

WEST VIRGINIA
PROFESSIONAL AND SERVICE PERSONNEL
STATE MINIMUM REQUIRED SALARY SCHEDULES
FOR THE 2018-19 YEAR

West Virginia Department of Education
Office of School Finance

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS EQUITY)
FOR THE 2018-19 YEAR**

Regular Professional Pay Table and Also for Long-Term Substitutes

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	31,718	32,422	32,769	34,695	35,548	37,507	38,364	39,221	39,982	41,108
1	32,084	32,817	33,166	35,282	36,135	38,095	38,952	39,808	40,569	41,695
2	32,451	33,212	33,563	35,870	36,723	38,682	39,539	40,396	41,157	42,283
3	32,817	33,607	33,960	36,458	37,310	39,270	40,127	40,983	41,744	42,870
4	33,427	34,246	34,601	37,289	38,142	40,102	40,959	41,815	42,576	43,702
5	33,793	34,641	34,998	37,877	38,730	40,689	41,546	42,403	43,164	44,290
6	34,159	35,036	35,395	38,464	39,317	41,277	42,134	42,990	43,751	44,877
7	34,525	35,432	35,792	39,052	39,905	41,864	42,721	43,578	44,339	45,465
8	34,891	35,827	36,190	39,639	40,492	42,452	43,309	44,165	44,926	46,052
9	35,257	36,222	36,587	40,227	41,080	43,039	43,896	44,753	45,514	46,640
10	35,624	36,617	36,984	40,816	41,668	43,628	44,485	45,342	46,102	47,228
11	35,990	37,012	37,381	41,403	42,256	44,216	45,072	45,929	46,690	47,816
12	36,356	37,407	37,778	41,991	42,843	44,803	45,660	46,517	47,277	48,403
13	36,722	37,802	38,175	42,578	43,431	45,391	46,247	47,104	47,865	48,991
14	37,088	38,197	38,572	43,166	44,018	45,978	46,835	47,692	48,452	49,578
15	37,454	38,592	38,969	43,753	44,606	46,566	47,422	48,279	49,040	50,166
16	37,820	38,987	39,366	44,341	45,193	47,153	48,010	48,867	49,627	50,753
17	38,186	39,383	39,763	44,928	45,781	47,741	48,598	49,454	50,215	51,341
18	38,552	39,778	40,161	45,516	46,369	48,328	49,185	50,042	50,803	51,929
19	38,918	40,173	40,558	46,103	46,956	48,916	49,773	50,629	51,390	52,516
20	39,284	40,568	40,955	46,691	47,544	49,503	50,360	51,217	51,978	53,104
21	39,651	40,963	41,352	47,278	48,131	50,091	50,948	51,804	52,565	53,691
22	40,017	41,358	41,749	47,866	48,719	50,678	51,535	52,392	53,153	54,279
23	40,383	41,753	42,146	48,454	49,306	51,266	52,123	52,979	53,740	54,866
24	40,749	42,148	42,543	49,041	49,894	51,854	52,710	53,567	54,328	55,454
25	41,115	42,543	42,940	49,629	50,481	52,441	53,298	54,155	54,915	56,041
26	41,481	42,938	43,337	50,216	51,069	53,029	53,885	54,742	55,503	56,629
27	41,847	43,333	43,734	50,804	51,656	53,616	54,473	55,330	56,090	57,216
28	42,213	43,729	44,131	51,391	52,244	54,204	55,060	55,917	56,678	57,804
29	42,579	44,124	44,529	51,979	52,831	54,791	55,648	56,505	57,265	58,391
30	42,945	44,519	44,926	52,566	53,419	55,379	56,235	57,092	57,853	58,979
31	43,312	44,914	45,323	53,154	54,007	55,966	56,823	57,680	58,440	59,566
32	43,678	45,309	45,720	53,741	54,594	56,554	57,411	58,267	59,028	60,154
33	44,044	45,704	46,117	54,329	55,182	57,141	57,998	58,855	59,616	60,742
34	44,410	46,099	46,514	54,916	55,769	57,729	58,586	59,442	60,203	61,329
35	44,776	46,494	46,911	55,504	56,357	58,316	59,173	60,030	60,791	61,917

For professional substitutes who work longer than 30 days in one position, take your degree level, years of experience, and divide by 200 for daily rate.

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).

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE BASIC SALARY WITHOUT EQUITY
FOR THE 2018-19 YEAR**

Use this payscale to determine professional substitute pay for less than 30 days.

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-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
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

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).

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS EQUITY)
FOR THE 2018-19 YEAR**

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

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,934	1,955	1,997	2,050	2,103	2,166	2,198	2,271
1	1,966	1,988	2,029	2,082	2,136	2,199	2,230	2,304
2	1,999	2,020	2,062	2,115	2,168	2,231	2,263	2,336
3	2,031	2,053	2,095	2,148	2,201	2,264	2,296	2,369
4	2,064	2,086	2,127	2,180	2,233	2,297	2,328	2,403
5	2,097	2,118	2,160	2,213	2,266	2,329	2,361	2,435
6	2,129	2,151	2,194	2,246	2,299	2,362	2,394	2,468
7	2,163	2,183	2,226	2,278	2,331	2,395	2,426	2,501
8	2,196	2,216	2,259	2,311	2,364	2,427	2,459	2,533
9	2,228	2,249	2,292	2,345	2,397	2,460	2,491	2,566
10	2,261	2,282	2,324	2,377	2,429	2,494	2,525	2,599
11	2,294	2,315	2,357	2,410	2,462	2,526	2,558	2,631
12	2,326	2,348	2,389	2,443	2,496	2,559	2,590	2,664
13	2,359	2,380	2,422	2,475	2,528	2,591	2,623	2,697
14	2,392	2,413	2,455	2,508	2,561	2,624	2,656	2,729
15	2,424	2,446	2,487	2,540	2,593	2,657	2,688	2,762
16	2,457	2,478	2,520	2,573	2,626	2,689	2,721	2,795
17	2,489	2,511	2,554	2,606	2,659	2,722	2,754	2,828
18	2,522	2,544	2,586	2,638	2,691	2,755	2,786	2,861
19	2,556	2,576	2,619	2,671	2,724	2,787	2,819	2,893
20	2,588	2,609	2,652	2,705	2,757	2,820	2,852	2,927
21	2,621	2,641	2,684	2,737	2,789	2,853	2,884	2,961
22	2,654	2,675	2,717	2,770	2,822	2,886	2,918	2,993
23	2,686	2,708	2,750	2,803	2,856	2,920	2,952	3,027
24	2,719	2,740	2,782	2,835	2,888	2,954	2,985	3,061
25	2,752	2,773	2,815	2,868	2,922	2,986	3,019	3,093
26	2,784	2,806	2,847	2,902	2,956	3,020	3,051	3,127
27	2,817	2,838	2,880	2,934	2,988	3,052	3,085	3,160
28	2,850	2,871	2,914	2,968	3,022	3,086	3,119	3,194
29	2,882	2,905	2,947	3,000	3,055	3,120	3,151	3,228
30	2,916	2,937	2,981	3,034	3,088	3,152	3,185	3,261
31	2,949	2,971	3,015	3,068	3,122	3,186	3,219	3,294
32	2,983	3,004	3,047	3,101	3,154	3,220	3,251	3,328
33	3,017	3,037	3,081	3,135	3,188	3,252	3,285	3,361
34	3,049	3,071	3,115	3,169	3,222	3,286	3,319	3,394
35	3,083	3,105	3,147	3,201	3,254	3,320	3,352	3,428
36	3,117	3,138	3,181	3,235	3,289	3,353	3,386	3,460
37	3,149	3,172	3,215	3,269	3,323	3,387	3,419	3,494
38	3,183	3,204	3,247	3,301	3,355	3,420	3,452	3,528
39	3,217	3,238	3,281	3,335	3,389	3,453	3,486	3,560
40	3,249	3,272	3,314	3,368	3,423	3,487	3,519	3,594

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
03/07/18
State Salary Schedules 19

**PRINCIPALS AND ASSISTANT PRINCIPALS
STATE MINIMUM SALARY INCREMENT SCHEDULE
FOR THE 2018-19 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	32,335	33,096	34,863	35,624	36,385	37,146	38,181

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%	3,557	3,641	3,835	3,919	4,002	4,086	4,200
8 - 14	11.50%	3,719	3,806	4,009	4,097	4,184	4,272	4,391
15 - 24	12.00%	3,880	3,972	4,184	4,275	4,366	4,458	4,582
25 - 38	12.50%	4,042	4,137	4,358	4,453	4,548	4,643	4,773
39 - 57	13.00%	4,204	4,302	4,532	4,631	4,730	4,829	4,964
58 - Up	13.50%	4,365	4,468	4,707	4,809	4,912	5,015	5,154

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%	1,778	1,820	1,917	1,959	2,001	2,043	2,100
8 - 14	5.75%	1,859	1,903	2,005	2,048	2,092	2,136	2,195
15 - 24	6.00%	1,940	1,986	2,092	2,137	2,183	2,229	2,291
25 - 38	6.25%	2,021	2,069	2,179	2,227	2,274	2,322	2,386
39 - 57	6.50%	2,102	2,151	2,266	2,316	2,365	2,414	2,482
58 - Up	6.75%	2,183	2,234	2,353	2,405	2,456	2,507	2,577

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

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3/7/18
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