

# WEST VIRGINIA LEGISLATURE

## 2018 REGULAR SESSION

### ENROLLED

### Committee Substitute

### for

## House Bill 4145

BY MR. SPEAKER (MR. ARMSTEAD) AND DELEGATE MILEY

(BY REQUEST OF THE EXECUTIVE)

[Passed March 6, 2018; in effect July 1, 2018.]

HB 4145

OFFICE WEST VIRGINIA  
SECRETARY OF STATE

2018 MAR - 6 P 3:53

FILED

# WEST VIRGINIA LEGISLATURE

2018 REGULAR SESSION

ENROLLED

Committee Substitute

for

House Bill 4145

BY MR. SPEAKER (MR. ARMSTEAD) AND DELEGATE MILEY

(BY REQUEST OF THE EXECUTIVE)

[Passed March 6, 2018; in effect July 1, 2018.]

OFFICE WEST VIRGINIA  
SECRETARY OF STATE

2018 MAR -6 P 3:53

FILED

1 AN ACT to amend and reenact §15-2-5 of the Code of West Virginia, 1931, as amended as  
2 contained in Enrolled Committee Substitute for Senate Bill 267, Regular Session, 2018;  
3 and to amend and reenact §18A-4-2 and §18A-4-8a of said code as contained in Enrolled  
4 Committee Substitute for Senate Bill 267, Regular Session, 2018, all relating to increasing  
5 compensation for certain public employees; increasing the annual salaries of members of  
6 the West Virginia State Police; increasing the minimum salaries payable to public school  
7 teachers and professional personnel during the contract year; and increasing the minimum  
8 monthly pay for public school service personnel.

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

## **CHAPTER 15. PUBLIC SAFETY.**

### **ARTICLE 2. WEST VIRGINIA STATE POLICE.**

#### **§15-2-5. Career progression system; salaries; exclusion from wages and hour law, with supplemental payment; bond; leave time for members called to duty in guard or reserves.**

1 (a) The superintendent shall establish within the West Virginia State Police a system to  
2 provide for: The promotion of members to the supervisory ranks of sergeant, first sergeant,  
3 second lieutenant, and first lieutenant; the classification of nonsupervisory members within the  
4 field operations force to the ranks of trooper, senior trooper, trooper first class, or corporal; the  
5 classification of members assigned to the forensic laboratory as criminalist I-VIII; and the  
6 temporary reclassification of members assigned to administrative duties as administrative support  
7 specialist I-VIII.

8 (b) The superintendent may propose legislative rules for promulgation in accordance with  
9 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability, and  
10 independent review of any system developed under the provisions of this section.

11 (c) The superintendent shall provide to each member a written manual governing any  
12 system established under the provisions of this section and specific procedures shall be identified  
13 for the evaluation and testing of members for promotion or reclassification and the subsequent  
14 placement of any members on a promotional eligibility or reclassification recommendation list.

15 (d) Beginning on July 1, 2018, members shall receive annual salaries payable at least  
16 twice per month as follows:

17 ANNUAL SALARY SCHEDULE (BASE PAY)

18 SUPERVISORY AND NONSUPERVISORY RANKS

|    |                                    |           |
|----|------------------------------------|-----------|
| 19 | Cadet During Training .....        | \$ 36,154 |
| 20 | Cadet Trooper After Training ..... | 43,414    |
| 21 | Trooper Second Year .....          | 44,426    |
| 22 | Trooper Third Year .....           | 44,809    |
| 23 | Senior Trooper .....               | 45,208    |
| 24 | Trooper First Class .....          | 45,814    |
| 25 | Corporal .....                     | 46,420    |
| 26 | Sergeant.....                      | 50,721    |
| 27 | First Sergeant.....                | 52,872    |
| 28 | Second Lieutenant .....            | 55,022    |
| 29 | First Lieutenant.....              | 57,173    |
| 30 | Captain.....                       | 59,324    |
| 31 | Major .....                        | 61,474    |
| 32 | Lieutenant Colonel .....           | 63,625    |

33 ANNUAL SALARY SCHEDULE (BASE PAY)

34 ADMINISTRATION SUPPORT SPECIALIST CLASSIFICATION

|    |          |        |
|----|----------|--------|
| 35 | I .....  | 44,426 |
| 36 | II ..... | 45,208 |

|    |            |        |
|----|------------|--------|
| 37 | III .....  | 45,814 |
| 38 | IV .....   | 46,420 |
| 39 | V .....    | 50,721 |
| 40 | VI .....   | 52,872 |
| 41 | VII .....  | 55,022 |
| 42 | VIII ..... | 57,173 |

ANNUAL SALARY SCHEDULE (BASE PAY)

CRIMINALIST CLASSIFICATION

|    |            |        |
|----|------------|--------|
| 45 | I .....    | 44,426 |
| 46 | II .....   | 45,208 |
| 47 | III .....  | 45,814 |
| 48 | IV .....   | 46,420 |
| 49 | V .....    | 50,721 |
| 50 | VI .....   | 52,872 |
| 51 | VII .....  | 55,022 |
| 52 | VIII ..... | 57,173 |

53 Each member of the West Virginia State Police whose salary is fixed and specified in this  
54 annual salary schedule is entitled to the length of service increases set forth in §15-2-5(e) of this  
55 code and supplemental pay as provided in §15-2-5(g) of this code.

56 (e) Each member of the West Virginia State Police whose salary is fixed and specified  
57 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in  
58 §15-2-5(d) of this code for grade in rank, based on length of service, including that service served  
59 before and after the effective date of this section with the West Virginia State Police as follows:  
60 Beginning on January 1, 2015, and continuing thereafter, at the end of two years of service with  
61 the West Virginia State Police, the member shall receive a salary increase of \$500 to be effective

62 during his or her next year of service and a like increase at yearly intervals thereafter, with the  
63 increases to be cumulative.

64 (f) In applying the salary schedules set forth in this section where salary increases are  
65 provided for length of service, members of the West Virginia State Police in service at the time  
66 the schedules become effective shall be given credit for prior service and shall be paid the salaries  
67 the same length of service entitles them to receive under the provisions of this section.

68 (g) The Legislature finds and declares that because of the unique duties of members of  
69 the West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour  
70 laws to them. Accordingly, members of the West Virginia State Police are excluded from the  
71 provisions of state wage and hour law. This express exclusion shall not be construed as any  
72 indication that the members were or were not covered by the wage and hour law prior to this  
73 exclusion.

74 In lieu of any overtime pay they might otherwise have received under the wage and hour  
75 law, and in addition to their salaries and increases for length of service, members who have  
76 completed basic training and who are exempt from federal Fair Labor Standards Act guidelines  
77 may receive supplemental pay as provided in this section.

78 The authority of the superintendent to propose a legislative rule or amendment thereto for  
79 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours  
80 per month which constitute the standard pay period for the members of the West Virginia State  
81 Police is hereby continued. The rule shall further establish, on a graduated hourly basis, the  
82 criteria for receipt of a portion or all of supplemental payment when hours are worked in excess  
83 of the standard pay period. The superintendent shall certify at least twice per month to the West  
84 Virginia State Police's payroll officer the names of those members who have worked in excess of  
85 the standard pay period and the amount of their entitlement to supplemental payment. The  
86 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian  
87 employees of the West Virginia State Police are not eligible for any supplemental payments.

88 (h) Each member of the West Virginia State Police, except the superintendent and civilian  
89 employees, shall execute, before entering upon the discharge of his or her duties, a bond with  
90 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful  
91 performance of his or her duties, and the bond shall be approved as to form by the Attorney  
92 General and as to sufficiency by the Governor.

93 (i) In consideration for compensation paid by the West Virginia State Police to its members  
94 during those members' participation in the West Virginia State Police Cadet Training Program  
95 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by  
96 written agreement entered into with each of them in advance of such participation in the program  
97 that, if a member should voluntarily discontinue employment any time within one year immediately  
98 following completion of the training program, he or she shall be obligated to pay to the West  
99 Virginia State Police a pro rata portion of such compensation equal to that part of such year which  
100 the member has chosen not to remain in the employ of the West Virginia State Police.

101 (j) Any member of the West Virginia State Police who is called to perform active duty  
102 training or inactive duty training in the National Guard or any reserve component of the armed  
103 forces of the United States annually shall be granted, upon request, leave time not to exceed 30  
104 calendar days for the purpose of performing the active duty training or inactive duty training and  
105 the time granted may not be deducted from any leave accumulated as a member of the West  
106 Virginia State Police.

## **CHAPTER 18A. SCHOOL PERSONNEL.**

### **ARTICLE 4. SALARIES, WAGES, AND OTHER BENEFITS.**

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

1 (a) It is the goal of the Legislature to increase the state minimum salary for teachers with  
2 zero years of experience and an A. B. degree, including the equity supplement, to at least \$43,000  
3 by fiscal year 2019.

4 (b) For school year 2018–2019, and continuing thereafter, each teacher shall receive the  
 5 amount prescribed in the State Minimum Salary Schedule as set forth in this section; specific  
 6 additional amounts prescribed in this section or article; and any county supplement in effect in a  
 7 county pursuant to §18A-4-5a of this code during the contract year.

STATE MINIMUM SALARY SCHEDULE

| Years<br>Exp | 4 <sup>th</sup><br>Class | 3 <sup>rd</sup><br>Class | 2 <sup>nd</sup><br>Class | A.B.   | A.B.<br>+ 15 | M.A.   | M.A.<br>+ 15 | M.A.<br>+ 30 | M.A.<br>+ 45 | Doc-<br>torate |
|--------------|--------------------------|--------------------------|--------------------------|--------|--------------|--------|--------------|--------------|--------------|----------------|
| 0            | 29,937                   | 30,626                   | 30,892                   | 32,335 | 33,096       | 34,863 | 35,624       | 36,385       | 37,146       | 38,181         |
| 1            | 30,265                   | 30,954                   | 31,220                   | 32,853 | 33,614       | 35,382 | 36,143       | 36,903       | 37,664       | 38,699         |
| 2            | 30,594                   | 31,282                   | 31,548                   | 33,372 | 34,133       | 35,900 | 36,661       | 37,422       | 38,183       | 39,218         |
| 3            | 30,922                   | 31,610                   | 31,876                   | 33,891 | 34,651       | 36,419 | 37,180       | 37,940       | 38,701       | 39,736         |
| 4            | 31,494                   | 32,182                   | 32,448                   | 34,653 | 35,414       | 37,182 | 37,943       | 38,703       | 39,464       | 40,499         |
| 5            | 31,822                   | 32,510                   | 32,776                   | 35,172 | 35,933       | 37,700 | 38,461       | 39,222       | 39,983       | 41,018         |
| 6            | 32,150                   | 32,838                   | 33,104                   | 35,690 | 36,451       | 38,219 | 38,980       | 39,740       | 40,501       | 41,536         |
| 7            | 32,478                   | 33,167                   | 33,432                   | 36,209 | 36,970       | 38,737 | 39,498       | 40,259       | 41,020       | 42,055         |
| 8            | 32,806                   | 33,495                   | 33,761                   | 36,727 | 37,488       | 39,256 | 40,017       | 40,777       | 41,538       | 42,573         |
| 9            | 33,134                   | 33,823                   | 34,089                   | 37,246 | 38,007       | 39,774 | 40,535       | 41,296       | 42,057       | 43,092         |
| 10           | 33,463                   | 34,151                   | 34,417                   | 37,766 | 38,526       | 40,294 | 41,055       | 41,816       | 42,576       | 43,611         |
| 11           | 33,791                   | 34,479                   | 34,745                   | 38,284 | 39,045       | 40,813 | 41,573       | 42,334       | 43,095       | 44,130         |
| 12           | 34,119                   | 34,807                   | 35,073                   | 38,803 | 39,563       | 41,331 | 42,092       | 42,853       | 43,613       | 44,648         |
| 13           | 34,447                   | 35,135                   | 35,401                   | 39,321 | 40,082       | 41,850 | 42,610       | 43,371       | 44,132       | 45,167         |
| 14           | 34,775                   | 35,463                   | 35,729                   | 39,840 | 40,600       | 42,368 | 43,129       | 43,890       | 44,650       | 45,685         |
| 15           | 35,103                   | 35,791                   | 36,057                   | 40,358 | 41,119       | 42,887 | 43,647       | 44,408       | 45,169       | 46,204         |
| 16           | 35,431                   | 36,119                   | 36,385                   | 40,877 | 41,637       | 43,405 | 44,166       | 44,927       | 45,687       | 46,722         |
| 17           | 35,759                   | 36,448                   | 36,713                   | 41,395 | 42,156       | 43,924 | 44,685       | 45,445       | 46,206       | 47,241         |
| 18           | 36,087                   | 36,776                   | 37,042                   | 41,914 | 42,675       | 44,442 | 45,203       | 45,964       | 46,725       | 47,760         |
| 19           | 36,415                   | 37,104                   | 37,370                   | 42,432 | 43,193       | 44,961 | 45,722       | 46,482       | 47,243       | 48,278         |
| 20           | 36,743                   | 37,432                   | 37,698                   | 42,951 | 43,712       | 45,479 | 46,240       | 47,001       | 47,762       | 48,797         |



Enr. CS for HB 4145

|    |        |        |        |        |        |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 21 | 37,072 | 37,760 | 38,026 | 43,469 | 44,230 | 45,998 | 46,759 | 47,519 | 48,280 | 49,315 |
| 22 | 37,400 | 38,088 | 38,354 | 43,988 | 44,749 | 46,516 | 47,277 | 48,038 | 48,799 | 49,834 |
| 23 | 37,728 | 38,416 | 38,682 | 44,507 | 45,267 | 47,035 | 47,796 | 48,556 | 49,317 | 50,352 |
| 24 | 38,056 | 38,744 | 39,010 | 45,025 | 45,786 | 47,554 | 48,314 | 49,075 | 49,836 | 50,871 |
| 25 | 38,384 | 39,072 | 39,338 | 45,544 | 46,304 | 48,072 | 48,833 | 49,594 | 50,354 | 51,389 |
| 26 | 38,712 | 39,400 | 39,666 | 46,062 | 46,823 | 48,591 | 49,351 | 50,112 | 50,873 | 51,908 |
| 27 | 39,040 | 39,728 | 39,994 | 46,581 | 47,341 | 49,109 | 49,870 | 50,631 | 51,391 | 52,426 |
| 28 | 39,368 | 40,057 | 40,322 | 47,099 | 47,860 | 49,628 | 50,388 | 51,149 | 51,910 | 52,945 |
| 29 | 39,696 | 40,385 | 40,651 | 47,618 | 48,378 | 50,146 | 50,907 | 51,668 | 52,428 | 53,463 |
| 30 | 40,024 | 40,713 | 40,979 | 48,136 | 48,897 | 50,665 | 51,425 | 52,186 | 52,947 | 53,982 |
| 31 | 40,353 | 41,041 | 41,307 | 48,655 | 49,416 | 51,183 | 51,944 | 52,705 | 53,465 | 54,500 |
| 32 | 40,681 | 41,369 | 41,635 | 49,173 | 49,934 | 51,702 | 52,463 | 53,223 | 53,984 | 55,019 |
| 33 | 41,009 | 41,697 | 41,963 | 49,692 | 50,453 | 52,220 | 52,981 | 53,742 | 54,503 | 55,538 |
| 34 | 41,337 | 42,025 | 42,291 | 50,210 | 50,971 | 52,739 | 53,500 | 54,260 | 55,021 | 56,056 |
| 35 | 41,665 | 42,353 | 42,619 | 50,729 | 51,490 | 53,257 | 54,018 | 54,779 | 55,540 | 56,575 |

8 (c) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
9 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed  
10 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;  
11 and (iii) shall be considered a part of the state minimum salaries for teachers.

12 (d) To meet the objective of salary equity among the counties as set forth in §18A-4-5 of  
13 this code, each teacher shall be paid an equity supplement amount as applicable for his or her  
14 classification of certification or classification of training and years of experience as follows, subject  
15 to the provisions of that section:

16 (1) For "4th Class" at zero years of experience, \$1,781. An additional \$38 shall be paid for  
17 each year of experience up to and including 35 years of experience;

18 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid for  
19 each year of experience up to and including 35 years of experience;

20 (3) For “2nd Class” at zero years of experience, \$1,877. An additional \$69 shall be paid  
21 for each year of experience up to and including 35 years of experience;

22 (4) For “A. B.” at zero years of experience, \$2,360. An additional \$69 shall be paid for  
23 each year of experience up to and including 35 years of experience;

24 (5) For “A. B. + 15” at zero years of experience, \$2,452. An additional \$69 shall be paid  
25 for each year of experience up to and including 35 years of experience;

26 (6) For “M. A.” at zero years of experience, \$2,644. An additional \$69 shall be paid for  
27 each year of experience up to and including 35 years of experience;

28 (7) For “M. A. + 15” at zero years of experience, \$2,740. An additional \$69 shall be paid  
29 for each year of experience up to and including 35 years of experience;

30 (8) For “M. A. + 30” at zero years of experience, \$2,836. An additional \$69 shall be paid  
31 for each year of experience up to and including 35 years of experience;

32 (9) For “M. A. + 45” at zero years of experience, \$2,836. An additional \$69 shall be paid  
33 for each year of experience up to and including 35 years of experience; and

34 (10) For “Doctorate” at zero years of experience, \$2,927. An additional \$69 shall be paid  
35 for each year of experience up to and including 35 years of experience.

36 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
37 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
38 and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be  
39 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
40 salaries for teachers.

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

1 (a) The minimum monthly pay for each service employee shall be as follows:

2 (1) For school year 2018–2019, and continuing thereafter, the minimum monthly pay for  
3 each service employee whose employment is for a period of more than three and one-half hours  
4 a day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade and the

5 minimum monthly pay for each service employee whose employment is for a period of three and  
 6 one-half hours or less a day shall be at least one-half the amount indicated in the State Minimum  
 7 Pay Scale Pay Grade set forth in this subdivision.

8 STATE MINIMUM PAY SCALE PAY GRADE

| Years<br>Exp. | PAY GRADE |       |       |       |       |       |       |       |
|---------------|-----------|-------|-------|-------|-------|-------|-------|-------|
|               | A         | B     | C     | D     | E     | F     | G     | H     |
| 0             | 1,770     | 1,791 | 1,833 | 1,886 | 1,939 | 2,002 | 2,034 | 2,107 |
| 1             | 1,802     | 1,824 | 1,865 | 1,918 | 1,972 | 2,035 | 2,066 | 2,140 |
| 2             | 1,835     | 1,856 | 1,898 | 1,951 | 2,004 | 2,067 | 2,099 | 2,172 |
| 3             | 1,867     | 1,889 | 1,931 | 1,984 | 2,037 | 2,100 | 2,132 | 2,205 |
| 4             | 1,900     | 1,922 | 1,963 | 2,016 | 2,069 | 2,133 | 2,164 | 2,239 |
| 5             | 1,933     | 1,954 | 1,996 | 2,049 | 2,102 | 2,165 | 2,197 | 2,271 |
| 6             | 1,965     | 1,987 | 2,030 | 2,082 | 2,135 | 2,198 | 2,230 | 2,304 |
| 7             | 1,999     | 2,019 | 2,062 | 2,114 | 2,167 | 2,231 | 2,262 | 2,337 |
| 8             | 2,032     | 2,052 | 2,095 | 2,147 | 2,200 | 2,263 | 2,295 | 2,369 |
| 9             | 2,064     | 2,085 | 2,128 | 2,181 | 2,233 | 2,296 | 2,327 | 2,402 |
| 10            | 2,097     | 2,118 | 2,160 | 2,213 | 2,265 | 2,330 | 2,361 | 2,435 |
| 11            | 2,130     | 2,151 | 2,193 | 2,246 | 2,298 | 2,362 | 2,394 | 2,467 |
| 12            | 2,162     | 2,184 | 2,225 | 2,279 | 2,332 | 2,395 | 2,426 | 2,500 |
| 13            | 2,195     | 2,216 | 2,258 | 2,311 | 2,364 | 2,427 | 2,459 | 2,533 |
| 14            | 2,228     | 2,249 | 2,291 | 2,344 | 2,397 | 2,460 | 2,492 | 2,565 |
| 15            | 2,260     | 2,282 | 2,323 | 2,376 | 2,429 | 2,493 | 2,524 | 2,598 |
| 16            | 2,293     | 2,314 | 2,356 | 2,409 | 2,462 | 2,525 | 2,557 | 2,631 |
| 17            | 2,325     | 2,347 | 2,390 | 2,442 | 2,495 | 2,558 | 2,590 | 2,664 |
| 18            | 2,358     | 2,380 | 2,422 | 2,474 | 2,527 | 2,591 | 2,622 | 2,697 |
| 19            | 2,392     | 2,412 | 2,455 | 2,507 | 2,560 | 2,623 | 2,655 | 2,729 |
| 20            | 2,424     | 2,445 | 2,488 | 2,541 | 2,593 | 2,656 | 2,688 | 2,763 |
| 21            | 2,457     | 2,477 | 2,520 | 2,573 | 2,625 | 2,689 | 2,720 | 2,797 |
| 22            | 2,490     | 2,511 | 2,553 | 2,606 | 2,658 | 2,722 | 2,754 | 2,829 |

Enr. CS for HB 4145

|    |       |       |       |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|-------|-------|-------|
| 23 | 2,522 | 2,544 | 2,586 | 2,639 | 2,692 | 2,756 | 2,788 | 2,863 |
| 24 | 2,555 | 2,576 | 2,618 | 2,671 | 2,724 | 2,790 | 2,821 | 2,897 |
| 25 | 2,588 | 2,609 | 2,651 | 2,704 | 2,758 | 2,822 | 2,855 | 2,929 |
| 26 | 2,620 | 2,642 | 2,683 | 2,738 | 2,792 | 2,856 | 2,887 | 2,963 |
| 27 | 2,653 | 2,674 | 2,716 | 2,770 | 2,824 | 2,888 | 2,921 | 2,996 |
| 28 | 2,686 | 2,707 | 2,750 | 2,804 | 2,858 | 2,922 | 2,955 | 3,030 |
| 29 | 2,718 | 2,741 | 2,783 | 2,836 | 2,891 | 2,956 | 2,987 | 3,064 |
| 30 | 2,752 | 2,773 | 2,817 | 2,870 | 2,924 | 2,988 | 3,021 | 3,097 |
| 31 | 2,785 | 2,807 | 2,851 | 2,904 | 2,958 | 3,022 | 3,055 | 3,130 |
| 32 | 2,819 | 2,840 | 2,883 | 2,937 | 2,990 | 3,056 | 3,087 | 3,164 |
| 33 | 2,853 | 2,873 | 2,917 | 2,971 | 3,024 | 3,088 | 3,121 | 3,197 |
| 34 | 2,885 | 2,907 | 2,951 | 3,005 | 3,058 | 3,122 | 3,155 | 3,230 |
| 35 | 2,919 | 2,941 | 2,983 | 3,037 | 3,090 | 3,156 | 3,188 | 3,264 |
| 36 | 2,953 | 2,974 | 3,017 | 3,071 | 3,125 | 3,189 | 3,222 | 3,296 |
| 37 | 2,985 | 3,008 | 3,051 | 3,105 | 3,159 | 3,223 | 3,255 | 3,330 |
| 38 | 3,019 | 3,040 | 3,083 | 3,137 | 3,191 | 3,256 | 3,288 | 3,364 |
| 39 | 3,053 | 3,074 | 3,117 | 3,171 | 3,225 | 3,289 | 3,322 | 3,396 |
| 40 | 3,085 | 3,108 | 3,150 | 3,204 | 3,259 | 3,323 | 3,355 | 3,430 |

9 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay  
 10 Scale Pay Grade in accordance with the provisions of this subsection according to their class title  
 11 and pay grade as set forth in this subdivision:

| 12 | CLASS TITLE                       | PAY GRADE |
|----|-----------------------------------|-----------|
| 13 | Accountant I .....                | D         |
| 14 | Accountant II .....               | E         |
| 15 | Accountant III .....              | F         |
| 16 | Accounts Payable Supervisor ..... | G         |
| 17 | Aide I .....                      | A         |
| 18 | Aide II .....                     | B         |
| 19 | Aide III .....                    | C         |

|    |                                                     |   |
|----|-----------------------------------------------------|---|
| 20 | Aide IV .....                                       | D |
| 21 | Audiovisual Technician .....                        | C |
| 22 | Auditor .....                                       | G |
| 23 | Autism Mentor .....                                 | F |
| 24 | Braille Specialist .....                            | E |
| 25 | Bus Operator .....                                  | D |
| 26 | Buyer .....                                         | F |
| 27 | Cabinetmaker .....                                  | G |
| 28 | Cafeteria Manager .....                             | D |
| 29 | Carpenter I .....                                   | E |
| 30 | Carpenter II .....                                  | F |
| 31 | Chief Mechanic .....                                | G |
| 32 | Clerk I .....                                       | B |
| 33 | Clerk II .....                                      | C |
| 34 | Computer Operator .....                             | E |
| 35 | Cook I .....                                        | A |
| 36 | Cook II .....                                       | B |
| 37 | Cook III .....                                      | C |
| 38 | Crew Leader .....                                   | F |
| 39 | Custodian I .....                                   | A |
| 40 | Custodian II .....                                  | B |
| 41 | Custodian III .....                                 | C |
| 42 | Custodian IV .....                                  | D |
| 43 | Director or Coordinator of Services .....           | H |
| 44 | Draftsman .....                                     | D |
| 45 | Early Childhood Classroom Assistant Teacher I ..... | E |

|    |                                                       |   |
|----|-------------------------------------------------------|---|
| 46 | Early Childhood Classroom Assistant Teacher II .....  | E |
| 47 | Early Childhood Classroom Assistant Teacher III ..... | F |
| 48 | Educational Sign Language Interpreter I .....         | F |
| 49 | Educational Sign Language Interpreter II .....        | G |
| 50 | Electrician I .....                                   | F |
| 51 | Electrician II .....                                  | G |
| 52 | Electronic Technician I .....                         | F |
| 53 | Electronic Technician II .....                        | G |
| 54 | Executive Secretary .....                             | G |
| 55 | Food Services Supervisor .....                        | G |
| 56 | Foreman .....                                         | G |
| 57 | General Maintenance .....                             | C |
| 58 | Glazier .....                                         | D |
| 59 | Graphic Artist .....                                  | D |
| 60 | Groundsman .....                                      | B |
| 61 | Handyman .....                                        | B |
| 62 | Heating and Air Conditioning Mechanic I .....         | E |
| 63 | Heating and Air Conditioning Mechanic II .....        | G |
| 64 | Heavy Equipment Operator .....                        | E |
| 65 | Inventory Supervisor .....                            | D |
| 66 | Key Punch Operator .....                              | B |
| 67 | Licensed Practical Nurse .....                        | F |
| 68 | Locksmith .....                                       | G |
| 69 | Lubrication Man .....                                 | C |
| 70 | Machinist .....                                       | F |
| 71 | Mail Clerk .....                                      | D |

|    |                                         |   |
|----|-----------------------------------------|---|
| 72 | Maintenance Clerk .....                 | C |
| 73 | Mason .....                             | G |
| 74 | Mechanic .....                          | F |
| 75 | Mechanic Assistant .....                | E |
| 76 | Office Equipment Repairman I .....      | F |
| 77 | Office Equipment Repairman II .....     | G |
| 78 | Painter .....                           | E |
| 79 | Paraprofessional .....                  | F |
| 80 | Payroll Supervisor .....                | G |
| 81 | Plumber I .....                         | E |
| 82 | Plumber II .....                        | G |
| 83 | Printing Operator .....                 | B |
| 84 | Printing Supervisor .....               | D |
| 85 | Programmer .....                        | H |
| 86 | Roofing/Sheet Metal Mechanic .....      | F |
| 87 | Sanitation Plant Operator .....         | G |
| 88 | School Bus Supervisor .....             | E |
| 89 | Secretary I .....                       | D |
| 90 | Secretary II .....                      | E |
| 91 | Secretary III .....                     | F |
| 92 | Sign Support Specialist .....           | E |
| 93 | Supervisor of Maintenance .....         | H |
| 94 | Supervisor of Transportation .....      | H |
| 95 | Switchboard Operator-Receptionist ..... | D |
| 96 | Truck Driver .....                      | D |
| 97 | Warehouse Clerk .....                   | C |

98 Watchman .....B  
99 Welder .....F  
100 WVEIS Data Entry and Administrative Clerk .....B

101 (b) An additional \$12 per month is added to the minimum monthly pay of each service  
102 person who holds a high school diploma or its equivalent.

103 (c) An additional \$11 per month also is added to the minimum monthly pay of each service  
104 person for each of the following:

105 (1) A service person who holds 12 college hours or comparable credit obtained in a trade  
106 or vocational school as approved by the state board;

107 (2) A service person who holds 24 college hours or comparable credit obtained in a trade  
108 or vocational school as approved by the state board;

109 (3) A service person who holds 36 college hours or comparable credit obtained in a trade  
110 or vocational school as approved by the state board;

111 (4) A service person who holds 48 college hours or comparable credit obtained in a trade  
112 or vocational school as approved by the state board;

113 (5) A service employee who holds 60 college hours or comparable credit obtained in a  
114 trade or vocational school as approved by the state board;

115 (6) A service person who holds 72 college hours or comparable credit obtained in a trade  
116 or vocational school as approved by the state board;

117 (7) A service person who holds 84 college hours or comparable credit obtained in a trade  
118 or vocational school as approved by the state board;

119 (8) A service person who holds 96 college hours or comparable credit obtained in a trade  
120 or vocational school as approved by the state board;

121 (9) A service person who holds 108 college hours or comparable credit obtained in a trade  
122 or vocational school as approved by the state board;



123 (10) A service person who holds 120 college hours or comparable credit obtained in a  
124 trade or vocational school as approved by the state board.

125 (d) An additional \$40 per month also is added to the minimum monthly pay of each service  
126 person for each of the following:

127 (1) A service person who holds an associate's degree;

128 (2) A service person who holds a bachelor's degree;

129 (3) A service person who holds a master's degree;

130 (4) A service person who holds a doctorate degree.

131 (e) An additional \$11 per month is added to the minimum monthly pay of each service  
132 person for each of the following:

133 (1) A service person who holds a bachelor's degree plus 15 college hours;

134 (2) A service person who holds a master's degree plus 15 college hours;

135 (3) A service person who holds a master's degree plus 30 college hours;

136 (4) A service person who holds a master's degree plus 45 college hours; and

137 (5) A service person who holds a master's degree plus 60 college hours.

138 (f) To meet the objective of salary equity among the counties, each service person is paid  
139 an equity supplement, as set forth in §18A-4-5 of this code, of \$164 per month, subject to the  
140 provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the  
141 applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in  
142 this section and article and any county supplement in effect in a county pursuant to §18A-4-5b of  
143 this code; (ii) are paid in equal monthly installments; and (iii) are considered a part of the state  
144 minimum salaries for service personnel.

145 (g) When any part of a school service person's daily shift of work is performed between  
146 the hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an  
147 additional \$10 per month and one half of the pay is paid with local funds.

148 (h) Any service person required to work on any legal school holiday is paid at a rate one  
149 and one-half times the person's usual hourly rate.

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

154 (j) A service person may not have his or her daily work schedule changed during the school  
155 year without the employee's written consent and the person's required daily work hours may not  
156 be changed to prevent the payment of time and one-half wages or the employment of another  
157 employee.

158 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of  
159 this code is no less than one seventh of the person's daily total salary for each hour the person is  
160 involved in performing the assignment and paid entirely from local funds: *Provided*, That an  
161 alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
162 category of employment may be used if the alternate hourly rate of pay is approved both by the  
163 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
164 within that classification category of employment within that county: *Provided, however*, That the  
165 vote is by secret ballot if requested by a service person within that classification category within  
166 that county. The salary for any fraction of an hour the employee is involved in performing the  
167 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
168 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
169 assignment pay computed as though the person were employed on a full-day salary basis.

170 (l) The minimum pay for any service personnel engaged in the removal of asbestos  
171 material or related duties required for asbestos removal is their regular total daily rate of pay and  
172 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel  
173 supervising asbestos removal responsibilities for each hour these employees are involved in

174 asbestos-related duties. Related duties required for asbestos removal include, but are not limited  
175 to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,  
176 placing and removal of equipment and removal of structures from the site. If any member of an  
177 asbestos crew is engaged in asbestos-related duties outside of the employee's regular  
178 employment county, the daily rate of pay is no less than the minimum amount as established in  
179 the employee's regular employment county for asbestos removal and an additional \$30 per each  
180 day the employee is engaged in asbestos removal and related duties. The additional pay for  
181 asbestos removal and related duties shall be payable entirely from county funds. Before service  
182 personnel may be used in the removal of asbestos material or related duties, they shall have  
183 completed a federal Environmental Protection Act-approved training program and be licensed.  
184 The employer shall provide all necessary protective equipment and maintain all records required  
185 by the Environmental Protection Act.

186 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,  
187 an aide is considered to be exercising the authority of a supervisory aide and control over pupils  
188 if the aide is required to supervise, control, direct, monitor, escort, or render service to a child or  
189 children when not under the direct supervision of a certified professional person within the  
190 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever  
191 supervision is required. For purposes of this section, "under the direct supervision of a certified  
192 professional person" means that certified professional person is present, with and accompanying  
193 the aide.

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

*Legu Harker*  
.....  
Chairman, House Committee

*Maury Maynard*  
.....  
Chairman, Senate Committee

Originating in the House.

In effect July 1, 2018.

*Stephen J. Adkins*  
.....  
Clerk of the House of Delegates

*Joe Goin*  
.....  
Clerk of the Senate

*Tim Beck*  
.....  
Speaker of the House of Delegates

*Walter S. Couch*  
.....  
President of the Senate

FILED  
2018 MAR -6 P 3:54  
OFFICE DEPT VIRGINIA  
SECRETARY OF STATE

The within *is approved* this the *6th*  
*March*  
day of ....., 2018.

*Jim Justice*  
.....  
Governor

PRESENTED TO THE GOVERNMENT

1974 08 23

Time 2:27 pm