

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

BERKELEY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3								1.00	1.00
4									
5									
6		1.00							1.00
7		1.00							1.00
8		2.00							2.00
9							2.00		2.00
10									
11									
12		1.00							1.00
13						1.00			1.00
14									
15		1.00				0.10			1.10
16					1.00				1.00
17									
18				1.00					1.00
19		1.00					2.00		3.00
20							2.00		2.00
21					1.00				1.00
22		1.00							1.00
23							1.00		1.00
24				1.00		1.00	1.00		3.00
25									
26									
27									
28							1.00		1.00
29									
30									
31									
32									
33									
34									
35									
Total		8.00		2.00	2.00	2.10	9.00	1.00	24.10
								Less Ceiling Reduction -	-----
								Adjusted Total	24.10

BERKELEY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3								48,856.00	48,856.00
4									
5									
6		44,810.00							44,810.00
7		45,329.00							45,329.00
8		91,694.00							91,694.00
9							102,354.00		102,354.00
10									
11									
12		47,923.00							47,923.00
13						52,491.00			52,491.00
14									
15		49,478.00				5,352.80			54,830.80
16					53,286.00				53,286.00
17									
18				53,562.00					53,562.00
19		51,552.00					112,726.00		164,278.00
20							113,764.00		113,764.00
21					55,879.00				55,879.00
22		53,108.00							53,108.00
23							58,437.00		58,437.00
24				56,674.00		58,195.00	58,956.00		173,825.00
25									
26									
27									
28							61,030.00		61,030.00
29									
30									
31									
32									
33									
34									
35									
Total		383,894.00		110,236.00	109,165.00	116,038.80	507,267.00	48,856.00	1,275,456.80
							Plus 20+ Year Supplement	(7 Personnel at \$600)	4200.00
							Plus National Board Certified Supplement	(3 Personnel at \$3500)	10,500.00
							1 & 3 Math/Sp Ed 3 Step	(2.1 Personnel at \$1764)	3,704.40
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	1,293,861.20
								Divided by FTE	24.10
								Equals Average Salary	53687.19
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	1,293,861.20

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

CALHOUN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		1.00							1.00
3									
4									
5									
6		1.00							1.00
7									
8		1.00							1.00
9									
10									
11		1.00						1.00	2.00
12		1.00							1.00
13		1.00							1.00
14									
15									
16					1.00				1.00
17				1.00					1.00
18									
19									
20									
21									
22									
23									
24									
25									
26									
27							1.00		1.00
28									
29									
30									
31									
32									
33									
34									
35							1.00		1.00
Total		6.00		1.00	1.00		2.00	1.00	11.00
								Less Ceiling Reduction -	-----
								Adjusted Total	11.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

CALHOUN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		42,492.00							42,492.00
3									
4									
5									
6		44,810.00							44,810.00
7									
8		45,847.00							45,847.00
9									
10									
11		47,404.00						53,250.00	100,654.00
12		47,923.00							47,923.00
13		48,441.00							48,441.00
14									
15									
16					53,286.00				53,286.00
17				53,044.00					53,044.00
18									
19									
20									
21									
22									
23									
24									
25									
26									
27							60,511.00		60,511.00
28									
29									
30									
31									
32									
33									
34									
35							64,660.00		64,660.00
Total		276,917.00		53,044.00	53,286.00		125,171.00	53,250.00	561,668.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1200.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	562,868.00
								Divided by FTE	11.00
								Equals Average Salary	51169.82
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	562,868.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

GRANT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5		1.00							1.00
6									
7									
8		1.00							1.00
9									
10									
11									
12									
13									
14		1.00							1.00
15					1.00				1.00
16		1.00					1.00		2.00
17									
18									
19									
20						1.00	1.00		2.00
21									
22									
23									
24									
25							1.00		1.00
26									
27									
28									
29									
30							1.00		1.00
31									
32				1.00					1.00
33									
34									
35									
Total		4.00		1.00	1.00	1.00	4.00		11.00
								Less Ceiling Reduction -	-----
								Adjusted Total	11.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

GRANT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5		44,292.00							44,292.00
6									
7									
8		45,847.00							45,847.00
9									
10									
11									
12									
13									
14		48,960.00							48,960.00
15					52,767.00				52,767.00
16		49,997.00					54,807.00		104,804.00
17									
18									
19									
20						56,121.00	56,882.00		113,003.00
21									
22									
23									
24									
25							59,474.00		59,474.00
26									
27									
28									
29									
30							62,067.00		62,067.00
31									
32				60,822.00					60,822.00
33									
34									
35									
Total		189,096.00		60,822.00	52,767.00	56,121.00	233,230.00		592,036.00
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1800.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(1 Personnel at \$1764)	1,764.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	595,600.00
								Divided by FTE	11.00
								Equals Average Salary	54145.45
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	595,600.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

HARRISON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5							1.00		1.00
6									
7		1.00							1.00
8		1.00							1.00
9									
10							1.00		1.00
11									
12									
13			1.00						1.00
14									
15									
16									
17									
18		1.00							1.00
19									
20							1.00		1.00
21		1.00							1.00
22									
23									
24									
25							1.00		1.00
26							1.00		1.00
27							2.00		2.00
28					1.00		2.00		3.00
29									
30									
31									
32							1.50		1.50
33							1.00		1.00
34									
35									
Total		4.00	1.00		1.00		11.50		17.50
								Less Ceiling Reduction -	-----
								Adjusted Total	17.50

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

HARRISON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5							49,103.00		49,103.00
6									
7		45,329.00							45,329.00
8		45,847.00							45,847.00
9									
10							51,696.00		51,696.00
11									
12									
13			49,202.00						49,202.00
14									
15									
16									
17									
18		51,034.00							51,034.00
19									
20							56,882.00		56,882.00
21		52,589.00							52,589.00
22									
23									
24									
25							59,474.00		59,474.00
26							59,993.00		59,993.00
27							121,022.00		121,022.00
28					59,508.00		122,060.00		181,568.00
29									
30									
31									
32							94,656.00		94,656.00
33							63,623.00		63,623.00
34									
35									
Total		194,799.00	49,202.00		59,508.00		678,509.00		982,018.00
							Plus 20+ Year Supplement	(9.5 Personnel at \$600)	5700.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(1 Personnel at \$1764)	1,764.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	989,482.00
								Divided by FTE	17.50
								Equals Average Salary	56541.83
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	989,482.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

JACKSON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		41,973.00							41,973.00
2									
3							47,821.00		47,821.00
4									
5							49,103.00		49,103.00
6		44,810.00					41,185.43		85,995.43
7									
8		45,847.00							45,847.00
9		40,338.42					51,177.00		91,515.42
10									
11									
12									
13							53,252.00		53,252.00
14		48,960.00							48,960.00
15		49,478.00							49,478.00
16			50,757.00						50,757.00
17									
18							55,845.00		55,845.00
19									
20									
21									
22									
23									
24									
25									
26									
27							60,511.00		60,511.00
28									
29									
30							62,067.00		62,067.00
31									
32							63,104.00		63,104.00
33									
34									
35					126,276.00				126,276.00
Total		271,406.42	50,757.00		126,276.00		484,065.43		932,504.85
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1800.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(1 Personnel at \$1764)	1,764.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	936,068.85
								Divided by FTE	17.70
								Equals Average Salary	52885.25
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	936,068.85

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

PLEASANTS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3		2.00					1.00		3.00
4									
5									
6		2.00							2.00
7							1.00		1.00
8							1.00		1.00
9									
10		1.00	1.00						2.00
11									
12									
13									
14									
15									
16									
17									
18									
19		1.00							1.00
20							1.00		1.00
21							1.00		1.00
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33								1.00	1.00
34									
35									
Total		6.00	1.00				5.00	1.00	13.00
								Less Ceiling Reduction -	-----
								Adjusted Total	13.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

PLEASANTS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3		86,022.00					47,821.00		133,843.00
4									
5									
6		89,620.00							89,620.00
7							50,140.00		50,140.00
8							50,658.00		50,658.00
9									
10		46,886.00	47,646.00						94,532.00
11									
12									
13									
14									
15									
16									
17									
18									
19		51,552.00							51,552.00
20							56,882.00		56,882.00
21							57,400.00		57,400.00
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33								64,658.00	64,658.00
34									
35									
Total		274,080.00	47,646.00				262,901.00	64,658.00	649,285.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	649,885.00
								Divided by FTE	13.00
								Equals Average Salary	49991.15
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	649,885.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI COUNTY WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		2.00							2.00
2									
3									
4									
5		1.00							1.00
6		2.00							2.00
7			1.00						1.00
8		1.00							1.00
9									
10			1.00						1.00
11									
12									
13									
14							1.00		1.00
15									
16							1.00		1.00
17									
18									
19									
20									
21									
22							1.00		1.00
23									
24					1.00				1.00
25									
26									
27							1.00		1.00
28									
29									
30									
31									
32									
33									
34									
35									
Total		6.00	2.00		1.00		4.00		13.00
								Less Ceiling Reduction -	-----
								Adjusted Total	13.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI COUNTY WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									0,000.00
1		83,946.00							83,946.00
2									
3									
4									
5		44,292.00							44,292.00
6		89,620.00							89,620.00
7			46,090.00						46,090.00
8		45,847.00							45,847.00
9									
10			47,646.00						47,646.00
11									
12									
13									
14							53,770.00		53,770.00
15									
16							54,807.00		54,807.00
17									
18									
19									
20									
21									
22							57,919.00		57,919.00
23									
24					57,434.00				57,434.00
25									
26									
27							60,511.00		60,511.00
28									
29									
30									
31									
32									
33									
34									
35									
Total		263,705.00	93,736.00		57,434.00		227,007.00		641,882.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	642,482.00
								Divided by FTE	13.00
								Equals Average Salary	49421.69
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	642,482.00

West Virginia Department of Education
Teacher Distribution by Degree and Years Service
MULTI COUNTY WITHOUT NURSES, COUNSELORS
2025-2026 School Year
(Used for the 2026-2027 Comps)

ENTIRE STATE

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									0,000.00
1		125,919.00							125,919.00
2		42,492.00							42,492.00
3		86,022.00					95,642.00	48,856.00	230,520.00
4									0,000.00
5		88,584.00					98,206.00		186,790.00
6		313,670.00					41,185.43		354,855.43
7		90,658.00	46,090.00				50,140.00		186,888.00
8		320,929.00					50,658.00		371,587.00
9		40,338.42					153,531.00		193,869.42
10		46,886.00	95,292.00				51,696.00		193,874.00
11		47,404.00						53,250.00	100,654.00
12		95,846.00							95,846.00
13		48,441.00	49,202.00			52,491.00	53,252.00		203,386.00
14		97,920.00					53,770.00		151,690.00
15		98,956.00			52,767.00	5,352.80			157,075.80
16		49,997.00	50,757.00		106,572.00		109,614.00		316,940.00
17				53,044.00					53,044.00
18		51,034.00		53,562.00			55,845.00		160,441.00
19		103,104.00					112,726.00		215,830.00
20						56,121.00	284,410.00		340,531.00
21		52,589.00			55,879.00		57,400.00		165,868.00
22		53,108.00					57,919.00		111,027.00
23							58,437.00		58,437.00
24				56,674.00	57,434.00	58,195.00	58,956.00		231,259.00
25							118,948.00		118,948.00
26							59,993.00		59,993.00
27							302,555.00		302,555.00
28					59,508.00		183,090.00		242,598.00
29									0,000.00
30							124,134.00		124,134.00
31									0,000.00
32				60,822.00			157,760.00		218,582.00
33							63,623.00	64,658.00	128,281.00
34									0,000.00
35					126,276.00		64,660.00		190,936.00
Total		1,853,897.42	241,341.00	224,102.00	458,436.00	172,159.80	2,518,150.43	166,764.00	5,634,850.65
							Plus 20+ Year Supplement	(26.5 Personnel at \$600)	15,900.00
							Plus National Board Certified Supplement	(3 Personnel at \$3500)	10,500.00
							1 & 3 Math/Sp Ed 3 Step	(5.1 Personnel at \$1764)	8,996.40
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	5,670,247.05
								Divided by FTE	107.3
								Equals Average Salary	52,844.80
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	5,670,247.05