

WEST VIRGINIA
PROFESSIONAL AND SERVICE PERSONNEL
STATE MINIMUM REQUIRED SALARY SCHEDULES
FOR THE 2025-26 YEAR

West Virginia Department of Education
Office of School Finance

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE BASIC SALARY WITHOUT STATE SUPPLEMENT
FOR THE 2025-26 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	39,057	39,746	40,012	41,455	42,216	43,983	44,744	45,505	46,266	47,301
1	39,385	40,074	40,340	41,973	42,734	44,502	45,263	46,023	46,784	47,819
2	39,714	40,402	40,668	42,492	43,253	45,020	45,781	46,542	47,303	48,338
3	40,042	40,730	40,996	43,011	43,771	45,539	46,300	47,060	47,821	48,856
4	40,614	41,302	41,568	43,773	44,534	46,302	47,063	47,823	48,584	49,619
5	40,942	41,630	41,896	44,292	45,053	46,820	47,581	48,342	49,103	50,138
6	41,270	41,958	42,224	44,810	45,571	47,339	48,100	48,860	49,621	50,656
7	41,598	42,287	42,552	45,329	46,090	47,857	48,618	49,379	50,140	51,175
8	41,926	42,615	42,881	45,847	46,608	48,376	49,137	49,897	50,658	51,693
9	42,254	42,943	43,209	46,366	47,127	48,894	49,655	50,416	51,177	52,212
10	42,583	43,271	43,537	46,886	47,646	49,414	50,175	50,936	51,696	52,731
11	42,911	43,599	43,865	47,404	48,165	49,933	50,693	51,454	52,215	53,250
12	43,239	43,927	44,193	47,923	48,683	50,451	51,212	51,973	52,733	53,768
13	43,567	44,255	44,521	48,441	49,202	50,970	51,730	52,491	53,252	54,287
14	43,895	44,583	44,849	48,960	49,720	51,488	52,249	53,010	53,770	54,805
15	44,223	44,911	45,177	49,478	50,239	52,007	52,767	53,528	54,289	55,324
16	44,551	45,239	45,505	49,997	50,757	52,525	53,286	54,047	54,807	55,842
17	44,879	45,568	45,833	50,515	51,276	53,044	53,805	54,565	55,326	56,361
18	45,207	45,896	46,162	51,034	51,795	53,562	54,323	55,084	55,845	56,880
19	45,535	46,224	46,490	51,552	52,313	54,081	54,842	55,602	56,363	57,398
20	45,863	46,552	46,818	52,071	52,832	54,599	55,360	56,121	56,882	57,917
21	46,192	46,880	47,146	52,589	53,350	55,118	55,879	56,639	57,400	58,435
22	46,520	47,208	47,474	53,108	53,869	55,636	56,397	57,158	57,919	58,954
23	46,848	47,536	47,802	53,627	54,387	56,155	56,916	57,676	58,437	59,472
24	47,176	47,864	48,130	54,145	54,906	56,674	57,434	58,195	58,956	59,991
25	47,504	48,192	48,458	54,664	55,424	57,192	57,953	58,714	59,474	60,509
26	47,832	48,520	48,786	55,182	55,943	57,711	58,471	59,232	59,993	61,028
27	48,160	48,848	49,114	55,701	56,461	58,229	58,990	59,751	60,511	61,546
28	48,488	49,177	49,442	56,219	56,980	58,748	59,508	60,269	61,030	62,065
29	48,816	49,505	49,771	56,738	57,498	59,266	60,027	60,788	61,548	62,583
30	49,144	49,833	50,099	57,256	58,017	59,785	60,545	61,306	62,067	63,102
31	49,473	50,161	50,427	57,775	58,536	60,303	61,064	61,825	62,585	63,620
32	49,801	50,489	50,755	58,293	59,054	60,822	61,583	62,343	63,104	64,139
33	50,129	50,817	51,083	58,812	59,573	61,340	62,101	62,862	63,623	64,658
34	50,457	51,145	51,411	59,330	60,091	61,859	62,620	63,380	64,141	65,176
35	50,785	51,473	51,739	59,849	60,610	62,377	63,138	63,899	64,660	65,695

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
04/17/25
State Salary Schedules 26

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE SUPPLEMENT SCHEDULE
FOR THE 2025-26 YEAR**

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	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
04/17/25
State Salary Schedules 26

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2025-26 YEAR**

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	40,838	41,542	41,889	43,815	44,668	46,627	47,484	48,341	49,102	50,228
1	41,204	41,937	42,286	44,402	45,255	47,215	48,072	48,928	49,689	50,815
2	41,571	42,332	42,683	44,990	45,843	47,802	48,659	49,516	50,277	51,403
3	41,937	42,727	43,080	45,578	46,430	48,390	49,247	50,103	50,864	51,990
4	42,547	43,366	43,721	46,409	47,262	49,222	50,079	50,935	51,696	52,822
5	42,913	43,761	44,118	46,997	47,850	49,809	50,666	51,523	52,284	53,410
6	43,279	44,156	44,515	47,584	48,437	50,397	51,254	52,110	52,871	53,997
7	43,645	44,552	44,912	48,172	49,025	50,984	51,841	52,698	53,459	54,585
8	44,011	44,947	45,310	48,759	49,612	51,572	52,429	53,285	54,046	55,172
9	44,377	45,342	45,707	49,347	50,200	52,159	53,016	53,873	54,634	55,760
10	44,744	45,737	46,104	49,936	50,788	52,748	53,605	54,462	55,222	56,348
11	45,110	46,132	46,501	50,523	51,376	53,336	54,192	55,049	55,810	56,936
12	45,476	46,527	46,898	51,111	51,963	53,923	54,780	55,637	56,397	57,523
13	45,842	46,922	47,295	51,698	52,551	54,511	55,367	56,224	56,985	58,111
14	46,208	47,317	47,692	52,286	53,138	55,098	55,955	56,812	57,572	58,698
15	46,574	47,712	48,089	52,873	53,726	55,686	56,542	57,399	58,160	59,286
16	46,940	48,107	48,486	53,461	54,313	56,273	57,130	57,987	58,747	59,873
17	47,306	48,503	48,883	54,048	54,901	56,861	57,718	58,574	59,335	60,461
18	47,672	48,898	49,281	54,636	55,489	57,448	58,305	59,162	59,923	61,049
19	48,038	49,293	49,678	55,223	56,076	58,036	58,893	59,749	60,510	61,636
20	48,404	49,688	50,075	55,811	56,664	58,623	59,480	60,337	61,098	62,224
21	48,771	50,083	50,472	56,398	57,251	59,211	60,068	60,924	61,685	62,811
22	49,137	50,478	50,869	56,986	57,839	59,798	60,655	61,512	62,273	63,399
23	49,503	50,873	51,266	57,574	58,426	60,386	61,243	62,099	62,860	63,986
24	49,869	51,268	51,663	58,161	59,014	60,974	61,830	62,687	63,448	64,574
25	50,235	51,663	52,060	58,749	59,601	61,561	62,418	63,275	64,035	65,161
26	50,601	52,058	52,457	59,336	60,189	62,149	63,005	63,862	64,623	65,749
27	50,967	52,453	52,854	59,924	60,776	62,736	63,593	64,450	65,210	66,336
28	51,333	52,849	53,251	60,511	61,364	63,324	64,180	65,037	65,798	66,924
29	51,699	53,244	53,649	61,099	61,951	63,911	64,768	65,625	66,385	67,511
30	52,065	53,639	54,046	61,686	62,539	64,499	65,355	66,212	66,973	68,099
31	52,432	54,034	54,443	62,274	63,127	65,086	65,943	66,800	67,560	68,686
32	52,798	54,429	54,840	62,861	63,714	65,674	66,531	67,387	68,148	69,274
33	53,164	54,824	55,237	63,449	64,302	66,261	67,118	67,975	68,736	69,862
34	53,530	55,219	55,634	64,036	64,889	66,849	67,706	68,562	69,323	70,449
35	53,896	55,614	56,031	64,624	65,477	67,436	68,293	69,150	69,911	71,037

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
04/17/25
State Salary Schedules 26

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE BASIC PAY SCALE WITHOUT STATE SUPPLEMENT
FOR THE 2025-26 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,377	2,398	2,440	2,493	2,546	2,609	2,641	2,714
1	2,409	2,431	2,472	2,525	2,579	2,642	2,673	2,747
2	2,442	2,463	2,505	2,558	2,611	2,674	2,706	2,779
3	2,474	2,496	2,538	2,591	2,644	2,707	2,739	2,812
4	2,507	2,529	2,570	2,623	2,676	2,740	2,771	2,846
5	2,540	2,561	2,603	2,656	2,709	2,772	2,804	2,878
6	2,572	2,594	2,637	2,689	2,742	2,805	2,837	2,911
7	2,606	2,626	2,669	2,721	2,774	2,838	2,869	2,944
8	2,639	2,659	2,702	2,754	2,807	2,870	2,902	2,976
9	2,671	2,692	2,735	2,788	2,840	2,903	2,934	3,009
10	2,704	2,725	2,767	2,820	2,872	2,937	2,968	3,042
11	2,737	2,758	2,800	2,853	2,905	2,969	3,001	3,074
12	2,769	2,791	2,832	2,886	2,939	3,002	3,033	3,107
13	2,802	2,823	2,865	2,918	2,971	3,034	3,066	3,140
14	2,835	2,856	2,898	2,951	3,004	3,067	3,099	3,172
15	2,867	2,889	2,930	2,983	3,036	3,100	3,131	3,205
16	2,900	2,921	2,963	3,016	3,069	3,132	3,164	3,238
17	2,932	2,954	2,997	3,049	3,102	3,165	3,197	3,271
18	2,965	2,987	3,029	3,081	3,134	3,198	3,229	3,304
19	2,999	3,019	3,062	3,114	3,167	3,230	3,262	3,336
20	3,031	3,052	3,095	3,148	3,200	3,263	3,295	3,370
21	3,064	3,084	3,127	3,180	3,232	3,296	3,327	3,404
22	3,097	3,118	3,160	3,213	3,265	3,329	3,361	3,436
23	3,129	3,151	3,193	3,246	3,299	3,363	3,395	3,470
24	3,162	3,183	3,225	3,278	3,331	3,397	3,428	3,504
25	3,195	3,216	3,258	3,311	3,365	3,429	3,462	3,536
26	3,227	3,249	3,290	3,345	3,399	3,463	3,494	3,570
27	3,260	3,281	3,323	3,377	3,431	3,495	3,528	3,603
28	3,293	3,314	3,357	3,411	3,465	3,529	3,562	3,637
29	3,325	3,348	3,390	3,443	3,498	3,563	3,594	3,671
30	3,359	3,380	3,424	3,477	3,531	3,595	3,628	3,704
31	3,392	3,414	3,458	3,511	3,565	3,629	3,662	3,737
32	3,426	3,447	3,490	3,544	3,597	3,663	3,694	3,771
33	3,460	3,480	3,524	3,578	3,631	3,695	3,728	3,804
34	3,492	3,514	3,558	3,612	3,665	3,729	3,762	3,837
35	3,526	3,548	3,590	3,644	3,697	3,763	3,795	3,871
36	3,560	3,581	3,624	3,678	3,732	3,796	3,829	3,903
37	3,592	3,615	3,658	3,712	3,766	3,830	3,862	3,937
38	3,626	3,647	3,690	3,744	3,798	3,863	3,895	3,971
39	3,660	3,681	3,724	3,778	3,832	3,896	3,929	4,003
40	3,692	3,715	3,757	3,811	3,866	3,930	3,962	4,037

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
04/17/25
State Salary Schedules 26

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE SUPPLEMENT PAY SCALE
FOR THE 2025-26 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 2025-26 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,541	2,562	2,604	2,657	2,710	2,773	2,805	2,878
1	2,573	2,595	2,636	2,689	2,743	2,806	2,837	2,911
2	2,606	2,627	2,669	2,722	2,775	2,838	2,870	2,943
3	2,638	2,660	2,702	2,755	2,808	2,871	2,903	2,976
4	2,671	2,693	2,734	2,787	2,840	2,904	2,935	3,010
5	2,704	2,725	2,767	2,820	2,873	2,936	2,968	3,042
6	2,736	2,758	2,801	2,853	2,906	2,969	3,001	3,075
7	2,770	2,790	2,833	2,885	2,938	3,002	3,033	3,108
8	2,803	2,823	2,866	2,918	2,971	3,034	3,066	3,140
9	2,835	2,856	2,899	2,952	3,004	3,067	3,098	3,173
10	2,868	2,889	2,931	2,984	3,036	3,101	3,132	3,206
11	2,901	2,922	2,964	3,017	3,069	3,133	3,165	3,238
12	2,933	2,955	2,996	3,050	3,103	3,166	3,197	3,271
13	2,966	2,987	3,029	3,082	3,135	3,198	3,230	3,304
14	2,999	3,020	3,062	3,115	3,168	3,231	3,263	3,336
15	3,031	3,053	3,094	3,147	3,200	3,264	3,295	3,369
16	3,064	3,085	3,127	3,180	3,233	3,296	3,328	3,402
17	3,096	3,118	3,161	3,213	3,266	3,329	3,361	3,435
18	3,129	3,151	3,193	3,245	3,298	3,362	3,393	3,468
19	3,163	3,183	3,226	3,278	3,331	3,394	3,426	3,500
20	3,195	3,216	3,259	3,312	3,364	3,427	3,459	3,534
21	3,228	3,248	3,291	3,344	3,396	3,460	3,491	3,568
22	3,261	3,282	3,324	3,377	3,429	3,493	3,525	3,600
23	3,293	3,315	3,357	3,410	3,463	3,527	3,559	3,634
24	3,326	3,347	3,389	3,442	3,495	3,561	3,592	3,668
25	3,359	3,380	3,422	3,475	3,529	3,593	3,626	3,700
26	3,391	3,413	3,454	3,509	3,563	3,627	3,658	3,734
27	3,424	3,445	3,487	3,541	3,595	3,659	3,692	3,767
28	3,457	3,478	3,521	3,575	3,629	3,693	3,726	3,801
29	3,489	3,512	3,554	3,607	3,662	3,727	3,758	3,835
30	3,523	3,544	3,588	3,641	3,695	3,759	3,792	3,868
31	3,556	3,578	3,622	3,675	3,729	3,793	3,826	3,901
32	3,590	3,611	3,654	3,708	3,761	3,827	3,858	3,935
33	3,624	3,644	3,688	3,742	3,795	3,859	3,892	3,968
34	3,656	3,678	3,722	3,776	3,829	3,893	3,926	4,001
35	3,690	3,712	3,754	3,808	3,861	3,927	3,959	4,035
36	3,724	3,745	3,788	3,842	3,896	3,960	3,993	4,067
37	3,756	3,779	3,822	3,876	3,930	3,994	4,026	4,101
38	3,790	3,811	3,854	3,908	3,962	4,027	4,059	4,135
39	3,824	3,845	3,888	3,942	3,996	4,060	4,093	4,167
40	3,856	3,879	3,921	3,975	4,030	4,094	4,126	4,201

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 2025-26 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	41,455	42,216	43,983	44,744	45,505	46,266	47,301

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%	4,560	4,644	4,838	4,922	5,006	5,089	5,203
8 - 14	11.50%	4,767	4,855	5,058	5,146	5,233	5,321	5,440
15 - 24	12.00%	4,975	5,066	5,278	5,369	5,461	5,552	5,676
25 - 38	12.50%	5,182	5,277	5,498	5,593	5,688	5,783	5,913
39 - 57	13.00%	5,389	5,488	5,718	5,817	5,916	6,015	6,149
58 - Up	13.50%	5,596	5,699	5,938	6,040	6,143	6,246	6,386

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%	2,280	2,322	2,419	2,461	2,503	2,545	2,602
8 - 14	5.75%	2,384	2,427	2,529	2,573	2,617	2,660	2,720
15 - 24	6.00%	2,487	2,533	2,639	2,685	2,730	2,776	2,838
25 - 38	6.25%	2,591	2,639	2,749	2,797	2,844	2,892	2,956
39 - 57	6.50%	2,695	2,744	2,859	2,908	2,958	3,007	3,075
58 - Up	6.75%	2,798	2,850	2,969	3,020	3,072	3,123	3,193

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

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