

WEST VIRGINIA
PROFESSIONAL AND SERVICE PERSONNEL
STATE MINIMUM REQUIRED SALARY SCHEDULES
FOR THE 2020-21 YEAR

West Virginia Department of Education
Office of School Finance

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2020-21 YEAR**

Regular professional pay table and also for substitutes exceeding 30 days in one position. Divide by 200 for daily rate.

Years Exp.	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
0	33,838	34,542	34,889	36,815	37,668	39,627	40,484	41,341	42,102	43,228
1	34,204	34,937	35,286	37,402	38,255	40,215	41,072	41,928	42,689	43,815
2	34,571	35,332	35,683	37,990	38,843	40,802	41,659	42,516	43,277	44,403
3	34,937	35,727	36,080	38,578	39,430	41,390	42,247	43,103	43,864	44,990
4	35,547	36,366	36,721	39,409	40,262	42,222	43,079	43,935	44,696	45,822
5	35,913	36,761	37,118	39,997	40,850	42,809	43,666	44,523	45,284	46,410
6	36,279	37,156	37,515	40,584	41,437	43,397	44,254	45,110	45,871	46,997
7	36,645	37,552	37,912	41,172	42,025	43,984	44,841	45,698	46,459	47,585
8	37,011	37,947	38,310	41,759	42,612	44,572	45,429	46,285	47,046	48,172
9	37,377	38,342	38,707	42,347	43,200	45,159	46,016	46,873	47,634	48,760
10	37,744	38,737	39,104	42,936	43,788	45,748	46,605	47,462	48,222	49,348
11	38,110	39,132	39,501	43,523	44,376	46,336	47,192	48,049	48,810	49,936
12	38,476	39,527	39,898	44,111	44,963	46,923	47,780	48,637	49,397	50,523
13	38,842	39,922	40,295	44,698	45,551	47,511	48,367	49,224	49,985	51,111
14	39,208	40,317	40,692	45,286	46,138	48,098	48,955	49,812	50,572	51,698
15	39,574	40,712	41,089	45,873	46,726	48,686	49,542	50,399	51,160	52,286
16	39,940	41,107	41,486	46,461	47,313	49,273	50,130	50,987	51,747	52,873
17	40,306	41,503	41,883	47,048	47,901	49,861	50,718	51,574	52,335	53,461
18	40,672	41,898	42,281	47,636	48,489	50,448	51,305	52,162	52,923	54,049
19	41,038	42,293	42,678	48,223	49,076	51,036	51,893	52,749	53,510	54,636
20	41,404	42,688	43,075	48,811	49,664	51,623	52,480	53,337	54,098	55,224
21	41,771	43,083	43,472	49,398	50,251	52,211	53,068	53,924	54,685	55,811
22	42,137	43,478	43,869	49,986	50,839	52,798	53,655	54,512	55,273	56,399
23	42,503	43,873	44,266	50,574	51,426	53,386	54,243	55,099	55,860	56,986
24	42,869	44,268	44,663	51,161	52,014	53,974	54,830	55,687	56,448	57,574
25	43,235	44,663	45,060	51,749	52,601	54,561	55,418	56,275	57,035	58,161
26	43,601	45,058	45,457	52,336	53,189	55,149	56,005	56,862	57,623	58,749
27	43,967	45,453	45,854	52,924	53,776	55,736	56,593	57,450	58,210	59,336
28	44,333	45,849	46,251	53,511	54,364	56,324	57,180	58,037	58,798	59,924
29	44,699	46,244	46,649	54,099	54,951	56,911	57,768	58,625	59,385	60,511
30	45,065	46,639	47,046	54,686	55,539	57,499	58,355	59,212	59,973	61,099
31	45,432	47,034	47,443	55,274	56,127	58,086	58,943	59,800	60,560	61,686
32	45,798	47,429	47,840	55,861	56,714	58,674	59,531	60,387	61,148	62,274
33	46,164	47,824	48,237	56,449	57,302	59,261	60,118	60,975	61,736	62,862
34	46,530	48,219	48,634	57,036	57,889	59,849	60,706	61,562	62,323	63,449
35	46,896	48,614	49,031	57,624	58,477	60,436	61,293	62,150	62,911	64,037

Add \$600 upon reaching 20 years of teaching experience.

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b), or the \$2,000 supplement for classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school (WVC §18A-4-2c).

OSF
03/23/20
State Salary Schedules 21

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE BASIC SALARY WITHOUT STATE SUPPLEMENT
FOR THE 2020-21 YEAR**

Use this payable to determine professional substitute pay for less than 30 days. (See note below).

Years Exp.	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	32,057	32,746	33,012	34,455	35,216	36,983	37,744	38,505	39,266	40,301
1	32,385	33,074	33,340	34,973	35,734	37,502	38,263	39,023	39,784	40,819
2	32,714	33,402	33,668	35,492	36,253	38,020	38,781	39,542	40,303	41,338
3	33,042	33,730	33,996	36,011	36,771	38,539	39,300	40,060	40,821	41,856
4	33,614	34,302	34,568	36,773	37,534	39,302	40,063	40,823	41,584	42,619
5	33,942	34,630	34,896	37,292	38,053	39,820	40,581	41,342	42,103	43,138
6	34,270	34,958	35,224	37,810	38,571	40,339	41,100	41,860	42,621	43,656
7	34,598	35,287	35,552	38,329	39,090	40,857	41,618	42,379	43,140	44,175
8	34,926	35,615	35,881	38,847	39,608	41,376	42,137	42,897	43,658	44,693
9	35,254	35,943	36,209	39,366	40,127	41,894	42,655	43,416	44,177	45,212
10	35,583	36,271	36,537	39,886	40,646	42,414	43,175	43,936	44,696	45,731
11	35,911	36,599	36,865	40,404	41,165	42,933	43,693	44,454	45,215	46,250
12	36,239	36,927	37,193	40,923	41,683	43,451	44,212	44,973	45,733	46,768
13	36,567	37,255	37,521	41,441	42,202	43,970	44,730	45,491	46,252	47,287
14	36,895	37,583	37,849	41,960	42,720	44,488	45,249	46,010	46,770	47,805
15	37,223	37,911	38,177	42,478	43,239	45,007	45,767	46,528	47,289	48,324
16	37,551	38,239	38,505	42,997	43,757	45,525	46,286	47,047	47,807	48,842
17	37,879	38,568	38,833	43,515	44,276	46,044	46,805	47,565	48,326	49,361
18	38,207	38,896	39,162	44,034	44,795	46,562	47,323	48,084	48,845	49,880
19	38,535	39,224	39,490	44,552	45,313	47,081	47,842	48,602	49,363	50,398
20	38,863	39,552	39,818	45,071	45,832	47,599	48,360	49,121	49,882	50,917
21	39,192	39,880	40,146	45,589	46,350	48,118	48,879	49,639	50,400	51,435
22	39,520	40,208	40,474	46,108	46,869	48,636	49,397	50,158	50,919	51,954
23	39,848	40,536	40,802	46,627	47,387	49,155	49,916	50,676	51,437	52,472
24	40,176	40,864	41,130	47,145	47,906	49,674	50,434	51,195	51,956	52,991
25	40,504	41,192	41,458	47,664	48,424	50,192	50,953	51,714	52,474	53,509
26	40,832	41,520	41,786	48,182	48,943	50,711	51,471	52,232	52,993	54,028
27	41,160	41,848	42,114	48,701	49,461	51,229	51,990	52,751	53,511	54,546
28	41,488	42,177	42,442	49,219	49,980	51,748	52,508	53,269	54,030	55,065
29	41,816	42,505	42,771	49,738	50,498	52,266	53,027	53,788	54,548	55,583
30	42,144	42,833	43,099	50,256	51,017	52,785	53,545	54,306	55,067	56,102
31	42,473	43,161	43,427	50,775	51,536	53,303	54,064	54,825	55,585	56,620
32	42,801	43,489	43,755	51,293	52,054	53,822	54,583	55,343	56,104	57,139
33	43,129	43,817	44,083	51,812	52,573	54,340	55,101	55,862	56,623	57,658
34	43,457	44,145	44,411	52,330	53,091	54,859	55,620	56,380	57,141	58,176
35	43,785	44,473	44,739	52,849	53,610	55,377	56,138	56,899	57,660	58,695

For professional substitutes (Less than 30 days in one position), use zero years of experience, find your degree classification, divide by 200 days and multiply by 80%. This is your daily rate. Upon reaching 10 consecutive days, use actual years of experience.

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b), or the \$2,000 supplement for classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school (WVC §18A-4-2c).

OSF
03/23/20
State Salary Schedules 21

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2020-21 YEAR**

This is on a monthly basis. For yearly salary, divide by 20 days to determine daily rate and multiply by days of your contract.

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,049	2,070	2,112	2,165	2,218	2,281	2,313	2,386
1	2,081	2,103	2,144	2,197	2,251	2,314	2,345	2,419
2	2,114	2,135	2,177	2,230	2,283	2,346	2,378	2,451
3	2,146	2,168	2,210	2,263	2,316	2,379	2,411	2,484
4	2,179	2,201	2,242	2,295	2,348	2,412	2,443	2,518
5	2,212	2,233	2,275	2,328	2,381	2,444	2,476	2,550
6	2,244	2,266	2,309	2,361	2,414	2,477	2,509	2,583
7	2,278	2,298	2,341	2,393	2,446	2,510	2,541	2,616
8	2,311	2,331	2,374	2,426	2,479	2,542	2,574	2,648
9	2,343	2,364	2,407	2,460	2,512	2,575	2,606	2,681
10	2,376	2,397	2,439	2,492	2,544	2,609	2,640	2,714
11	2,409	2,430	2,472	2,525	2,577	2,641	2,673	2,746
12	2,441	2,463	2,504	2,558	2,611	2,674	2,705	2,779
13	2,474	2,495	2,537	2,590	2,643	2,706	2,738	2,812
14	2,507	2,528	2,570	2,623	2,676	2,739	2,771	2,844
15	2,539	2,561	2,602	2,655	2,708	2,772	2,803	2,877
16	2,572	2,593	2,635	2,688	2,741	2,804	2,836	2,910
17	2,604	2,626	2,669	2,721	2,774	2,837	2,869	2,943
18	2,637	2,659	2,701	2,753	2,806	2,870	2,901	2,976
19	2,671	2,691	2,734	2,786	2,839	2,902	2,934	3,008
20	2,703	2,724	2,767	2,820	2,872	2,935	2,967	3,042
21	2,736	2,756	2,799	2,852	2,904	2,968	2,999	3,076
22	2,769	2,790	2,832	2,885	2,937	3,001	3,033	3,108
23	2,801	2,823	2,865	2,918	2,971	3,035	3,067	3,142
24	2,834	2,855	2,897	2,950	3,003	3,069	3,100	3,176
25	2,867	2,888	2,930	2,983	3,037	3,101	3,134	3,208
26	2,899	2,921	2,962	3,017	3,071	3,135	3,166	3,242
27	2,932	2,953	2,995	3,049	3,103	3,167	3,200	3,275
28	2,965	2,986	3,029	3,083	3,137	3,201	3,234	3,309
29	2,997	3,020	3,062	3,115	3,170	3,235	3,266	3,343
30	3,031	3,052	3,096	3,149	3,203	3,267	3,300	3,376
31	3,064	3,086	3,130	3,183	3,237	3,301	3,334	3,409
32	3,098	3,119	3,162	3,216	3,269	3,335	3,366	3,443
33	3,132	3,152	3,196	3,250	3,303	3,367	3,400	3,476
34	3,164	3,186	3,230	3,284	3,337	3,401	3,434	3,509
35	3,198	3,220	3,262	3,316	3,369	3,435	3,467	3,543
36	3,232	3,253	3,296	3,350	3,404	3,468	3,501	3,575
37	3,264	3,287	3,330	3,384	3,438	3,502	3,534	3,609
38	3,298	3,319	3,362	3,416	3,470	3,535	3,567	3,643
39	3,332	3,353	3,396	3,450	3,504	3,568	3,601	3,675
40	3,364	3,387	3,429	3,483	3,538	3,602	3,634	3,709

Add supplemental pay as appropriate below.

Note: This schedule does not include the \$12/month supplemental pay for having a high school diploma or GED; the educational bonuses of: \$11/month for each of the following levels of college credit or comparable training in a trade or vocational school: 12, 24, 36, 48, 60, 72, 84, 96, 108, or 120 hours; \$40/month for an associate, bachelor's, master's, or doctorate degree; or \$11/month for each of the following: BA+15, MA+15, MA+30, MA+45, or MA+60; or the \$10/month shift differential pay.

OSF
03/23/20
State Salary Schedules 21

**PRINCIPALS AND ASSISTANT PRINCIPALS
STATE MINIMUM SALARY INCREMENT SCHEDULE
FOR THE 2020-21 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	34,455	35,216	36,983	37,744	38,505	39,266	40,301

PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
1 - 7	11.00%	3,790	3,874	4,068	4,152	4,236	4,319	4,433
8 - 14	11.50%	3,962	4,050	4,253	4,341	4,428	4,516	4,635
15 - 24	12.00%	4,135	4,226	4,438	4,529	4,621	4,712	4,836
25 - 38	12.50%	4,307	4,402	4,623	4,718	4,813	4,908	5,038
39 - 57	13.00%	4,479	4,578	4,808	4,907	5,006	5,105	5,239
58 - Up	13.50%	4,651	4,754	4,993	5,095	5,198	5,301	5,441

ASSISTANT PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
1 - 7	5.50%	1,895	1,937	2,034	2,076	2,118	2,160	2,217
8 - 14	5.75%	1,981	2,025	2,127	2,170	2,214	2,258	2,317
15 - 24	6.00%	2,067	2,113	2,219	2,265	2,310	2,356	2,418
25 - 38	6.25%	2,153	2,201	2,311	2,359	2,407	2,454	2,519
39 - 57	6.50%	2,240	2,289	2,404	2,453	2,503	2,552	2,620
58 - Up	6.75%	2,326	2,377	2,496	2,548	2,599	2,650	2,720

Notes: (1) Reference - West Virginia Code §18A-4-3.

OSF
3/23/20
State Salary Schedules 21