

FILED

2005 SEP 30 P 4: 26

OFFICE WEST VIRGINIA
SECRETARY OF STATE

WEST VIRGINIA LEGISLATURE

47th Extraordinary Session, 2005

ENROLLED

SENATE BILL NO. 4008

(By Senators Tomblin, Mr. President, and Sprouse,)
By Request of the Executive)

PASSED September 13, 2005

In Effect from **Passage**

FILED

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Senate Bill No. 4008

(BY SENATORS TOMBLIN, MR. PRESIDENT, AND SPROUSE,
BY REQUEST OF THE EXECUTIVE)

[Passed September 13, 2005; in effect from passage.]

AN ACT to amend and reenact §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as amended, all relating to salaries for teachers and school service personnel; adopting state minimum salary schedules for teachers; providing for incremental salary increases for teachers; and providing minimum pay grade scales for school service personnel.

Be it enacted by the Legislature of West Virginia:

That §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as amended, be amended and reenacted, all to read as follows:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-2. State minimum salaries for teachers.

- 1 (a) Each teacher shall receive the amount prescribed in
- 2 the 2005-06 State Minimum Salary Schedule I as set forth
- 3 in this section, specific additional amounts prescribed in

4 this section or article and any county supplement in effect
5 in a county pursuant to section five-a of this article during
6 the contract year: *Provided*, That beginning on the first
7 day of the second quarter of the teacher's employment
8 term in the school year two thousand five-two thousand
9 six through the thirtieth day of June, two thousand six,
10 each teacher shall receive the amount prescribed in the
11 2005-06 State Minimum Salary Schedule II as set forth in
12 this section, specific additional amounts prescribed in this
13 section or article and any county supplement in effect in a
14 county pursuant to section five-a of this article during the
15 contract year: *Provided, however*, That any salary increase
16 that a teacher is entitled to receive as a result of the
17 enactment of the 2005-06 State Minimum Salary Schedule
18 II shall not be paid until the first pay date after the first
19 day of November, two thousand five.

20 Effective the first day of July, two thousand six, through
21 the thirtieth day of June, two thousand seven, each teacher
22 shall receive the amount prescribed in the 2006-07 State
23 Minimum Salary Schedule as set forth in this section,
24 specific additional amounts prescribed in this section or
25 article and any county supplement in effect in a county
26 pursuant to section five-a of this article during the con-
27 tract year.

28 Effective the first day of July, two thousand seven,
29 through the thirtieth day of June, two thousand eight, each
30 teacher shall receive the amount prescribed in the 2007-08
31 State Minimum Salary Schedule as set forth in this
32 section, specific additional amounts prescribed in this
33 section or article and any county supplement in effect in a
34 county pursuant to section five-a of this article during the
35 contract year.

36 Effective the first day of July, two thousand eight, and
37 thereafter, each teacher shall receive the amount pre-
38 scribed in the 2008-09 State Minimum Salary Schedule as
39 set forth in this section, specific additional amounts
40 prescribed in this section or article and any county supple-

41 ment in effect in a county pursuant to section five-a of this
42 article during the contract year.

2005-06 STATE MINIMUM SALARY SCHEDULE I

(1) Years Exp.	(2) 4 th Class	(3) 3 rd Class	(4) 2 nd Class	(5) A.B. A.B.	(6) +15 +15	(7) M.A. M.A.	(8) +15 +15	(9) M.A. M.A.	(10) +30 +30	(11) +45 +45	(11) Doc- torate
0	21,888	22,525	22,780	23,990	24,725	26,433	27,168	27,903	28,638	29,638	
1	22,205	22,842	23,097	24,491	25,226	26,934	27,669	28,404	29,139	30,139	
2	22,522	23,160	23,415	24,992	25,727	27,435	28,170	28,905	29,640	30,640	
3	22,840	23,477	23,732	25,493	26,228	27,936	28,671	29,406	30,141	31,141	
4	23,393	24,030	24,286	26,230	26,965	28,673	29,408	30,143	30,878	31,878	
5	23,710	24,348	24,603	26,731	27,466	29,174	29,909	30,644	31,379	32,379	
6	24,028	24,665	24,920	27,232	27,967	29,675	30,410	31,145	31,880	32,880	
7		24,982	25,238	27,733	28,468	30,176	30,911	31,646	32,381	33,381	
8		25,300	25,555	28,234	28,969	30,677	31,412	32,147	32,882	33,882	
9			25,872	28,735	29,470	31,178	31,913	32,648	33,383	34,383	
10			26,189	29,237	29,972	31,680	32,415	33,150	33,885	34,885	
11				29,738	30,473	32,181	32,916	33,651	34,386	35,386	
12				30,239	30,974	32,682	33,417	34,152	34,887	35,887	
13				30,740	31,475	33,183	33,918	34,653	35,388	36,388	
14						33,684	34,419	35,154	35,889	36,889	
15						34,185	34,920	35,655	36,390	37,390	
16						34,686	35,421	36,156	36,891	37,891	
17								36,657	37,392	38,392	
18								37,158	37,893	38,893	
19								37,659	38,394	39,394	

2005-06 STATE MINIMUM SALARY SCHEDULE II

(1) Years Exp.	(2) 4 th Class	(3) 3 rd Class	(4) 2 nd Class	(5) A.B. A.B.	(6) +15 +15	(7) M.A. M.A.	(8) +15 +15	(9) M.A. M.A.	(10) +30 +30	(11) +45 +45	(11) Doc- torate
0	23,238	23,875	24,130	25,340	26,075	27,783	28,518	29,253	29,988	30,988	
1	23,555	24,192	24,447	25,841	26,576	28,284	29,019	29,754	30,489	31,489	
2	23,872	24,510	24,765	26,342	27,077	28,785	29,520	30,255	30,990	31,990	
3	24,190	24,827	25,082	26,843	27,578	29,286	30,021	30,756	31,491	32,491	
4	24,743	25,380	25,636	27,580	28,315	30,023	30,758	31,493	32,228	33,228	
5	25,060	25,698	25,953	28,081	28,816	30,524	31,259	31,994	32,729	33,729	
6	25,378	26,015	26,270	28,582	29,317	31,025	31,760	32,495	33,230	34,230	
7	25,696	26,332	26,588	29,083	29,818	31,526	32,261	32,996	33,731	34,731	

8	26,650	26,905	29,584	30,319	32,027	32,762	33,497	34,232	35,232
9	26,968	27,222	30,085	30,820	32,528	33,263	33,998	34,733	35,733
10		27,539	30,587	31,322	33,030	33,765	34,500	35,235	36,235
11		27,856	31,088	31,823	33,531	34,266	35,001	35,736	36,736
12			31,589	32,324	34,032	34,767	35,502	36,237	37,237
13			32,090	32,825	34,533	35,268	36,003	36,738	37,738
14			32,591	33,326	35,034	35,769	36,504	37,239	38,239
15					35,535	36,270	37,005	37,740	38,740
16					36,036	36,771	37,506	38,241	39,241
17					36,537	37,272	38,007	38,742	39,742
18							38,508	39,243	40,243
19							39,009	39,744	40,744
20							39,510	40,245	41,245

2006-07 STATE MINIMUM SALARY SCHEDULE

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Years	4 th	3 rd	2 nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doc-
Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
0	23,238	23,875	24,130	25,340	26,075	27,783	28,518	29,253	29,988	30,988
1	23,555	24,192	24,447	25,841	26,576	28,284	29,019	29,754	30,489	31,489
2	23,872	24,510	24,765	26,342	27,077	28,785	29,520	30,255	30,990	31,990
3	24,190	24,827	25,082	26,843	27,578	29,286	30,021	30,756	31,491	32,491
4	24,743	25,380	25,636	27,580	28,315	30,023	30,758	31,493	32,228	33,228
5	25,060	25,698	25,953	28,081	28,816	30,524	31,259	31,994	32,729	33,729
6	25,378	26,015	26,270	28,582	29,317	31,025	31,760	32,495	33,230	34,230
7	25,696	26,332	26,588	29,083	29,818	31,526	32,261	32,996	33,731	34,731
8	26,014	26,650	26,905	29,584	30,319	32,027	32,762	33,497	34,232	35,232
9	26,332	26,968	27,222	30,085	30,820	32,528	33,263	33,998	34,733	35,733
10	26,650	27,286	27,539	30,587	31,322	33,030	33,765	34,500	35,235	36,235
11		27,604	27,856	31,088	31,823	33,531	34,266	35,001	35,736	36,736
12		27,922	28,173	31,589	32,324	34,032	34,767	35,502	36,237	37,237
13			28,490	32,090	32,825	34,533	35,268	36,003	36,738	37,738
14			28,807	32,591	33,326	35,034	35,769	36,504	37,239	38,239
15				33,092	33,827	35,535	36,270	37,005	37,740	38,740
16				33,593	34,328	36,036	36,771	37,506	38,241	39,241
17				34,094	34,829	36,537	37,272	38,007	38,742	39,742
18						37,038	37,773	38,508	39,243	40,243
19						37,539	38,274	39,009	39,744	40,744
20						38,040	38,775	39,510	40,245	41,245
21								40,011	40,746	41,746

22	40,512	41,247	42,247
23	41,013	41,748	42,748

2007-08 STATE MINIMUM SALARY SCHEDULE

(1) Years Exp.	(2) 4 th Class	(3) 3 rd Class	(4) 2 nd Class	(5) A.B. A.B.	(6) A.B. +15	(7) M.A. M.A.	(8) M.A. +15	(9) M.A. +30	(10) M.A. +45	(11) Doc- torate
0	23,238	23,875	24,130	25,340	26,075	27,783	28,518	29,253	29,988	30,988
1	23,555	24,192	24,447	25,841	26,576	28,284	29,019	29,754	30,489	31,489
2	23,872	24,510	24,765	26,342	27,077	28,785	29,520	30,255	30,990	31,990
3	24,190	24,827	25,082	26,843	27,578	29,286	30,021	30,756	31,491	32,491
4	24,743	25,380	25,636	27,580	28,315	30,023	30,758	31,493	32,228	33,228
5	25,060	25,698	25,953	28,081	28,816	30,524	31,259	31,994	32,729	33,729
6	25,378	26,015	26,270	28,582	29,317	31,025	31,760	32,495	33,230	34,230
7	25,696	26,332	26,588	29,083	29,818	31,526	32,261	32,996	33,731	34,731
8	26,014	26,650	26,905	29,584	30,319	32,027	32,762	33,497	34,232	35,232
9	26,332	26,968	27,222	30,085	30,820	32,528	33,263	33,998	34,733	35,733
10	26,650	27,286	27,539	30,587	31,322	33,030	33,765	34,500	35,235	36,235
11	26,968	27,604	27,856	31,088	31,823	33,531	34,266	35,001	35,736	36,736
12	27,286	27,922	28,173	31,589	32,324	34,032	34,767	35,502	36,237	37,237
13	27,604	28,240	28,490	32,090	32,825	34,533	35,268	36,003	36,738	37,738
14		28,558	28,807	32,591	33,326	35,034	35,769	36,504	37,239	38,239
15		28,876	29,124	33,092	33,827	35,535	36,270	37,005	37,740	38,740
16			29,441	33,593	34,328	36,036	36,771	37,506	38,241	39,241
17			29,758	34,094	34,829	36,537	37,272	38,007	38,742	39,742
18				34,595	35,330	37,038	37,773	38,508	38,243	40,243
19				35,096	35,831	37,539	38,274	39,009	39,744	40,744
20				35,597	36,332	38,040	38,775	39,510	40,245	41,245
21						38,541	39,276	40,011	40,746	41,746
22						39,042	39,777	40,512	41,247	42,247
23						39,543	40,278	41,013	41,748	42,748
24								41,514	42,249	43,249
25								42,015	42,750	43,750
26								42,516	43,251	44,251

2008-09 STATE MINIMUM SALARY SCHEDULE

(1) Years Exp.	(2) 4 th Class	(3) 3 rd Class	(4) 2 nd Class	(5) A.B. A.B.	(6) A.B. +15	(7) M.A. M.A.	(8) M.A. +15	(9) M.A. +30	(10) M.A. +45	(11) Doc- torate
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0	23,238	23,875	24,130	25,340	26,075	27,783	28,518	29,253	29,988	30,988
1	23,555	24,192	24,447	25,841	26,576	28,284	29,019	29,754	30,489	31,489
2	23,872	24,510	24,765	26,342	27,077	28,785	29,520	30,255	30,990	31,990
3	24,190	24,827	25,082	26,843	27,578	29,286	30,021	30,756	31,491	32,491
4	24,743	25,380	25,636	27,580	28,315	30,023	30,758	31,493	32,228	33,228
5	25,060	25,698	25,953	28,081	28,816	30,524	31,259	31,994	32,729	33,729
6	25,378	26,015	26,270	28,582	29,317	31,025	31,760	32,495	33,230	34,230
7	25,696	26,332	26,588	29,083	29,818	31,526	32,261	32,996	33,731	34,731
8	26,014	26,650	26,905	29,584	30,319	32,027	32,762	33,497	34,232	35,232
9	26,332	26,968	27,222	30,085	30,820	32,528	33,263	33,998	34,733	35,733
10	26,650	27,286	27,539	30,587	31,322	33,030	33,765	34,500	35,235	36,235
11	26,968	27,604	27,856	31,088	31,823	33,531	34,266	35,001	35,736	36,736
12	27,286	27,922	28,173	31,589	32,324	34,032	34,767	35,502	36,237	37,237
13	27,604	28,240	28,490	32,090	32,825	34,533	35,268	36,003	36,738	37,738
14	27,922	28,558	28,807	32,591	33,326	35,034	35,769	36,504	37,239	38,239
15	28,240	28,876	29,124	33,092	33,827	35,535	36,270	37,005	37,740	38,740
16	28,558	29,194	29,441	33,593	34,328	36,036	36,771	37,506	38,241	39,241
17	28,876	29,512	29,758	34,094	34,829	36,537	37,272	38,007	38,742	39,742
18	29,194	29,830	30,075	34,595	35,330	37,038	37,773	38,508	38,243	40,243
19	29,512	30,148	30,392	35,096	35,831	37,539	38,274	39,009	39,744	40,744
20	29,830	30,466	30,709	35,597	36,332	38,040	38,775	39,510	40,245	41,245
21	30,148	30,784	31,026	36,098	36,833	38,541	39,276	40,011	40,746	41,746
22	30,466	31,102	31,343	36,599	37,334	39,042	39,777	40,512	41,247	42,247
23	30,784	31,420	31,660	37,100	37,835	39,543	40,278	41,013	41,748	42,748
24	31,102	31,738	31,977	37,601	38,336	40,044	40,779	41,514	42,249	43,249
25	31,420	32,056	32,294	38,102	38,837	40,545	41,280	42,015	42,750	43,750
26	31,738	32,374	32,611	38,603	39,338	41,046	41,781	42,516	43,251	44,251
27	32,056	32,692	32,928	39,104	39,839	41,547	42,282	43,017	43,752	44,752
28	32,374	33,010	33,245	39,605	40,340	42,048	42,783	43,518	44,253	45,253
29	32,692	33,328	33,562	40,106	40,841	42,549	43,284	44,019	44,754	45,754
30	33,010	33,646	33,879	40,607	41,342	43,050	43,785	44,520	45,255	46,255
31	33,328	33,964	34,196	41,108	41,843	43,551	44,286	45,021	45,756	46,756
32	33,646	34,282	34,513	41,609	42,344	44,052	44,787	45,522	46,257	47,257
33	33,964	34,600	34,830	42,110	42,845	44,553	45,288	46,023	46,758	47,758
34	34,282	34,918	35,147	42,611	43,346	45,054	45,789	46,524	47,259	48,259
35	34,600	35,236	35,464	43,112	43,847	45,555	46,290	47,025	47,760	48,760

43 (b) Six hundred dollars shall be paid annually to each
44 classroom teacher who has at least twenty years of teach-
45 ing experience. The payments: (i) Shall be in addition to
46 any amounts prescribed in the applicable state minimum

47 salary schedule; (ii) shall be paid in equal monthly install-
 48 ments; and (iii) shall be considered a part of the state
 49 minimum salaries for teachers.

50 (c) Effective the first day of July, two thousand five,
 51 through the thirtieth day of June, two thousand eight, in
 52 addition to any amounts prescribed in the applicable state
 53 minimum salary schedule, each professional educator shall
 54 be paid annually the following incremental increases in
 55 accordance with their years of experience. The payments
 56 shall be paid in equal monthly installments and shall be
 57 considered a part of the state minimum salaries for
 58 teachers.

59	Years of Experience	Increment
60	29	570
61	30	570
62	31	570
63	32	570
64	33	570
65	34	570
66	35	570

67 (d) Effective the first day of July, two thousand eight, the
 68 incremental increases prescribed in subsection (c) of this
 69 section are included as a part of the 2008-09 State Mini-
 70 mum Salary Schedule, therefore, the additional incremen-
 71 tal increases prescribed in said subsection are discontin-
 72 ued.

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

1 (1) The minimum monthly pay for each service employee
 2 whose employment is for a period of more than three and
 3 one-half hours a day shall be at least the amounts indi-
 4 cated in the State Minimum Pay Scale Pay Grade I and the
 5 minimum monthly pay for each service employee whose
 6 employment is for a period of three and one-half hours or
 7 less a day shall be at least one-half the amount indicated
 8 in the State Minimum Pay Scale Pay Grade I set forth in

9 this section: *Provided*, That beginning on the first day of
 10 the second quarter of the service employee's employment
 11 term in the school year two thousand five-two thousand
 12 six, the minimum monthly pay for each service employee
 13 whose employment is for a period of more than three and
 14 one-half hours a day shall be at least the amounts indi-
 15 cated in the State Minimum Pay Scale Pay Grade II and
 16 the minimum monthly pay for each service employee
 17 whose employment is for a period of three and one-half
 18 hours or less a day shall be at least one-half the amount
 19 indicated in the State Minimum Pay Scale Pay Grade II set
 20 forth in this section: *Provided, however*, That any salary
 21 increase that a service employee is entitled to receive as a
 22 result of the enactment of the State Minimum Pay Scale
 23 Pay Grade II shall not be paid until the first pay date after
 24 the first day of November, two thousand five.

STATE MINIMUM PAY SCALE PAY GRADE I

Years of Employment	Pay Grade							
	A	B	C	D	E	F	G	H
0	1,366	1,386	1,426	1,476	1,526	1,586	1,616	1,686
1	1,397	1,417	1,457	1,507	1,557	1,617	1,647	1,717
2	1,428	1,448	1,488	1,538	1,588	1,648	1,678	1,748
3	1,459	1,479	1,519	1,569	1,619	1,679	1,709	1,779
4	1,490	1,510	1,550	1,600	1,650	1,710	1,740	1,810
5	1,521	1,541	1,581	1,631	1,681	1,741	1,771	1,841
6	1,552	1,572	1,612	1,662	1,712	1,772	1,802	1,872
7	1,583	1,603	1,643	1,693	1,743	1,803	1,833	1,903
8	1,614	1,634	1,674	1,724	1,774	1,834	1,864	1,934
9	1,645	1,665	1,705	1,755	1,805	1,865	1,895	1,965
10	1,676	1,696	1,736	1,786	1,836	1,896	1,926	1,996
11	1,707	1,727	1,767	1,817	1,867	1,927	1,957	2,027
12	1,738	1,758	1,798	1,848	1,898	1,958	1,988	2,058
13	1,769	1,789	1,829	1,879	1,929	1,989	2,019	2,089
14	1,800	1,820	1,860	1,910	1,960	2,020	2,050	2,120
15	1,831	1,851	1,891	1,941	1,991	2,051	2,081	2,151
16	1,862	1,882	1,922	1,972	2,022	2,082	2,112	2,182
17	1,893	1,913	1,953	2,003	2,053	2,113	2,143	2,213

18	1,924	1,944	1,984	2,034	2,084	2,144	2,174	2,244
19	1,955	1,975	2,015	2,065	2,115	2,175	2,205	2,275
20	1,986	2,006	2,046	2,096	2,146	2,206	2,236	2,306
21	2,017	2,037	2,077	2,127	2,177	2,237	2,267	2,337
22	2,048	2,068	2,108	2,158	2,208	2,268	2,298	2,368
23	2,079	2,099	2,139	2,189	2,239	2,299	2,329	2,399
24	2,110	2,130	2,170	2,220	2,270	2,330	2,360	2,430
25	2,141	2,161	2,201	2,251	2,301	2,361	2,391	2,461
26	2,172	2,192	2,232	2,282	2,332	2,392	2,422	2,492
27	2,203	2,223	2,263	2,313	2,363	2,423	2,453	2,523
28	2,234	2,254	2,294	2,344	2,394	2,454	2,484	2,554
29	2,265	2,285	2,325	2,375	2,425	2,485	2,515	2,585
30	2,296	2,316	2,356	2,406	2,456	2,516	2,546	2,616
31	2,327	2,347	2,387	2,437	2,487	2,547	2,577	2,647
32	2,358	2,378	2,418	2,468	2,518	2,578	2,608	2,678
33	2,389	2,409	2,449	2,499	2,549	2,609	2,639	2,709
34	2,420	2,440	2,480	2,530	2,580	2,640	2,670	2,740
35	2,451	2,471	2,511	2,561	2,611	2,671	2,701	2,771
36	2,482	2,502	2,542	2,592	2,642	2,702	2,732	2,802
37	2,513	2,533	2,573	2,623	2,673	2,733	2,763	2,833
38	2,544	2,564	2,604	2,654	2,704	2,764	2,794	2,864
39	2,575	2,595	2,635	2,685	2,735	2,795	2,825	2,895
40	2,606	2,626	2,666	2,716	2,766	2,826	2,856	2,926

STATE MINIMUM PAY SCALE PAY GRADE II

	Years of Employment				Pay Grade			
	A	B	C	D	E	F	G	H
0	1,456	1,476	1,516	1,566	1,616	1,676	1,706	1,776
1	1,487	1,507	1,547	1,597	1,647	1,707	1,737	1,807
2	1,518	1,538	1,578	1,628	1,678	1,738	1,768	1,838
3	1,549	1,569	1,609	1,659	1,709	1,769	1,799	1,869
4	1,580	1,600	1,640	1,690	1,740	1,800	1,830	1,900
5	1,611	1,631	1,671	1,721	1,771	1,831	1,861	1,931
6	1,642	1,662	1,702	1,752	1,802	1,862	1,892	1,962
7	1,673	1,693	1,733	1,783	1,833	1,893	1,923	1,993
8	1,704	1,724	1,764	1,814	1,864	1,924	1,954	2,024
9	1,735	1,755	1,795	1,845	1,895	1,955	1,985	2,055
10	1,766	1,786	1,826	1,876	1,926	1,986	2,016	2,086

11	1,797	1,817	1,857	1,907	1,957	2,017	2,047	2,117
12	1,828	1,848	1,888	1,938	1,988	2,048	2,078	2,148
13	1,859	1,879	1,919	1,969	2,019	2,079	2,109	2,179
14	1,890	1,910	1,950	2,000	2,050	2,110	2,140	2,210
15	1,921	1,941	1,981	2,031	2,081	2,141	2,171	2,241
16	1,952	1,972	2,012	2,062	2,112	2,172	2,202	2,272
17	1,983	2,003	2,043	2,093	2,143	2,203	2,233	2,303
18	2,014	2,034	2,074	2,124	2,174	2,234	2,264	2,334
19	2,045	2,065	2,105	2,155	2,205	2,265	2,295	2,365
20	2,076	2,096	2,136	2,186	2,236	2,296	2,326	2,396
21	2,107	2,127	2,167	2,217	2,267	2,327	2,357	2,427
22	2,138	2,158	2,198	2,248	2,298	2,358	2,388	2,458
23	2,169	2,189	2,229	2,279	2,329	2,389	2,419	2,489
24	2,200	2,220	2,260	2,310	2,360	2,420	2,450	2,520
25	2,231	2,251	2,291	2,341	2,391	2,451	2,481	2,551
26	2,262	2,282	2,322	2,372	2,422	2,482	2,512	2,582
27	2,293	2,313	2,353	2,403	2,453	2,513	2,543	2,613
28	2,324	2,344	2,384	2,434	2,484	2,544	2,574	2,644
29	2,355	2,375	2,415	2,465	2,515	2,575	2,605	2,675
30	2,386	2,406	2,446	2,496	2,546	2,606	2,636	2,706
31	2,417	2,437	2,477	2,527	2,577	2,637	2,667	2,737
32	2,448	2,468	2,508	2,558	2,608	2,668	2,698	2,768
33	2,479	2,499	2,539	2,589	2,639	2,699	2,729	2,799
34	2,510	2,530	2,570	2,620	2,670	2,730	2,760	2,830
35	2,541	2,561	2,601	2,651	2,701	2,761	2,791	2,861
36	2,572	2,592	2,632	2,682	2,732	2,792	2,822	2,892
37	2,603	2,623	2,663	2,713	2,763	2,823	2,853	2,923
38	2,634	2,654	2,694	2,744	2,794	2,854	2,884	2,954
39	2,665	2,685	2,725	2,775	2,825	2,885	2,915	2,985
40	2,696	2,716	2,756	2,806	2,856	2,916	2,946	3,016

CLASS TITLE**P A Y
GRADE**

25	Accountant I	D
26	Accountant II	E
27	Accountant III	F
28	Accounts Payable Supervisor	G
29	Aide I	A
30	Aide II	B
31	Aide III	C

32	Aide IV	D
33	Audiovisual Technician	C
34	Auditor	G
35	Autism Mentor	E
36	Braille or Sign Language Specialist	E
37	Bus Operator	D
38	Buyer	F
39	Cabinetmaker	G
40	Cafeteria Manager	D
41	Carpenter I	E
42	Carpenter II	F
43	Chief Mechanic	G
44	Clerk I	B
45	Clerk II	C
46	Computer Operator	E
47	Cook I	A
48	Cook II	B
49	Cook III	C
50	Crew Leader	F
51	Custodian I	A
52	Custodian II	B
53	Custodian III	C
54	Custodian IV	D
55	Director or Coordinator of Services	H
56	Draftsman	D
57	Electrician I	F
58	Electrician II	G
59	Electronic Technician I	F
60	Electronic Technician II	G
61	Executive Secretary	G
62	Food Services Supervisor	G
63	Foreman	G
64	General Maintenance	C
65	Glazier	D
66	Graphic Artist	D
67	Groundsman	B
68	Handyman	B
69	Heating and Air Conditioning Mechanic I	E

70	Heating and Air Conditioning Mechanic II	G
71	Heavy Equipment Operator	E
72	Inventory Supervisor	D
73	Key Punch Operator	B
74	Locksmith	G
75	Lubrication Man	C
76	Machinist	F
77	Mail Clerk	D
78	Maintenance Clerk	C
79	Mason	G
80	Mechanic	F
81	Mechanic Assistant	E
82	Office Equipment Repairman I	F
83	Office Equipment Repairman II	G
84	Painter	E
85	Paraprofessional	F
86	Payroll Supervisor	G
87	Plumber I	E
88	Plumber II	G
89	Printing Operator	B
90	Printing Supervisor	D
91	Programmer	H
92	Roofing/Sheet Metal Mechanic	F
93	Sanitation Plant Operator	F
94	School Bus Supervisor	E
95	Secretary I	D
96	Secretary II	E
97	Secretary III	F
98	Supervisor of Maintenance	H
99	Supervisor of Transportation	H
100	Switchboard Operator-Receptionist	D
101	Truck Driver	D
102	Warehouse Clerk	C
103	Watchman	B
104	Welder	F
105	WVEIS Data Entry and Administrative Clerk	B

106 (2) An additional twelve dollars per month shall be
107 added to the minimum monthly pay of each service
108 employee who holds a high school diploma or its equiva-
109 lent.

110 (3) Until the first day of July, two thousand two, an
111 additional ten dollars per month also shall be added to the
112 minimum monthly pay of each service employee for each
113 of the following, and beginning the first day of July, two
114 thousand two, the ten dollars per month shall be increased
115 to an additional eleven dollars per month for each of
116 subdivisions (A) through (J), inclusive, of this subsection
117 only and beginning the first day of July, two thousand
118 two, the ten dollars per month shall be increased to an
119 additional forty dollars per month for each of subdivisions
120 (K) through (N), inclusive, of this subsection only:

121 (A) A service employee who holds twelve college hours
122 or comparable credit obtained in a trade or vocational
123 school as approved by the state board;

124 (B) A service employee who holds twenty-four college
125 hours or comparable credit obtained in a trade or voca-
126 tional school as approved by the state board;

127 (C) A service employee who holds thirty-six college
128 hours or comparable credit obtained in a trade or voca-
129 tional school as approved by the state board;

130 (D) A service employee who holds forty-eight college
131 hours or comparable credit obtained in a trade or voca-
132 tional school as approved by the state board;

133 (E) A service employee who holds sixty college hours or
134 comparable credit obtained in a trade or vocational school
135 as approved by the state board;

136 (F) A service employee who holds seventy-two college
137 hours or comparable credit obtained in a trade or voca-
138 tional school as approved by the state board;

139 (G) A service employee who holds eighty-four college
140 hours or comparable credit obtained in a trade or voca-
141 tional school as approved by the state board;

142 (H) A service employee who holds ninety-six college
143 hours or comparable credit obtained in a trade or voca-
144 tional school as approved by the state board;

145 (I) A service employee who holds one hundred eight
146 college hours or comparable credit obtained in a trade or
147 vocational school as approved by the state board;

148 (J) A service employee who holds one hundred twenty
149 college hours or comparable credit obtained in a trade or
150 vocational school as approved by the state board;

151 (K) A service employee who holds an associate's degree;

152 (L) A service employee who holds a bachelor's degree;

153 (M) A service employee who holds a master's degree;

154 (N) A service employee who holds a doctorate degree.

155 (4) Effective the first day of July, two thousand two, an
156 additional eleven dollars per month shall be added to the
157 minimum monthly pay of each service employee for each
158 of the following:

159 (A) A service employee who holds a bachelor's degree
160 plus fifteen college hours;

161 (B) A service employee who holds a master's degree plus
162 fifteen college hours;

163 (C) A service employee who holds a master's degree plus
164 thirty college hours;

165 (D) A service employee who holds a master's degree plus
166 forty-five college hours; and

167 (E) A service employee who holds a master's degree plus
168 sixty college hours.

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

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

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

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

190 (9) The minimum hourly rate of pay for extra duty
191 assignments as defined in section eight-b of this article
192 shall be no less than one seventh of the employee's daily
193 total salary for each hour the employee is involved in
194 performing the assignment and paid entirely from local
195 funds: *Provided*, That an alternative minimum hourly rate
196 of pay for performing extra duty assignments within a
197 particular category of employment may be utilized if the
198 alternate hourly rate of pay is approved both by the
199 county board and by the affirmative vote of a two-thirds
200 majority of the regular full-time employees within that
201 classification category of employment within that county:
202 *Provided, however*, That the vote shall be by secret ballot
203 if requested by a service personnel employee within that
204 classification category within that county. The salary for

205 any fraction of an hour the employee is involved in
206 performing the assignment shall be prorated accordingly.
207 When performing extra duty assignments, employees who
208 are regularly employed on a one-half day salary basis shall
209 receive the same hourly extra duty assignment pay com-
210 puted as though the employee were employed on a full-day
211 salary basis.

212 (10) The minimum pay for any service personnel employ-
213 ees engaged in the removal of asbestos material or related
214 duties required for asbestos removal shall be their regular
215 total daily rate of pay and no less than an additional three
216 dollars per hour or no less than five dollars per hour for
217 service personnel supervising asbestos removal responsi-
218 bilities for each hour these employees are involved in
219 asbestos related duties. Related duties required for
220 asbestos removal include, but are not limited to, travel,
221 preparation of the work site, removal of asbestos decon-
222 tamination of the work site, placing and removal of
223 equipment and removal of structures from the site. If any
224 member of an asbestos crew is engaged in asbestos related
225 duties outside of the employee's regular employment
226 county, the daily rate of pay shall be no less than the
227 minimum amount as established in the employee's regular
228 employment county for asbestos removal and an addi-
229 tional thirty dollars per each day the employee is engaged
230 in asbestos removal and related duties. The additional pay
231 for asbestos removal and related duties shall be payable
232 entirely from county funds. Before service personnel
233 employees may be utilized in the removal of asbestos
234 material or related duties, they shall have completed a
235 federal Environmental Protection Act-approved training
236 program and be licensed. The employer shall provide all
237 necessary protective equipment and maintain all records
238 required by the Environmental Protection Act.

239 (11) For the purpose of qualifying for additional pay as
240 provided in section eight, article five of this chapter, an
241 aide shall be considered to be exercising the authority of

242 a supervisory aide and control over pupils if the aide is
243 required to supervise, control, direct, monitor, escort or
244 render service to a child or children when not under the
245 direct supervision of certificated professional personnel
246 within the classroom, library, hallway, lunchroom, gymna-
247 sium, school building, school grounds or wherever supervi-
248 sion is required. For purposes of this section, "under the
249 direct supervision of certificated professional personnel"
250 means that certificated professional personnel is present,
251 with and accompanying the aide.

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

Chandy White
.....
Chairman Senate Committee

Al Buer
.....
Chairman House Committee

Originated in the Senate.

In effect from passage.

Parrell Ekhera
.....
Clerk of the Senate

Bryan M. Bar
.....
Clerk of the House of Delegates

Carl Ray Tomblin
.....
President of the Senate

[Signature]
.....
Speaker House of Delegates

The within *is approved* this the *30th*
Day of *September*, 2005.

[Signature]
.....
Governor

**PRESENTED TO THE
GOVERNOR**

Date 9/16/05

Time 4:25 pm

