

WEST VIRGINIA
PROFESSIONAL AND SERVICE PERSONNEL
STATE MINIMUM REQUIRED SALARY SCHEDULES
FOR THE 2026-27 YEAR

West Virginia Department of Education
Office of School Finance

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE BASIC SALARY WITHOUT STATE SUPPLEMENT
FOR THE 2026-27 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	40,617	41,306	41,572	43,015	43,776	45,543	46,304	47,065	47,826	48,861
1	40,945	41,634	41,900	43,533	44,294	46,062	46,823	47,583	48,344	49,379
2	41,274	41,962	42,228	44,052	44,813	46,580	47,341	48,102	48,863	49,898
3	41,602	42,290	42,556	44,571	45,331	47,099	47,860	48,620	49,381	50,416
4	42,174	42,862	43,128	45,333	46,094	47,862	48,623	49,383	50,144	51,179
5	42,502	43,190	43,456	45,852	46,613	48,380	49,141	49,902	50,663	51,698
6	42,830	43,518	43,784	46,370	47,131	48,899	49,660	50,420	51,181	52,216
7	43,158	43,847	44,112	46,889	47,650	49,417	50,178	50,939	51,700	52,735
8	43,486	44,175	44,441	47,407	48,168	49,936	50,697	51,457	52,218	53,253
9	43,814	44,503	44,769	47,926	48,687	50,454	51,215	51,976	52,737	53,772
10	44,143	44,831	45,097	48,446	49,206	50,974	51,735	52,496	53,256	54,291
11	44,471	45,159	45,425	48,964	49,725	51,493	52,253	53,014	53,775	54,810
12	44,799	45,487	45,753	49,483	50,243	52,011	52,772	53,533	54,293	55,328
13	45,127	45,815	46,081	50,001	50,762	52,530	53,290	54,051	54,812	55,847
14	45,455	46,143	46,409	50,520	51,280	53,048	53,809	54,570	55,330	56,365
15	45,783	46,471	46,737	51,038	51,799	53,567	54,327	55,088	55,849	56,884
16	46,111	46,799	47,065	51,557	52,317	54,085	54,846	55,607	56,367	57,402
17	46,439	47,128	47,393	52,075	52,836	54,604	55,365	56,125	56,886	57,921
18	46,767	47,456	47,722	52,594	53,355	55,122	55,883	56,644	57,405	58,440
19	47,095	47,784	48,050	53,112	53,873	55,641	56,402	57,162	57,923	58,958
20	47,423	48,112	48,378	53,631	54,392	56,159	56,920	57,681	58,442	59,477
21	47,752	48,440	48,706	54,149	54,910	56,678	57,439	58,199	58,960	59,995
22	48,080	48,768	49,034	54,668	55,429	57,196	57,957	58,718	59,479	60,514
23	48,408	49,096	49,362	55,187	55,947	57,715	58,476	59,236	59,997	61,032
24	48,736	49,424	49,690	55,705	56,466	58,234	58,994	59,755	60,516	61,551
25	49,064	49,752	50,018	56,224	56,984	58,752	59,513	60,274	61,034	62,069
26	49,392	50,080	50,346	56,742	57,503	59,271	60,031	60,792	61,553	62,588
27	49,720	50,408	50,674	57,261	58,021	59,789	60,550	61,311	62,071	63,106
28	50,048	50,737	51,002	57,779	58,540	60,308	61,068	61,829	62,590	63,625
29	50,376	51,065	51,331	58,298	59,058	60,826	61,587	62,348	63,108	64,143
30	50,704	51,393	51,659	58,816	59,577	61,345	62,105	62,866	63,627	64,662
31	51,033	51,721	51,987	59,335	60,096	61,863	62,624	63,385	64,145	65,180
32	51,361	52,049	52,315	59,853	60,614	62,382	63,143	63,903	64,664	65,699
33	51,689	52,377	52,643	60,372	61,133	62,900	63,661	64,422	65,183	66,218
34	52,017	52,705	52,971	60,890	61,651	63,419	64,180	64,940	65,701	66,736
35	52,345	53,033	53,299	61,409	62,170	63,937	64,698	65,459	66,220	67,255

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
03/20/26
State Salary Schedules 27

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE SUPPLEMENT SCHEDULE
FOR THE 2026-27 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	1,781	1,796	1,877	2,360	2,452	2,644	2,740	2,836	2,836	2,927
1	1,819	1,863	1,946	2,429	2,521	2,713	2,809	2,905	2,905	2,996
2	1,857	1,930	2,015	2,498	2,590	2,782	2,878	2,974	2,974	3,065
3	1,895	1,997	2,084	2,567	2,659	2,851	2,947	3,043	3,043	3,134
4	1,933	2,064	2,153	2,636	2,728	2,920	3,016	3,112	3,112	3,203
5	1,971	2,131	2,222	2,705	2,797	2,989	3,085	3,181	3,181	3,272
6	2,009	2,198	2,291	2,774	2,866	3,058	3,154	3,250	3,250	3,341
7	2,047	2,265	2,360	2,843	2,935	3,127	3,223	3,319	3,319	3,410
8	2,085	2,332	2,429	2,912	3,004	3,196	3,292	3,388	3,388	3,479
9	2,123	2,399	2,498	2,981	3,073	3,265	3,361	3,457	3,457	3,548
10	2,161	2,466	2,567	3,050	3,142	3,334	3,430	3,526	3,526	3,617
11	2,199	2,533	2,636	3,119	3,211	3,403	3,499	3,595	3,595	3,686
12	2,237	2,600	2,705	3,188	3,280	3,472	3,568	3,664	3,664	3,755
13	2,275	2,667	2,774	3,257	3,349	3,541	3,637	3,733	3,733	3,824
14	2,313	2,734	2,843	3,326	3,418	3,610	3,706	3,802	3,802	3,893
15	2,351	2,801	2,912	3,395	3,487	3,679	3,775	3,871	3,871	3,962
16	2,389	2,868	2,981	3,464	3,556	3,748	3,844	3,940	3,940	4,031
17	2,427	2,935	3,050	3,533	3,625	3,817	3,913	4,009	4,009	4,100
18	2,465	3,002	3,119	3,602	3,694	3,886	3,982	4,078	4,078	4,169
19	2,503	3,069	3,188	3,671	3,763	3,955	4,051	4,147	4,147	4,238
20	2,541	3,136	3,257	3,740	3,832	4,024	4,120	4,216	4,216	4,307
21	2,579	3,203	3,326	3,809	3,901	4,093	4,189	4,285	4,285	4,376
22	2,617	3,270	3,395	3,878	3,970	4,162	4,258	4,354	4,354	4,445
23	2,655	3,337	3,464	3,947	4,039	4,231	4,327	4,423	4,423	4,514
24	2,693	3,404	3,533	4,016	4,108	4,300	4,396	4,492	4,492	4,583
25	2,731	3,471	3,602	4,085	4,177	4,369	4,465	4,561	4,561	4,652
26	2,769	3,538	3,671	4,154	4,246	4,438	4,534	4,630	4,630	4,721
27	2,807	3,605	3,740	4,223	4,315	4,507	4,603	4,699	4,699	4,790
28	2,845	3,672	3,809	4,292	4,384	4,576	4,672	4,768	4,768	4,859
29	2,883	3,739	3,878	4,361	4,453	4,645	4,741	4,837	4,837	4,928
30	2,921	3,806	3,947	4,430	4,522	4,714	4,810	4,906	4,906	4,997
31	2,959	3,873	4,016	4,499	4,591	4,783	4,879	4,975	4,975	5,066
32	2,997	3,940	4,085	4,568	4,660	4,852	4,948	5,044	5,044	5,135
33	3,035	4,007	4,154	4,637	4,729	4,921	5,017	5,113	5,113	5,204
34	3,073	4,074	4,223	4,706	4,798	4,990	5,086	5,182	5,182	5,273
35	3,111	4,141	4,292	4,775	4,867	5,059	5,155	5,251	5,251	5,342

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
03/20/26
State Salary Schedules 27

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2026-27 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	42,398	43,102	43,449	45,375	46,228	48,187	49,044	49,901	50,662	51,788
1	42,764	43,497	43,846	45,962	46,815	48,775	49,632	50,488	51,249	52,375
2	43,131	43,892	44,243	46,550	47,403	49,362	50,219	51,076	51,837	52,963
3	43,497	44,287	44,640	47,138	47,990	49,950	50,807	51,663	52,424	53,550
4	44,107	44,926	45,281	47,969	48,822	50,782	51,639	52,495	53,256	54,382
5	44,473	45,321	45,678	48,557	49,410	51,369	52,226	53,083	53,844	54,970
6	44,839	45,716	46,075	49,144	49,997	51,957	52,814	53,670	54,431	55,557
7	45,205	46,112	46,472	49,732	50,585	52,544	53,401	54,258	55,019	56,145
8	45,571	46,507	46,870	50,319	51,172	53,132	53,989	54,845	55,606	56,732
9	45,937	46,902	47,267	50,907	51,760	53,719	54,576	55,433	56,194	57,320
10	46,304	47,297	47,664	51,496	52,348	54,308	55,165	56,022	56,782	57,908
11	46,670	47,692	48,061	52,083	52,936	54,896	55,752	56,609	57,370	58,496
12	47,036	48,087	48,458	52,671	53,523	55,483	56,340	57,197	57,957	59,083
13	47,402	48,482	48,855	53,258	54,111	56,071	56,927	57,784	58,545	59,671
14	47,768	48,877	49,252	53,846	54,698	56,658	57,515	58,372	59,132	60,258
15	48,134	49,272	49,649	54,433	55,286	57,246	58,102	58,959	59,720	60,846
16	48,500	49,667	50,046	55,021	55,873	57,833	58,690	59,547	60,307	61,433
17	48,866	50,063	50,443	55,608	56,461	58,421	59,278	60,134	60,895	62,021
18	49,232	50,458	50,841	56,196	57,049	59,008	59,865	60,722	61,483	62,609
19	49,598	50,853	51,238	56,783	57,636	59,596	60,453	61,309	62,070	63,196
20	49,964	51,248	51,635	57,371	58,224	60,183	61,040	61,897	62,658	63,784
21	50,331	51,643	52,032	57,958	58,811	60,771	61,628	62,484	63,245	64,371
22	50,697	52,038	52,429	58,546	59,399	61,358	62,215	63,072	63,833	64,959
23	51,063	52,433	52,826	59,134	59,986	61,946	62,803	63,659	64,420	65,546
24	51,429	52,828	53,223	59,721	60,574	62,534	63,390	64,247	65,008	66,134
25	51,795	53,223	53,620	60,309	61,161	63,121	63,978	64,835	65,595	66,721
26	52,161	53,618	54,017	60,896	61,749	63,709	64,565	65,422	66,183	67,309
27	52,527	54,013	54,414	61,484	62,336	64,296	65,153	66,010	66,770	67,896
28	52,893	54,409	54,811	62,071	62,924	64,884	65,740	66,597	67,358	68,484
29	53,259	54,804	55,209	62,659	63,511	65,471	66,328	67,185	67,945	69,071
30	53,625	55,199	55,606	63,246	64,099	66,059	66,915	67,772	68,533	69,659
31	53,992	55,594	56,003	63,834	64,687	66,646	67,503	68,360	69,120	70,246
32	54,358	55,989	56,400	64,421	65,274	67,234	68,091	68,947	69,708	70,834
33	54,724	56,384	56,797	65,009	65,862	67,821	68,678	69,535	70,296	71,422
34	55,090	56,779	57,194	65,596	66,449	68,409	69,266	70,122	70,883	72,009
35	55,456	57,174	57,591	66,184	67,037	68,996	69,853	70,710	71,471	72,597

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
03/20/26
State Salary Schedules 27

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE BASIC PAY SCALE WITHOUT STATE SUPPLEMENT
FOR THE 2026-27 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,464	2,485	2,527	2,580	2,633	2,696	2,728	2,801
1	2,496	2,518	2,559	2,612	2,666	2,729	2,760	2,834
2	2,529	2,550	2,592	2,645	2,698	2,761	2,793	2,866
3	2,561	2,583	2,625	2,678	2,731	2,794	2,826	2,899
4	2,594	2,616	2,657	2,710	2,763	2,827	2,858	2,933
5	2,627	2,648	2,690	2,743	2,796	2,859	2,891	2,965
6	2,659	2,681	2,724	2,776	2,829	2,892	2,924	2,998
7	2,693	2,713	2,756	2,808	2,861	2,925	2,956	3,031
8	2,726	2,746	2,789	2,841	2,894	2,957	2,989	3,063
9	2,758	2,779	2,822	2,875	2,927	2,990	3,021	3,096
10	2,791	2,812	2,854	2,907	2,959	3,024	3,055	3,129
11	2,824	2,845	2,887	2,940	2,992	3,056	3,088	3,161
12	2,856	2,878	2,919	2,973	3,026	3,089	3,120	3,194
13	2,889	2,910	2,952	3,005	3,058	3,121	3,153	3,227
14	2,922	2,943	2,985	3,038	3,091	3,154	3,186	3,259
15	2,954	2,976	3,017	3,070	3,123	3,187	3,218	3,292
16	2,987	3,008	3,050	3,103	3,156	3,219	3,251	3,325
17	3,019	3,041	3,084	3,136	3,189	3,252	3,284	3,358
18	3,052	3,074	3,116	3,168	3,221	3,285	3,316	3,391
19	3,086	3,106	3,149	3,201	3,254	3,317	3,349	3,423
20	3,118	3,139	3,182	3,235	3,287	3,350	3,382	3,457
21	3,151	3,171	3,214	3,267	3,319	3,383	3,414	3,491
22	3,184	3,205	3,247	3,300	3,352	3,416	3,448	3,523
23	3,216	3,238	3,280	3,333	3,386	3,450	3,482	3,557
24	3,249	3,270	3,312	3,365	3,418	3,484	3,515	3,591
25	3,282	3,303	3,345	3,398	3,452	3,516	3,549	3,623
26	3,314	3,336	3,377	3,432	3,486	3,550	3,581	3,657
27	3,347	3,368	3,410	3,464	3,518	3,582	3,615	3,690
28	3,380	3,401	3,444	3,498	3,552	3,616	3,649	3,724
29	3,412	3,435	3,477	3,530	3,585	3,650	3,681	3,758
30	3,446	3,467	3,511	3,564	3,618	3,682	3,715	3,791
31	3,479	3,501	3,545	3,598	3,652	3,716	3,749	3,824
32	3,513	3,534	3,577	3,631	3,684	3,750	3,781	3,858
33	3,547	3,567	3,611	3,665	3,718	3,782	3,815	3,891
34	3,579	3,601	3,645	3,699	3,752	3,816	3,849	3,924
35	3,613	3,635	3,677	3,731	3,784	3,850	3,882	3,958
36	3,647	3,668	3,711	3,765	3,819	3,883	3,916	3,990
37	3,679	3,702	3,745	3,799	3,853	3,917	3,949	4,024
38	3,713	3,734	3,777	3,831	3,885	3,950	3,982	4,058
39	3,747	3,768	3,811	3,865	3,919	3,983	4,016	4,090
40	3,779	3,802	3,844	3,898	3,953	4,017	4,049	4,124

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
03/20/26
State Salary Schedules 27

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE SUPPLEMENT PAY SCALE
FOR THE 2026-27 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	164	164	164	164	164	164	164	164
1	164	164	164	164	164	164	164	164
2	164	164	164	164	164	164	164	164
3	164	164	164	164	164	164	164	164
4	164	164	164	164	164	164	164	164
5	164	164	164	164	164	164	164	164
6	164	164	164	164	164	164	164	164
7	164	164	164	164	164	164	164	164
8	164	164	164	164	164	164	164	164
9	164	164	164	164	164	164	164	164
10	164	164	164	164	164	164	164	164
11	164	164	164	164	164	164	164	164
12	164	164	164	164	164	164	164	164
13	164	164	164	164	164	164	164	164
14	164	164	164	164	164	164	164	164
15	164	164	164	164	164	164	164	164
16	164	164	164	164	164	164	164	164
17	164	164	164	164	164	164	164	164
18	164	164	164	164	164	164	164	164
19	164	164	164	164	164	164	164	164
20	164	164	164	164	164	164	164	164
21	164	164	164	164	164	164	164	164
22	164	164	164	164	164	164	164	164
23	164	164	164	164	164	164	164	164
24	164	164	164	164	164	164	164	164
25	164	164	164	164	164	164	164	164
26	164	164	164	164	164	164	164	164
27	164	164	164	164	164	164	164	164
28	164	164	164	164	164	164	164	164
29	164	164	164	164	164	164	164	164
30	164	164	164	164	164	164	164	164
31	164	164	164	164	164	164	164	164
32	164	164	164	164	164	164	164	164
33	164	164	164	164	164	164	164	164
34	164	164	164	164	164	164	164	164
35	164	164	164	164	164	164	164	164
36	164	164	164	164	164	164	164	164
37	164	164	164	164	164	164	164	164
38	164	164	164	164	164	164	164	164
39	164	164	164	164	164	164	164	164
40	164	164	164	164	164	164	164	164

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.

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**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2026-27 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,628	2,649	2,691	2,744	2,797	2,860	2,892	2,965
1	2,660	2,682	2,723	2,776	2,830	2,893	2,924	2,998
2	2,693	2,714	2,756	2,809	2,862	2,925	2,957	3,030
3	2,725	2,747	2,789	2,842	2,895	2,958	2,990	3,063
4	2,758	2,780	2,821	2,874	2,927	2,991	3,022	3,097
5	2,791	2,812	2,854	2,907	2,960	3,023	3,055	3,129
6	2,823	2,845	2,888	2,940	2,993	3,056	3,088	3,162
7	2,857	2,877	2,920	2,972	3,025	3,089	3,120	3,195
8	2,890	2,910	2,953	3,005	3,058	3,121	3,153	3,227
9	2,922	2,943	2,986	3,039	3,091	3,154	3,185	3,260
10	2,955	2,976	3,018	3,071	3,123	3,188	3,219	3,293
11	2,988	3,009	3,051	3,104	3,156	3,220	3,252	3,325
12	3,020	3,042	3,083	3,137	3,190	3,253	3,284	3,358
13	3,053	3,074	3,116	3,169	3,222	3,285	3,317	3,391
14	3,086	3,107	3,149	3,202	3,255	3,318	3,350	3,423
15	3,118	3,140	3,181	3,234	3,287	3,351	3,382	3,456
16	3,151	3,172	3,214	3,267	3,320	3,383	3,415	3,489
17	3,183	3,205	3,248	3,300	3,353	3,416	3,448	3,522
18	3,216	3,238	3,280	3,332	3,385	3,449	3,480	3,555
19	3,250	3,270	3,313	3,365	3,418	3,481	3,513	3,587
20	3,282	3,303	3,346	3,399	3,451	3,514	3,546	3,621
21	3,315	3,335	3,378	3,431	3,483	3,547	3,578	3,655
22	3,348	3,369	3,411	3,464	3,516	3,580	3,612	3,687
23	3,380	3,402	3,444	3,497	3,550	3,614	3,646	3,721
24	3,413	3,434	3,476	3,529	3,582	3,648	3,679	3,755
25	3,446	3,467	3,509	3,562	3,616	3,680	3,713	3,787
26	3,478	3,500	3,541	3,596	3,650	3,714	3,745	3,821
27	3,511	3,532	3,574	3,628	3,682	3,746	3,779	3,854
28	3,544	3,565	3,608	3,662	3,716	3,780	3,813	3,888
29	3,576	3,599	3,641	3,694	3,749	3,814	3,845	3,922
30	3,610	3,631	3,675	3,728	3,782	3,846	3,879	3,955
31	3,643	3,665	3,709	3,762	3,816	3,880	3,913	3,988
32	3,677	3,698	3,741	3,795	3,848	3,914	3,945	4,022
33	3,711	3,731	3,775	3,829	3,882	3,946	3,979	4,055
34	3,743	3,765	3,809	3,863	3,916	3,980	4,013	4,088
35	3,777	3,799	3,841	3,895	3,948	4,014	4,046	4,122
36	3,811	3,832	3,875	3,929	3,983	4,047	4,080	4,154
37	3,843	3,866	3,909	3,963	4,017	4,081	4,113	4,188
38	3,877	3,898	3,941	3,995	4,049	4,114	4,146	4,222
39	3,911	3,932	3,975	4,029	4,083	4,147	4,180	4,254
40	3,943	3,966	4,008	4,062	4,117	4,181	4,213	4,288

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.

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**PRINCIPALS AND ASSISTANT PRINCIPALS
STATE MINIMUM SALARY INCREMENT SCHEDULE
FOR THE 2026-27 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	43,015	43,776	45,543	46,304	47,065	47,826	48,861

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%	4,732	4,815	5,010	5,093	5,177	5,261	5,375
8 - 14	11.50%	4,947	5,034	5,237	5,325	5,412	5,500	5,619
15 - 24	12.00%	5,162	5,253	5,465	5,556	5,648	5,739	5,863
25 - 38	12.50%	5,377	5,472	5,693	5,788	5,883	5,978	6,108
39 - 57	13.00%	5,592	5,691	5,921	6,020	6,118	6,217	6,352
58 - Up	13.50%	5,807	5,910	6,148	6,251	6,354	6,457	6,596

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%	2,366	2,408	2,505	2,547	2,589	2,630	2,687
8 - 14	5.75%	2,473	2,517	2,619	2,662	2,706	2,750	2,810
15 - 24	6.00%	2,581	2,627	2,733	2,778	2,824	2,870	2,932
25 - 38	6.25%	2,688	2,736	2,846	2,894	2,942	2,989	3,054
39 - 57	6.50%	2,796	2,845	2,960	3,010	3,059	3,109	3,176
58 - Up	6.75%	2,904	2,955	3,074	3,126	3,177	3,228	3,298

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

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