



2011 Legislative Proposals

1. That the legislature provide increases in the state minimum salary scale including across the board, monthly increment, classification, equity pay adjustments, automatic progression between class title levels, and establishing additional pay levels for college hours or comparable trade or vocational school credit.
2. That the legislature redefines the “80/20” provision of the PEIA plan so as to eliminate drastic increases in out-of-pocket costs to our healthcare.
3. That legislation provides the following:
 - a. Mandate the implementation of the cook/meal ratio.
 - b. Mandate one pay grade increase for “Cafeteria Manager.”
 - c. That at least one Custodian IV be employed in each school.
 - d. A square footage formula for custodial staffing.
4. That improvements in retirement and insurance benefits include:
 - a. Providing automatic cost-of-living benefit increases for retired school employees.
 - b. Requesting that the legislature provide funding to help pay the premiums for retired school employees participating in the Public Employee’s Insurance Plan.
5. That multi-classification title holders be paid one-eighth higher salary and be funded with local funds.
6. That clerical help in schools be provided as follows:
 - a. Schools with up to 300 students – at least full-day secretary.
 - b. Schools with 300-500 students – at least one full-day secretary and one-half day additional clerical help.
 - c. Schools with over 500 students – at least one full-day secretary and one full-day additional clerical help for each additional 500 students.
7. That boards be prohibited from reducing the employment terms of service personnel who work beyond the 200 day employment term.
8. That the surviving spouse of a school employee shall benefit from any unused personal leave of the employee.
9. Providing extra pay for aides and paraprofessionals who work in classrooms where the number of students exceed 20 in Kindergarten and 25 in grades 1–4.
10. Elimination of the Job Sharing.
11. Creation of “Bus Operator II”.

PROPOSALS WVSSPA WILL OPPOSE

1. Changing the statutory 43-week school calendar.
2. Abolishing service personnel positions for the purpose of using private contractors.
3. Repealing the intent of the service personnel seniority and substitute provisions of law as provided in §18A-4-8b, §18A-4-8g and §18A-4-15.
4. Providing pay raises based on merit.
5. Permitting control or regionalization of school service personnel jobs to RESA’s.
6. Establishing a different premium and benefit PEIA program for new employees and diminishing the value of using unused sick leave days to pay PEIA premiums.