>
<td>27,592</td>
<td>28,592</td>
</tr>
</tbody>
</table>
Six hundred dollars shall be paid annually to each classroom teacher who has at least twenty years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed in the “state minimum salary schedule”; (ii) shall be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

§18A-4-3. State minimum annual salary increments for principals and assistant principals.

In addition to any salary increments for principals and assistant principals, in effect on the first day of January, one thousand nine hundred ninety-six, and paid from local funds, and in addition to the county schedule in effect for teachers, the county board shall pay each principal, a principal’s salary increment and each assistant principal an assistant principal’s salary increment as prescribed by this section commencing on the first day of July, one thousand nine hundred ninety-six, from state funds appropriated for the salary increments.

State funds for this purpose shall be paid within the West Virginia public school support plan in accordance with article nine-a, chapter eighteen of this code.

The salary increment in this section for each principal shall be determined by multiplying the basic salary for
teachers in accordance with the classification of certification and of training of the principal as prescribed in this article, by the appropriate percentage rate prescribed in this section according to the number of teachers supervised.

STATE MINIMUM SALARY INCREMENT
RATES FOR PRINCIPALS

<table>
<thead>
<tr>
<th>No. of Teachers Supervised</th>
<th>Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-7</td>
<td>6.0%</td>
</tr>
<tr>
<td>8-14</td>
<td>6.5%</td>
</tr>
<tr>
<td>15-24</td>
<td>7.0%</td>
</tr>
<tr>
<td>25-38</td>
<td>7.5%</td>
</tr>
<tr>
<td>39-57</td>
<td>8.0%</td>
</tr>
<tr>
<td>58 and up</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

The salary increment in this section for each assistant principal shall be determined in the same manner as that for principals, utilizing the number of teachers supervised by the principal under whose direction the assistant principal works, except that the percentage rate shall be fifty percent of the rate prescribed for the principal.

Salaries for employment beyond the minimum employment term shall be at the same daily rate as the salaries for the minimum employment terms.

For the purpose of determining the number of teachers supervised by a principal, the county board shall use data for the second school month of the prior school term and the number of teachers shall be interpreted to mean the total number of professional educators assigned to each school on a full-time equivalency basis: Provided, That if there is a change in circumstances because of consolidation or catastrophe, the county board shall determine what is a reasonable number of supervised
No county may reduce local funds allocated for salary increments for principals and assistant principals in effect on the first day of January, one thousand nine hundred ninety-six, and used in supplementing the state minimum salaries as provided for in this article, unless forced to do so by defeat of a special levy, or a loss in assessed values or events over which it has no control and for which the county board has received approval from the state board prior to making the reduction.

Nothing in this section prevents a county board from providing, in a uniform manner, salary increments greater than those required by this section.

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

The purpose of this section is to establish an employment term and class titles for service personnel. The employment term for service personnel may be no less than ten months. A month is defined as twenty employment days: Provided, That the county board may contract with all or part of these service personnel for a longer term. The beginning and closing dates of the ten-month employment term may not exceed forty-three weeks.

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 are applicable.

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.

No service employee, without his or her agreement,
may be required to report for work more than five days per week and no part of any working day may be accumulated by the employer for future work assignments, unless the employee agrees thereto.

Should an employee whose regular work week is scheduled from Monday through Friday agree to perform any work assignments on a Saturday or Sunday, the employee shall be paid for at least one half day of work for each day he or she reports for work, and if the employee works more than three and one-half hours on any Saturday or Sunday, he or she shall be paid for at least a full day of work for each day.

Custodians, aides, maintenance, office and school lunch employees 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 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: Provided, That when engaged in duties of transporting students exclusively, aides shall not be regarded as working an interrupted schedule.

Upon the change in classification or upon meeting the requirements of an advanced classification of or by any employee, the employee's 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 the employee's advanced classification and allowable years of employment.

An employee's contract as provided in section 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
“Pay grade” means the monthly salary applicable to class titles of service personnel.

“Years of employment” means the number of years which an employee classified as service personnel has been employed by a board 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 or her 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 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 office to manage and supervise accounts payable and/or payroll procedures.

“Aide I” means those personnel selected and trained for teacher-aide classifications such as monitor aide, clerical aide, classroom aide or general aide.

“Aide II” means those personnel referred to in the “Aide I” classification who have completed a training program approved by the state board, or who hold a high school diploma or have received a general educational development certificate. Only personnel classified in an Aide II class title may be employed as an aide in any special education program.
“Aide III” means those personnel referred to in the “Aide I” classification who hold a high school diploma or a general educational development certificate, and have completed six semester hours of college credit at an institution of higher education or are employed as an aide in a special education program and have one year’s experience as an aide in special education.

“Aide IV” means personnel referred to in the “Aide I” classification who hold a high school diploma or a general educational development certificate and who have completed eighteen hours of state board-approved college credit at a regionally accredited institution of higher education, or who have completed fifteen hours of state board-approved college credit at a regionally accredited institution of higher education and successfully completed an in-service training program determined by the state board to be the equivalent of three hours of college credit.

“Audiovisual technician” means personnel employed to perform minor maintenance on audiovisual equipment, films, supplies and the filling of requests for equipment.

“Auditor” means personnel employed to examine and verify accounts of individual schools and to assist schools and school personnel in maintaining complete and accurate records of their accounts.

“Autism mentor” means personnel who work with autistic students and who meet standards and experience to be determined by the state board: Provided, That the state board shall determine these standards and experience on or before the first day of July, one thousand nine hundred ninety-two: Provided, however, That if any employee has held or holds an aide title and becomes employed as an autism mentor, the employee shall hold a multiclassification status that includes aide and autism mentor titles, in accordance with section eight-b of this article.
“Braille or sign language specialist” means personnel employed to provide braille and/or sign language assistance to students: Provided, That if any employee has held or holds an aide title and becomes employed as a braille or sign language specialist, the employee shall hold a multiclassification status that includes aide and braille or sign language specialist title, in accordance with section eight-b of this article.

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

“Buyer” means personnel employed to review and write specifications, negotiate purchase bids and recommend purchase agreements for materials and services that meet predetermined specifications at the lowest available costs.

“Cabinetmaker” means personnel employed to construct 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, approving requisitions for supplies and repairs, keeping inventories, 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 journeyman 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 general clerical tasks, prepare reports and tabulations and operate office machines.

“Computer operator” means qualified personnel employed 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 the 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 who are assigned to direct a department or division. Nothing herein may prohibit professional personnel or professional educators as defined in section one, article one of this chapter, from holding this class title, but
professional personnel may not be defined or classified as service personnel unless the professional personnel held a service personnel title under this section prior to holding class title of “director or coordinator of services”: Provided, That funding for professional personnel in positions classified as directors or coordinators of services who were assigned prior to the first day of May, one thousand nine hundred ninety-four, may not be required to be redirected from service personnel categories as a result of this provision until the first day of July, one thousand nine hundred ninety-six. Thereafter, directors or coordinators of service positions shall be classified as either a professional personnel or service personnel position for state aid formula funding purposes and funding for directors or coordinators of service positions shall be based upon the employment status of the director or coordinator either as a professional personnel or service personnel.

“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 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
"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.

"Mail clerk" means personnel employed to receive, sort, dispatch, deliver or otherwise handle letters, parcels and other mail.

"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.

"Multiclassification" means personnel employed to perform tasks that involve the combination of two or more class titles in this section. In such instances the minimum salary scale shall be the higher pay grade of the class titles involved.

"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.

"Paraprofessional" means a person certified pursuant to section two-a, article three of this chapter to perform duties in a support capacity including, but not limited to, facilitating in the instruction and direct or indirect supervision of pupils under the direction of a principal, a teacher or another designated professional educator:

Provided, That no person employed on the effective date of this section in the position of an aide may be reduced in force or transferred to create a vacancy for the employment of a paraprofessional: Provided, however, that if any employee has held or holds an aide title and becomes employed as a paraprofessional, the employee shall hold a multiclassification status that includes aide and paraprofessional titles in accordance with section eight-b of this article: Provided further, That once an employee who holds an aide title becomes certified as a paraprofessional and is required to perform duties that
may not be performed by an aide without paraprofessional certification, he or she shall receive the paraprofessional title pay grade.

"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 shelf 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 ensure 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 the employees from holding or being elevated to a higher classification.

"Secretary III" means personnel assigned to the county board 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 or any personnel who have served in a position which meets the definition of "Secretary II" or "Secretary III" herein for eight years.

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

"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 service personnel, each service employee is, notwithstanding any provisions in this code to the contrary, entitled to all service personnel employee rights, privileges and benefits provided under this or any other chapter of this code without regard to the employee's hours of employment or the methods or sources of compensation.

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 or she is employed.

The county boards shall review each service personnel employee job classification annually and shall reclassify all service employees as required by the job classifications. The state superintendent of schools is hereby authorized to withhold state funds appropriated pursuant to this article for salaries for service personnel who are improperly classified by the county boards. Further, the state superintendent shall order county boards to correct immediately any improper classification matter and with the assistance of the attorney general shall take any legal action necessary against any county board to
enforce the order.

No service employee, without his or her written consent, may be reclassified by class title, nor may a service employee, without his or her written consent, be relegated to any condition of employment which would result in a reduction of his or her salary, rate of pay, compensation or benefits earned during the current fiscal year or which would result in a reduction of his or her salary, rate of pay, compensation or benefits for which he or she would qualify by continuing in the same job position and classification held during that fiscal year and subsequent years.

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

Notwithstanding any provisions in this code to the contrary, service personnel who hold a continuing contract in a specific job classification and who are physically unable to perform the job's duties as confirmed by a physician chosen by the employee shall be given priority status over any employee not holding a continuing contract in filling other service personnel job vacancies if qualified as provided in section eight-e of this article.

§18A-4-8a. Service personnel minimum monthly salaries.

1 STATE MINIMUM PAY SCALE PAY GRADE
<table>
<thead>
<tr>
<th>Years of Employment</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>1,040.00</td>
<td>1,060.00</td>
<td>1,100.00</td>
<td>1,150.00</td>
<td>1,200.00</td>
<td>1,260.00</td>
</tr>
<tr>
<td>6</td>
<td>1,066.00</td>
<td>1,086.00</td>
<td>1,126.00</td>
<td>1,176.00</td>
<td>1,226.00</td>
<td>1,286.00</td>
</tr>
<tr>
<td>7</td>
<td>1,092.00</td>
<td>1,112.00</td>
<td>1,152.00</td>
<td>1,202.00</td>
<td>1,252.00</td>
<td>1,312.00</td>
</tr>
<tr>
<td>8</td>
<td>1,118.00</td>
<td>1,138.00</td>
<td>1,178.00</td>
<td>1,228.00</td>
<td>1,278.00</td>
<td>1,338.00</td>
</tr>
<tr>
<td>9</td>
<td>1,144.00</td>
<td>1,164.00</td>
<td>1,204.00</td>
<td>1,254.00</td>
<td>1,304.00</td>
<td>1,364.00</td>
</tr>
<tr>
<td>10</td>
<td>1,170.00</td>
<td>1,190.00</td>
<td>1,230.00</td>
<td>1,280.00</td>
<td>1,330.00</td>
<td>1,390.00</td>
</tr>
<tr>
<td>11</td>
<td>1,196.00</td>
<td>1,216.00</td>
<td>1,256.00</td>
<td>1,306.00</td>
<td>1,356.00</td>
<td>1,416.00</td>
</tr>
<tr>
<td>12</td>
<td>1,222.00</td>
<td>1,242.00</td>
<td>1,282.00</td>
<td>1,332.00</td>
<td>1,382.00</td>
<td>1,442.00</td>
</tr>
<tr>
<td>13</td>
<td>1,248.00</td>
<td>1,268.00</td>
<td>1,308.00</td>
<td>1,348.00</td>
<td>1,398.00</td>
<td>1,458.00</td>
</tr>
<tr>
<td>14</td>
<td>1,274.00</td>
<td>1,294.00</td>
<td>1,334.00</td>
<td>1,384.00</td>
<td>1,434.00</td>
<td>1,494.00</td>
</tr>
<tr>
<td>15</td>
<td>1,300.00</td>
<td>1,320.00</td>
<td>1,360.00</td>
<td>1,410.00</td>
<td>1,460.00</td>
<td>1,520.00</td>
</tr>
<tr>
<td>16</td>
<td>1,326.00</td>
<td>1,346.00</td>
<td>1,386.00</td>
<td>1,436.00</td>
<td>1,486.00</td>
<td>1,546.00</td>
</tr>
<tr>
<td>17</td>
<td>1,352.00</td>
<td>1,372.00</td>
<td>1,412.00</td>
<td>1,462.00</td>
<td>1,512.00</td>
<td>1,572.00</td>
</tr>
<tr>
<td>18</td>
<td>1,378.00</td>
<td>1,398.00</td>
<td>1,438.00</td>
<td>1,488.00</td>
<td>1,538.00</td>
<td>1,598.00</td>
</tr>
<tr>
<td>19</td>
<td>1,404.00</td>
<td>1,424.00</td>
<td>1,464.00</td>
<td>1,514.00</td>
<td>1,564.00</td>
<td>1,624.00</td>
</tr>
<tr>
<td>20</td>
<td>1,430.00</td>
<td>1,450.00</td>
<td>1,490.00</td>
<td>1,540.00</td>
<td>1,590.00</td>
<td>1,650.00</td>
</tr>
<tr>
<td>21</td>
<td>1,456.00</td>
<td>1,476.00</td>
<td>1,516.00</td>
<td>1,566.00</td>
<td>1,616.00</td>
<td>1,676.00</td>
</tr>
<tr>
<td>22</td>
<td>1,482.00</td>
<td>1,502.00</td>
<td>1,542.00</td>
<td>1,592.00</td>
<td>1,642.00</td>
<td>1,702.00</td>
</tr>
<tr>
<td>23</td>
<td>1,508.00</td>
<td>1,528.00</td>
<td>1,568.00</td>
<td>1,618.00</td>
<td>1,668.00</td>
<td>1,728.00</td>
</tr>
<tr>
<td>24</td>
<td>1,534.00</td>
<td>1,554.00</td>
<td>1,594.00</td>
<td>1,644.00</td>
<td>1,694.00</td>
<td>1,754.00</td>
</tr>
<tr>
<td>25</td>
<td>1,560.00</td>
<td>1,580.00</td>
<td>1,620.00</td>
<td>1,670.00</td>
<td>1,720.00</td>
<td>1,780.00</td>
</tr>
<tr>
<td>26</td>
<td>1,586.00</td>
<td>1,606.00</td>
<td>1,646.00</td>
<td>1,696.00</td>
<td>1,746.00</td>
<td>1,806.00</td>
</tr>
<tr>
<td>27</td>
<td>1,612.00</td>
<td>1,632.00</td>
<td>1,672.00</td>
<td>1,722.00</td>
<td>1,772.00</td>
<td>1,832.00</td>
</tr>
<tr>
<td>28</td>
<td>1,638.00</td>
<td>1,658.00</td>
<td>1,698.00</td>
<td>1,748.00</td>
<td>1,798.00</td>
<td>1,858.00</td>
</tr>
<tr>
<td>29</td>
<td>1,664.00</td>
<td>1,684.00</td>
<td>1,724.00</td>
<td>1,774.00</td>
<td>1,824.00</td>
<td>1,884.00</td>
</tr>
<tr>
<td>30</td>
<td>1,690.00</td>
<td>1,710.00</td>
<td>1,750.00</td>
<td>1,800.00</td>
<td>1,850.00</td>
<td>1,910.00</td>
</tr>
<tr>
<td>31</td>
<td>1,716.00</td>
<td>1,736.00</td>
<td>1,776.00</td>
<td>1,826.00</td>
<td>1,876.00</td>
<td>1,936.00</td>
</tr>
<tr>
<td>32</td>
<td>1,742.00</td>
<td>1,762.00</td>
<td>1,802.00</td>
<td>1,852.00</td>
<td>1,902.00</td>
<td>1,962.00</td>
</tr>
<tr>
<td>33</td>
<td>1,768.00</td>
<td>1,788.00</td>
<td>1,828.00</td>
<td>1,878.00</td>
<td>1,928.00</td>
<td>1,988.00</td>
</tr>
<tr>
<td>34</td>
<td>1,794.00</td>
<td>1,814.00</td>
<td>1,854.00</td>
<td>1,904.00</td>
<td>1,954.00</td>
<td>2,014.00</td>
</tr>
<tr>
<td>Years of Employment</td>
<td>G</td>
<td>H</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------</td>
<td>----</td>
<td>----</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>1,290.00</td>
<td>1,360.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>1,316.00</td>
<td>1,386.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1,342.00</td>
<td>1,412.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1,368.00</td>
<td>1,438.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1,394.00</td>
<td>1,464.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1,420.00</td>
<td>1,490.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>1,446.00</td>
<td>1,516.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1,472.00</td>
<td>1,542.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>1,498.00</td>
<td>1,568.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>1,524.00</td>
<td>1,594.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>1,550.00</td>
<td>1,620.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>1,576.00</td>
<td>1,646.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>1,602.00</td>
<td>1,672.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>1,628.00</td>
<td>1,698.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>1,654.00</td>
<td>1,724.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>1,680.00</td>
<td>1,750.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>1,706.00</td>
<td>1,776.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>1,732.00</td>
<td>1,802.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>1,758.00</td>
<td>1,828.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>1,784.00</td>
<td>1,854.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>1,810.00</td>
<td>1,880.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>1,836.00</td>
<td>1,906.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>1,862.00</td>
<td>1,932.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>1,888.00</td>
<td>1,958.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>1,914.00</td>
<td>1,984.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>1,940.00</td>
<td>2,010.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Class Title</td>
<td>Pay Grade</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-----------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accountant I</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accountant II</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accountant III</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aide I</td>
<td>A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aide II</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aide III</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aide IV</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audiovisual Technician</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auditor</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Autism Mentor</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Braille or Sign Language Specialist</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bus Operator</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Buyer</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cabinetmaker</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cafeteria Manager</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carpenter I</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carpenter II</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Mechanic</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clerk I</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clerk II</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Operator</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cook I</td>
<td>A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cook II</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cook III</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crew Leader</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Custodian I</td>
<td>A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Custodian II</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Custodian III</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Custodian IV</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director or Coordinator of Services</td>
<td>H</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Draftsman</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Occupation</td>
<td>Grade</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------</td>
<td>-------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102</td>
<td>Electrician I</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>103</td>
<td>Electrician II</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>104</td>
<td>Electronic Technician I</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>105</td>
<td>Electronic Technician II</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>106</td>
<td>Executive Secretary</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>107</td>
<td>Food Services Supervisor</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>108</td>
<td>Foreman</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>109</td>
<td>General Maintenance</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>110</td>
<td>Glazier</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>111</td>
<td>Graphic Artist</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>112</td>
<td>Groundsman</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>113</td>
<td>Handyman</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>114</td>
<td>Heating and Air Conditioning Mechanic I</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>115</td>
<td>Heating and Air Conditioning Mechanic II</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>116</td>
<td>Heavy Equipment Operator</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>117</td>
<td>Inventory Supervisor</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>118</td>
<td>Key Punch Operator</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>119</td>
<td>Locksmith</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>120</td>
<td>Lubrication Man</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>121</td>
<td>Machinist</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>Mail Clerk</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>123</td>
<td>Maintenance Clerk</td>
<td>C</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>124</td>
<td>Mason</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>125</td>
<td>Mechanic</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>126</td>
<td>Mechanic Assistant</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>127</td>
<td>Office Equipment Repairman I</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>128</td>
<td>Office Equipment Repairman II</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>129</td>
<td>Painter</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>130</td>
<td>Paraprofessional</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>131</td>
<td>Plumber I</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>132</td>
<td>Plumber II</td>
<td>G</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>133</td>
<td>Printing Operator</td>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>134</td>
<td>Printing Supervisor</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>135</td>
<td>Programmer</td>
<td>H</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>136</td>
<td>Roofing/Sheet Metal Mechanic</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>137</td>
<td>Sanitation Plant Operator</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>138</td>
<td>School Bus Supervisor</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>139</td>
<td>Secretary I</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>140</td>
<td>Secretary II</td>
<td>E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>141</td>
<td>Secretary III</td>
<td>F</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(1) The minimum monthly pay for each 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 pay grade" and the minimum monthly pay for each 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 pay grade" set forth in this section.

(2) An additional ten dollars per month shall be added to the minimum monthly pay of each service employee who holds a high school diploma or its equivalent.

(3) An additional ten dollars per month shall also be added to the minimum monthly pay of each service employee who holds twelve college hours or comparable credit obtained in a trade or vocational school as approved by the state board.

(4) When any part of a school service employee's daily shift of work is performed between the hours of six o'clock p.m. and five o'clock a.m. the following day, the employee shall be paid no less than an additional ten dollars per month and one half of the pay shall be paid with local funds.

(5) Any service employee required to work on any legal school holiday shall be paid at a rate one and one-half times the employee's usual hourly rate.

(6) Any full-time service personnel required to work in excess of their normal working day during any week which contains a school holiday for which they are paid shall be paid for the additional hours or fraction of the
additional hours at a rate of one and one-half times their usual hourly rate and paid entirely from county board funds.

(7) No service employee may have his or her daily work schedule changed during the school year without the employee's written consent, and the employee's required daily work hours may not be changed to prevent the payment of time and one-half wages or the employment of another employee.

(8) The minimum hourly rate of pay for extra duty assignments as defined in section eight-b of this article shall be no less than one seventh of the employee's daily total salary for each hour the employee is involved in performing the assignment and paid entirely from local funds: Provided, That an alternative minimum hourly rate of pay for performing extra duty assignments within a particular category of employment may be utilized if the alternate hourly rate of pay is approved both by the county board and by the affirmative vote of a two-thirds majority of the regular full-time employees within that classification category of employment within that county: Provided, however, That the vote shall be by secret ballot if so requested by a service personnel employee within that classification category within that county. The salary for any fraction of an hour the employee is involved in performing the assignment shall be prorated accordingly. When performing extra duty assignments, employees who are regularly employed on a one-half day salary basis shall receive the same hourly extra duty assignment pay computed as though the employee were employed on a full-day salary basis.

(9) The minimum pay for any service personnel employees engaged in the removal of asbestos material or related duties required for asbestos removal shall be their regular total daily rate of pay and no less than an additional three dollars per hour or no less than five dollars per hour for service personnel supervising asbestos removal responsibilities for each hour these
employees are involved in asbestos related duties. Related duties required for asbestos removal include, but are not limited to, travel, preparation of the work site, removal of asbestos decontamination of the work site, placing and removal of equipment and removal of structures from the site. If any member of an asbestos crew is engaged in asbestos related duties outside of the employee’s regular employment county, the daily rate of pay shall be no less than the minimum amount as established in the employee’s regular employment county for asbestos removal and an additional thirty dollars per day the employee is engaged in asbestos removal and related duties. The additional pay for asbestos removal and related duties shall be payable entirely from county funds. Before service personnel employees may be utilized in the removal of asbestos material or related duties, they shall have completed a federal Environmental Protection Act approved training program and be licensed. The employer shall provide all necessary protective equipment and maintain all records required by the Environmental Protection Act.

(10) For the purpose of qualifying for additional pay as provided in section eight, article five of this chapter, an aide shall be considered to be exercising the authority of a supervisory aide and control over pupils if the aide is required to supervise, control, direct, monitor, escort or render service to a child or children when not under the direct supervision of certificated professional personnel within the classroom, library, hallway, lunchroom, gymnasium, school building, school grounds or wherever supervision is required. For purposes of this section, “under the direct supervision of certificated professional personnel” means that certificated professional personnel is present, with and accompanying the aide.

§18A-4-8b. Seniority rights for school service personnel.

A county board shall make decisions affecting promotions and the filling of any service personnel positions of employment or jobs occurring throughout the school year
that are to be performed by service personnel as provided in section eight of this article, on the basis of seniority, qualifications and evaluation of past service.

Qualifications shall mean that the applicant holds a classification title in his category of employment as provided in this section and must be given first opportunity for promotion and filling vacancies. Other employees then must be considered and shall qualify by meeting the definition of the job title as defined in section eight of this article, that relates to the promotion or vacancy. If requested by the employee, the board must show valid cause why an employee with the most seniority is not promoted or employed in the position for which he or she applies. Applicants shall be considered in the following order:

1. Regularly employed service personnel;
2. Service personnel whose employment has been discontinued in accordance with this section;
3. Professional personnel who held temporary service personnel jobs or positions prior to the ninth day of June, one thousand nine hundred eighty-two, and who apply only for such temporary jobs or positions;
4. Substitute service personnel; and
5. New service personnel.

The county board may not prohibit a service employee from retaining or continuing his employment in any positions or jobs held prior to the effective date of this section and thereafter.

A promotion shall be defined as any change in his employment that the employee deems to improve his working circumstance within his classification category of employment and shall include a transfer to another classification category or place of employment if the position is not filled by an employee who holds a title within that classification category of employment. Each class title listed in section eight of this article shall be
considered a separate classification category of employment for service personnel, except for those class titles having Roman numeral designations, which shall be considered a single classification of employment. The cafeteria manager class title shall be included in the same classification category as cooks. The executive secretary class title shall be included in the same classification category as secretaries. Paraprofessional, autism mentor and braille or sign language specialist class titles shall be included in the same classification category as aides.

For purposes of determining seniority under this section an employee's seniority begins on the date that he or she enters into his assigned duties.

Notwithstanding any other provisions of this chapter to the contrary, decisions affecting service personnel with respect to extra-duty assignments shall be made in the following manner: An employee with the greatest length of service time in a particular category of employment shall be given priority in accepting extra duty assignments, followed by other fellow employees on a rotating basis according to the length of their service time until all such employees have had an opportunity to perform similar assignments. The cycle then shall be repeated: Provided, That an alternative procedure for making extra-duty assignments within a particular classification category of employment may be utilized if the alternative procedure is approved both by the county board and by an affirmative vote of two thirds of the employees within that classification category of employment. For the purpose of this section, “extra-duty assignments” are defined as irregular jobs that occur periodically or occasionally such as, but not limited to, field trips, athletic events, proms, banquets and band festival trips.

Boards shall be required to post and date notices of all job vacancies of established existing or newly created positions in conspicuous working places for all school
service employees to observe for at least five working
days. The notice of the job vacancies shall include the
job description, the period of employment, the amount of
pay and any benefits and other information that is
helpful to the employees to understand the particulars of
the job. After the five day minimum posting period all
vacancies shall be filled within twenty working days
from the posting date notice of any job vacancies of
established existing or newly created positions.

All decisions by county boards concerning reduction in
work force of service personnel shall be made on the
basis of seniority, as provided in this section.

The seniority of any service personnel shall be deter-
mined on the basis of the length of time the employee has
been employed by the county board within a particular
job classification. For the purpose of establishing
seniority for a preferred recall list as provided in this
section, when an employee has been employed in one or
more classifications, the seniority accrued in each
previous classification shall be retained by the employee.

If a county board is required to reduce the number of
employees within a particular job classification, the
employee with the least amount of seniority within that
classification or grades of classification shall be properly
released and employed in a different grade of that
classification if there is a job vacancy: Provided, That if
there is no job vacancy for employment within the
classification or grades of classification, he or she shall
be employed in any other job classification which he or
she previously held with the county board if there is a
vacancy and shall retain any seniority accrued in the job
classification or grade of classification.

If two or more employees accumulate identical senior-
ity, the priority shall be determined by a random selec-
tion system established by the employees and approved
by the county board.

All employees whose seniority with the county board
enr. s. b. no. 590] 48

115 is insufficient to allow their retention by the county
116 board during a reduction in work force shall be placed
117 upon a preferred recall list and shall be recalled to
118 employment by the county board on the basis of senior-
119 ity.

120 Employees placed upon the preferred list shall be
121 recalled to any position openings by the county board
122 within the classification(s), where they had previously
123 been employed, or to any lateral position for which the
124 employee is qualified or to a lateral area for which an
125 employee has certification and/or licensure.

126 Employees on the preferred recall list shall not forfeit
127 their right to recall by the county board if compelling
128 reasons require an employee to refuse an offer of reem-
129 ployment by the county board.

130 The county board shall notify all employees on the
131 preferred recall list of all position openings that from
132 time to time exist. The notice shall be sent by certified
133 mail to the last known address of the employee; it is the
134 duty of each such employee to notify the county board of
135 any change in the address of the employee.

136 No position openings may be filled by the county
137 board, whether temporary or permanent, until all
138 employees on the preferred recall list have been properly
139 notified of existing vacancies and have been given an
140 opportunity to accept reemployment.

141 Any board failing to comply with the provisions of this
142 article may be compelled to do so by mandamus and is
143 liable to any party prevailing against the board for court
144 costs and the prevailing party’s reasonable attorney fee,
145 as determined and established by the court. Further,
146 employees denied promotion or employment in violation
147 of this section shall be awarded the job, pay and any
148 applicable benefits retroactively to the date of the
149 violation and shall be paid entirely from local funds.
150 Further, the board is liable to any party prevailing
151 against the board for any court reporter costs including
§18A-4-8g. Determination of seniority for service personnel.

1 The seniority for service personnel shall be determined in the following manner:

2 Seniority accumulation for a regular school service employee begins on the date the employee enters upon regular employment duties pursuant to a contract as provided in section five, article two of this chapter and continues until the employee's employment as a regular employee is severed with the county board. Seniority shall not cease to accumulate when an employee is absent without pay as authorized by the county board or the absence is due to illness or other reasons over which the employee has no control as authorized by the county board. Seniority accumulation for a substitute employee shall begin upon the date the employee enters upon the duties of a substitute as provided in section fifteen of this article, after executing with the board a contract of employment as provided in section five, article two of this chapter. The seniority of a substitute employee, once established, shall continue until such employee enters into the duties of a regular employment contract as provided in section five, article two of this chapter or employment as a substitute with the county board is severed. Seniority of a regular or substitute employee shall continue to accumulate except during the time when an employee is willfully absent from employment duties because of a concerted work stoppage or strike or is suspended without pay.

28 For all purposes including the filling of vacancies and reduction in force, seniority shall be accumulated within particular classification categories of employment as those classification categories are referred to in section eight-e of this article: Provided, That when implementing a reduction in force, an employee with the least seniority within a particular classification category shall be properly released and placed on the preferred recall list. The particular classification title held by an em-
ployee within the classification category shall not be
taken into consideration when implementing a reduction
in force.

On or before the first day of September and the
fifteenth day of January of each school year, county
boards shall post at each county school or working
station the current seniority list or lists of each school
service classification. Each list shall contain the name of
each regularly employed school service personnel
employed in each classification and the date that each
employee began performing his or her assigned duties in
each classification. Current seniority lists of substitute
school service personnel shall be available to employees
upon request at the county board office.

The seniority of an employee who transfers out of a
class title or classification category of employment and
subsequently returns to that class title or classification
category of employment shall be calculated as follows:

The county board shall establish the number of calen-
dar days between the date the employee left the class
title or category of employment in question and the date
of return to the class title or classification category of
employment. This number of days shall be added to the
employee’s initial seniority date to establish a new
beginning seniority date within the class title or clas-
sification category. The employee shall then be consid-
ered as having held uninterrupted service within the
class title or classification category from the newly
established seniority date. The seniority of an employee
who has had a break in the accumulation of seniority as
a result of being willfully absent from employment
duties because of a concerted work stoppage or strike
shall be calculated in the same manner.

A substitute school service employee shall acquire
regular employment status and seniority if said employee
receives a position pursuant to subsections (2) and (5),
section fifteen of this article: Provided, That a substitute
employee who accumulates regular employee seniority
while holding a position acquired pursuant to said subsections shall simultaneously accumulate substitute seniority. County boards shall not be prohibited from providing any benefits of regular employment for substitute employees, but the benefits shall not include regular employee status and seniority.

If two or more employees accumulate identical seniority, the priority shall be determined by a random selection system established by the employees and approved by the county board.

A board shall conduct the random selection within thirty days upon the employees establishing an identical seniority date. All employees with an identical seniority date within the same class title or classification category shall participate in the random selection. As long as the affected employees hold identical seniority within the same classification category, the initial random selection conducted by the board shall be permanent for the duration of the employment within the same classification category of the employees by the board. This random selection priority shall apply to the filling of vacancies and to the reduction in force of school service personnel: Provided, That if another employee or employees subsequently acquire seniority identical to the employees involved in the original random selection, a second random selection shall be held within thirty days to determine the seniority ranking of the new employee or employees within the group. The priority between the employees who participated in the original random selection shall remain the same. The second random selection will be performed by placing numbered pieces of paper equal to the number of employees with identical seniority in a container. The employees who were not involved in the original random selection will draw a number from the container which will determine their seniority within the group as a whole. This process will be repeated if additional employees subsequently acquire identical seniority. The same process will be utilized if additional employees are subsequently discov-
Service personnel who are employed in a classification category of employment at the time when a vacancy is posted in the same classification category of employment shall be given first opportunity to fill the vacancy.

Seniority acquired as a substitute and as a regular employee shall be calculated separately and shall not be combined for any purpose. Seniority acquired within different classification categories shall be calculated separately: Provided, That when a school service employee makes application for a position outside of the classification category currently held, if the vacancy is not filled by an applicant within the classification category of the vacancy, the applicant shall combine all regular employment seniority acquired for the purposes of bidding on the position.

School service personnel who hold multi-classification titles shall accrue seniority in each classification category of employment which said employee holds and shall be considered an employee of each classification category contained within his or her multi-classification title. Multi-classified employees shall be subject to reduction in force in any category of employment contained within their multi-classification title based upon the seniority accumulated within said category of employment: Provided, That if a multi-classified employee is reduced in force in one classification category, said employee shall retain employment in any of the other classification categories that he holds within his multi-classification title. In such a case, the county board shall delete the appropriate classification title or classification category from the contract of the multi-classified employee.

When applying to fill a vacancy outside the classification categories held by the multi-classified employee, seniority acquired simultaneously in different classification-
tion categories shall be calculated as if accrued in one classification category only.

The seniority conferred in this section applies retroactively to all affected school service personnel, but the rights incidental thereto shall commence as of the effective date of this section.

§18A-4-8h. Limitation on number of school service personnel positions to be held by an employee.

Upon the effective date of this section, no school service personnel shall be permitted to become employed in more than one regular full-day position, nor more than two one-half day positions at the same time:

Provided, That nothing herein shall be construed to prohibit a school service personnel from holding an extracurricular assignment or assignments, as provided in section sixteen of this article, or summer positions, as provided in section thirty-nine, article five, chapter eighteen of this code, nor from performing extra-duty assignments, as provided in section eight-b of this article, in addition to his or her regular position.

§18A-4-15. Employment of service personnel substitutes.

The county board shall employ and the county superintendent, subject to the approval of the county board, shall assign substitute service personnel on the basis of seniority to perform any of the following duties:

(1) To fill the temporary absence of another service employee;

(2) To fill the position of a regular service employee on leave of absence: Provided, That if such leave of absence is to extend beyond thirty days, the board, within twenty working days from the commencement of the leave of absence, shall give regular employee status to a person hired to fill such position. The person employed on a regular basis shall be selected under the procedure set forth in section eight-b of this article. The substitute shall hold such position and regular employee status only...
16 until the regular employee shall be returned to such
17 position and the substitute shall have and shall be
18 accorded all rights, privileges and benefits pertaining to
19 such position: Provided, however, That if a regular or
20 substitute employee fills a vacancy that is related to a
21 leave of absence in any manner as provided herein, upon
22 termination of the leave of absence said employee shall
23 be returned to his or her original position;

24 (3) To perform the service of a service employee who is
25 authorized to be absent from duties without loss of pay;

26 (4) To temporarily fill a vacancy in a permanent
27 position caused by severance of employment by the
28 resignation, transfer, retirement, permanent disability,
29 dismissal pursuant to section eight, article two of this
30 chapter, or death of the regular service employee who
31 had been assigned to fill such position: Provided, That
32 within twenty working days from the commencement of
33 the vacancy, the board shall fill such vacancy under the
34 procedures set out in section eight-b of this article and
35 section five, article two of this chapter and such person
36 hired to fill the vacancy shall have and shall be accorded
37 all rights, privileges and benefits pertaining to such
38 position;

39 (5) To fill the vacancy created by a regular employee's
40 suspension: Provided, That if the suspension is for more
41 than thirty working days the substitute service employee
42 shall be assigned to fill the vacancy on a regular basis
43 and shall have and be accorded all rights, privileges and
44 benefits pertaining to such position until such termina-
45 tion by the county board becomes final. If the suspended
46 employee is not returned to his job, the board shall fill
47 the vacancy under the procedures set out in section
48 eight-b of this article and section five, article two of this
49 chapter; and

50 (6) To temporarily fill a vacancy in a newly created
51 position prior to employment of a service personnel on a
52 regular basis under the procedure set forth in section
53 eight-b of this article.
Substitutes shall be assigned in the following manner:

A substitute with the greatest length of service time, that is, from the date he began his assigned duties as a substitute in that particular category of employment, shall be given priority in accepting the assignment throughout the period of the regular employee's absence or until the vacancy is filled on a regular basis under the procedures set out in section eight-b of this article. All substitutes shall be employed on a rotating basis according to the length of their service time until each substitute has had an opportunity to perform similar assignments: Provided, That if there are regular service employees employed in the same building or working station as the absent employee and who are employed in the same classification category of employment, such regular employees shall be first offered the opportunity to fill the position of the absent employee on a rotating and seniority basis with the substitute then filling the regular employee's position. A regular employee assigned to fill the position of an absent employee shall be given the opportunity to hold that position throughout such absence.

The salary of a substitute service employee shall be based upon his years of employment as defined in section eight of this article and as provided in the state minimum pay scale set forth in section eight-a of this article and shall be in accordance with the salary schedule of persons regularly employed in the same position in the county in which he is employed.

Before any substitute service employee enters upon his or her duties, he shall execute with the county board a written contract as provided in section five, article two of this chapter.

To establish a uniform system of providing a fair and equitable opportunity for substitutes to enter upon their duties for the first time, the following method shall be used: The initial order of assigning newly employed substitutes shall be determined by a random selection.
system established by the affected substitute employees and approved by the county board. This initial priority order shall be in effect only until the substitute service personnel have entered upon their duties for the first time.

Substitute service employees who have worked thirty days for a school system shall have all rights pertaining to suspension, dismissal and contract renewal as is granted to regular service personnel in sections six, seven, eight and eight-a, article two of this chapter.

§18A-4-16. Extracurricular assignments.

1 (1) The assignment of teachers and service personnel to extracurricular assignments shall be made only by mutual agreement of the employee and the superintendent, or designated representative, subject to board approval. Extracurricular duties shall mean, but not be limited to, any activities that occur at times other than regularly scheduled working hours, which include the instructing, coaching, chaperoning, escorting, providing support services or caring for the needs of students, and which occur on a regularly scheduled basis: Provided, That all school service personnel assignments shall be considered extracurricular assignments, except such assignments as are considered either regular positions, as provided by section eight of this article, or extra-duty assignments, as provided by section eight-b of this article.

2 (2) The employee and the superintendent, or a designated representative, subject to board approval, shall mutually agree upon the maximum number of hours of extracurricular assignment in each school year for each extracurricular assignment.

3 (3) The terms and conditions of the agreement between the employee and the board shall be in writing and signed by both parties.

4 (4) An employee's contract of employment shall be separate from the extracurricular assignment agreement
provided for in this section and shall not be conditioned
upon the employee's acceptance or continuance of any
extracurricular assignment proposed by the superinten-
dent, a designated representative, or the board.

(5) The board shall fill extracurricular school service
personnel assignments and vacancies in accordance with
section eight-b of this article: Provided, That an alterna-
tive procedure for making extracurricular school service
personnel assignments within a particular classification
category of employment may be utilized if the alterna-
tive procedure is approved both by the county board and
by an affirmative vote of two thirds of the employees
within that classification category of employment.

ARTICLE 5. AUTHORITY; RIGHTS; RESPONSIBILITY.

§18A-5-8. Authority of certain aides to exercise control over pupils; compensation; transfers.

(a) Within the limitations provided herein, any aide
who agrees to do so shall stand in the place of the parent
or guardian and shall exercise such authority and control
over pupils as is required of a teacher as defined and
provided in section one of this article. The principal shall
designate aides in the school who agree to exercise that
authority on the basis of seniority as an aide and shall
enumerate the instances in which the authority shall be
exercised by an aide when requested by the principal,
assistant principal or professional employee to whom the
aide is assigned: Provided, That the authority does not
extend to suspending or expelling any pupil, participat-
ing in the administration of corporal punishment or
performing instructional duties as a teacher or substitute
teacher.

An aide designated by the principal under this subsec-
tion shall receive a salary not less than one pay grade
above the highest pay grade held by the employee under
section eight-a, article four of this chapter, and any
county salary schedule in excess of the minimum re-
quirements of this article.
(b) An aide may not be required by the operation of this section to perform noninstructional duties for an amount of time which exceeds that required under the aide's contract of employment or that required of other aides in the same school, unless the assignment of such duties is mutually agreed upon by the aide and the county superintendent, or the superintendent's designated representative, subject to board approval. The terms and conditions of the agreement shall be in writing, signed by both parties, and may include additional benefits. The agreement shall be uniform as to aides assigned similar duties for similar amounts of time within the same school. Aides shall have the option of agreeing to supervise students and of renewing related assignments annually: Provided, That should an aide elect not to renew the previous agreement to supervise students, the minimum salary of the aide shall revert to the pay grade specified in section eight-a, article four of this chapter for the classification title held by the aide and any county salary schedule in excess of the minimum requirements of this article.

(c) For the purposes of this section, aide shall mean and include any aide class title as defined in section eight, article four of this chapter, regardless of numeric classification.

(d) An aide may transfer to another position of employment one time only during any one half of a school term, unless otherwise mutually agreed upon by the aide and the county superintendent, or the superintendent's designee, subject to board approval: Provided, That during the first year of employment as an aide, an aide may not transfer to another position of employment during the first one-half school term of employment, unless mutually agreed upon by the aide and county superintendent, subject to board approval.

(e) Regular service personnel employed in a category of employment other than aide who seek employment as an aide shall hold a high school diploma or shall have
received a general educational development certificate and shall have the opportunity to receive appropriate training pursuant to subsection (10), section thirteen, article five, chapter eighteen of this code and section two, article twenty of said chapter.
That Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

Chairman Senate Committee

Chairman House Committee

Originated in the Senate.
To take effect July 1, 1996.

Clerk of the Senate

Clerk of the House of Delegates

President of the Senate

Speaker House of Delegates

The within is approved this the 20th day of March, 1996.

Governor