

**WEST VIRGINIA**  
**PROFESSIONAL AND SERVICE PERSONNEL**  
**STATE MINIMUM REQUIRED SALARY SCHEDULES**  
**FOR THE 2010-11 YEAR**

**West Virginia Department of Education**  
**Office of School Finance**

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE TOTAL SALARY (BASIC PLUS EQUITY)  
SCHEDULE COMPLETELY FILLED IN  
FOR THE 2010-11 YEAR**

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	27,432	28,107	28,452	30,187	31,040	32,999	33,856	34,713	35,474	36,600
1	27,798	28,502	28,849	30,774	31,627	33,587	34,444	35,300	36,061	37,187
2	28,165	28,897	29,246	31,362	32,215	34,174	35,031	35,888	36,649	37,775
3	28,531	29,292	29,643	31,950	32,802	34,762	35,619	36,475	37,236	38,362
4	29,141	29,931	30,284	32,781	33,634	35,594	36,451	37,307	38,068	39,194
5	29,507	30,326	30,681	33,369	34,222	36,181	37,038	37,895	38,656	39,782
6	29,873	30,721	31,078	33,956	34,809	36,769	37,626	38,482	39,243	40,369
7	30,239	31,117	31,475	34,544	35,397	37,356	38,213	39,070	39,831	40,957
8	30,605	31,512	31,873	35,131	35,984	37,944	38,801	39,657	40,418	41,544
9	30,971	31,907	32,270	35,719	36,572	38,531	39,388	40,245	41,006	42,132
10	31,338	32,302	32,667	36,308	37,160	39,120	39,977	40,834	41,594	42,720
11	31,704	32,697	33,064	36,895	37,748	39,708	40,564	41,421	42,182	43,308
12	32,070	33,092	33,461	37,483	38,335	40,295	41,152	42,009	42,769	43,895
13	32,436	33,487	33,858	38,070	38,923	40,883	41,739	42,596	43,357	44,483
14	32,802	33,882	34,255	38,658	39,510	41,470	42,327	43,184	43,944	45,070
15	33,168	34,277	34,652	39,245	40,098	42,058	42,914	43,771	44,532	45,658
16	33,534	34,672	35,049	39,833	40,685	42,645	43,502	44,359	45,119	46,245
17	33,900	35,068	35,446	40,420	41,273	43,233	44,090	44,946	45,707	46,833
18	34,266	35,463	35,844	41,008	41,861	43,820	44,677	45,534	46,295	47,421
19	34,632	35,858	36,241	41,595	42,448	44,408	45,265	46,121	46,882	48,008
20	34,998	36,253	36,638	42,183	43,036	44,995	45,852	46,709	47,470	48,596
21	35,365	36,648	37,035	42,770	43,623	45,583	46,440	47,296	48,057	49,183
22	35,731	37,043	37,432	43,358	44,211	46,170	47,027	47,884	48,645	49,771
23	36,097	37,438	37,829	43,946	44,798	46,758	47,615	48,471	49,232	50,358
24	36,463	37,833	38,226	44,533	45,386	47,346	48,202	49,059	49,820	50,946
25	36,829	38,228	38,623	45,121	45,973	47,933	48,790	49,647	50,407	51,533
26	37,195	38,623	39,020	45,708	46,561	48,521	49,377	50,234	50,995	52,121
27	37,561	39,018	39,417	46,296	47,148	49,108	49,965	50,822	51,582	52,708
28	37,927	39,414	39,814	46,883	47,736	49,696	50,552	51,409	52,170	53,296
29	38,293	39,809	40,212	47,471	48,323	50,283	51,140	51,997	52,757	53,883
30	38,659	40,204	40,609	48,058	48,911	50,871	51,727	52,584	53,345	54,471
31	39,026	40,599	41,006	48,646	49,499	51,458	52,315	53,172	53,932	55,058
32	39,392	40,994	41,403	49,233	50,086	52,046	52,903	53,759	54,520	55,646
33	39,758	41,389	41,800	49,821	50,674	52,633	53,490	54,347	55,108	56,234
34	40,124	41,784	42,197	50,408	51,261	53,221	54,078	54,934	55,695	56,821
35	40,490	42,179	42,594	50,996	51,849	53,808	54,665	55,522	56,283	57,409

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

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), or the \$2,500 supplement for speech-language pathologists, audiologists, or counselors with national certification (WVC §18A-4-4b).

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE BASIC SALARY WITHOUT EQUITY  
SCHEDULE COMPLETELY FILLED IN  
FOR THE 2010-11 YEAR**

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	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
16	31,145	31,804	32,068	36,369	37,129	38,897	39,658	40,419	41,179	42,214
17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

Professional substitutes (less than 30 days) are paid from this scale. Using zero years of experience, find your degree classification, divide by 200 and multiply by 80%. This is your daily rate. Upon reaching 10 consecutive days (but less than 30) in one position, use your 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), or the \$2,500 supplement for speech-language pathologists, audiologists, or counselors with national certification (WVC §18A-4-4b).

**PRINCIPALS AND ASSISTANT PRINCIPALS  
STATE MINIMUM SALARY INCREMENT SCHEDULE  
FOR THE 2010-11 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	27,827	28,588	30,355	31,116	31,877	32,638	33,673

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%	3,061	3,145	3,339	3,423	3,506	3,590	3,704
8 - 14	11.50%	3,200	3,288	3,491	3,578	3,666	3,753	3,872
15 - 24	12.00%	3,339	3,431	3,643	3,734	3,825	3,917	4,041
25 - 38	12.50%	3,478	3,574	3,794	3,890	3,985	4,080	4,209
39 - 57	13.00%	3,618	3,716	3,946	4,045	4,144	4,243	4,377
58 - Up	13.50%	3,757	3,859	4,098	4,201	4,303	4,406	4,546

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%	1,530	1,572	1,670	1,711	1,753	1,795	1,852
8 - 14	5.75%	1,600	1,644	1,745	1,789	1,833	1,877	1,936
15 - 24	6.00%	1,670	1,715	1,821	1,867	1,913	1,958	2,020
25 - 38	6.25%	1,739	1,787	1,897	1,945	1,992	2,040	2,105
39 - 57	6.50%	1,809	1,858	1,973	2,023	2,072	2,121	2,189
58 - Up	6.75%	1,878	1,930	2,049	2,100	2,152	2,203	2,273

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

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS EQUITY)  
FOR THE 2010-11 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,692	1,713	1,754	1,806	1,858	1,920	1,951	2,023
1	1,724	1,745	1,786	1,838	1,890	1,952	1,983	2,055
2	1,756	1,777	1,818	1,870	1,922	1,984	2,015	2,087
3	1,788	1,809	1,850	1,902	1,954	2,016	2,047	2,119
4	1,820	1,841	1,882	1,934	1,986	2,048	2,079	2,152
5	1,852	1,873	1,914	1,966	2,018	2,080	2,111	2,184
6	1,884	1,905	1,947	1,998	2,050	2,112	2,143	2,216
7	1,917	1,937	1,979	2,030	2,082	2,144	2,175	2,248
8	1,949	1,969	2,011	2,062	2,114	2,176	2,207	2,280
9	1,981	2,001	2,043	2,095	2,146	2,208	2,239	2,312
10	2,013	2,034	2,075	2,127	2,178	2,241	2,272	2,344
11	2,045	2,066	2,107	2,159	2,210	2,273	2,304	2,376
12	2,077	2,098	2,139	2,191	2,243	2,305	2,336	2,408
13	2,109	2,130	2,171	2,223	2,275	2,337	2,368	2,440
14	2,141	2,162	2,203	2,255	2,307	2,369	2,400	2,472
15	2,173	2,194	2,235	2,287	2,339	2,401	2,432	2,504
16	2,205	2,226	2,267	2,319	2,371	2,433	2,464	2,537
17	2,237	2,258	2,300	2,351	2,403	2,465	2,496	2,569
18	2,269	2,290	2,332	2,383	2,435	2,497	2,528	2,601
19	2,302	2,322	2,364	2,415	2,467	2,529	2,560	2,633
20	2,334	2,354	2,396	2,448	2,499	2,561	2,592	2,665
21	2,366	2,386	2,428	2,480	2,531	2,593	2,624	2,697
22	2,398	2,419	2,460	2,512	2,563	2,626	2,657	2,729
23	2,430	2,451	2,492	2,544	2,596	2,658	2,689	2,761
24	2,462	2,483	2,524	2,576	2,628	2,690	2,721	2,793
25	2,494	2,515	2,556	2,608	2,660	2,722	2,753	2,825
26	2,526	2,547	2,588	2,640	2,692	2,754	2,785	2,857
27	2,558	2,579	2,620	2,672	2,724	2,786	2,817	2,889
28	2,590	2,611	2,652	2,704	2,756	2,818	2,849	2,922
29	2,622	2,643	2,685	2,736	2,788	2,850	2,881	2,954
30	2,655	2,675	2,717	2,768	2,820	2,882	2,913	2,986
31	2,687	2,707	2,749	2,800	2,852	2,914	2,945	3,018
32	2,719	2,739	2,781	2,833	2,884	2,946	2,977	3,050
33	2,751	2,771	2,813	2,865	2,916	2,978	3,010	3,082
34	2,783	2,804	2,845	2,897	2,948	3,011	3,042	3,114
35	2,815	2,836	2,877	2,929	2,981	3,043	3,074	3,146
36	2,847	2,868	2,909	2,961	3,013	3,075	3,106	3,178
37	2,879	2,900	2,941	2,993	3,045	3,107	3,138	3,210
38	2,911	2,932	2,973	3,025	3,077	3,139	3,170	3,242
39	2,943	2,964	3,005	3,057	3,109	3,171	3,202	3,274
40	2,975	2,996	3,037	3,089	3,141	3,203	3,234	3,307

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.