

BERKELEY COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0					1.200				1.200
1									
2									
3									
4						1.200			1.200
5									
6			1.305						1.305
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18			1.305						1.305
19			1.305						1.305
20									
21									
22									
23									
24									
25									
26									
27									
28								1.200	1.200
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			3.915		1.200	1.200		1.200	7.515
								Less Ceiling Reduction -	-----
								Adjusted Total	7.515
Increments:									
HS	7.515		Associate	2.400					
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA						
48 Hours			MA+15						
60 Hours			MA+30						
72 Hours			MA+45						
84 Hours	1.200		MA+60						
96 Hours			DR						
108 Hours									
120 Hours	1.200		Shift	3.915					

BERKELEY COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0					30,552.00				30,552.00
1									
2									
3									
4						32,880.00			32,880.00
5									
6			34,412.85						34,412.85
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18			39,528.45						39,528.45
19			39,959.10						39,959.10
20									
21									
22									
23									
24									
25									
26									
27									
28								43,644.00	43,644.00
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			113,900.40		30,552.00	32,880.00		43,644.00	220,976.40
Total Increments									4,301.55
Total Basic Salaries with Increment									225,277.95
Divided by Total FTE									7.515
Equals Average Salary									29,977.11
Less Formula Ceiling Reduction									
Basic Salary Allowance									----- 225,277.95
Increments:									
HS=\$12		901.80	Assoc=\$40		960.00				
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22			BA+15=\$161						
36 Hrs=\$33			MA=\$201						
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55			MA+30=\$223						
72 Hrs=\$66			MA+45=\$234						
84 Hrs=\$77		924.00	MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110		1,320.00	Shift=\$5		195.75				

CALHOUN COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1			1.200						1.200
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16							1.150		1.150
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37							1.200		1.200
38									
39									
40									
Total			1.200				2.350		3.550
								Less Ceiling Reduction -	-----
								Adjusted Total	3.550
Increments:									
HS	3.550		Associate	1.150					
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA						
48 Hours			MA+15						
60 Hours			MA+30						
72 Hours	1.150		MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours			Shift	1.200					

CALHOUN COUNTY SCHOOLS

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1			29,664.00						29,664.00
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16							36,386.00		36,386.00
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37							46,344.00		46,344.00
38									
39									
40									
Total			29,664.00				82,730.00		112,394.00
Total Increments									1,705.00
Total Basic Salaries with Increment									114,099.00
Divided by Total FTE									3.550
Equals Average Salary									32,140.56
Less Formula Ceiling Reduction									
Basic Salary Allowance									----- 114,099.00
Increments:									
HS=\$12		426.00	Assoc=\$40		460.00				
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22			BA+15=\$161						
36 Hrs=\$33			MA=\$201						
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55			MA+30=\$223						
72 Hrs=\$66		759.00	MA+45=\$234						
84 Hrs=\$77			MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110			Shift=\$5		60.00				

GRANT COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18								2.200	2.200
19									
20									
21				1.200					1.200
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total				1.200				2.200	3.400
								Less Ceiling Reduction -	-----
								Adjusted Total	3.400
Increments:									
HS	3.400		Associate						
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA						
48 Hours			MA+15						
60 Hours	1.200		MA+30						
72 Hours			MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours			Shift						

GRANT COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL		
0											
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18								72,688.00	72,688.00		
19											
20											
21				38,160.00					38,160.00		
22											
23											
24											
25											
26											
27											
28											
29											
30											
31											
32											
33											
34											
35											
36											
37											
38											
39											
40											
Total				38,160.00				72,688.00	110,848.00		
										Total Increments	1,068.00
										Total Basic Salaries with Increment	111,916.00
										Divided by Total FTE	3.400
										Equals Average Salary	32,916.47
										Less Formula Ceiling Reduction	

										Basic Salary Allowance	111,916.00
Increments:											
HS=\$12		408.00	Assoc=\$40								
12 Hrs=\$11			BA=\$150								
24 Hrs=\$22			BA+15=\$161								
36 Hrs=\$33			MA=\$201								
48 Hrs=\$44			MA+15=\$212								
60 Hrs=\$55		660.00	MA+30=\$223								
72 Hrs=\$66			MA+45=\$234								
84 Hrs=\$77			MA+60=\$245								
96 Hrs=\$88			DR=\$285								
108 Hrs=\$99											
120 Hrs=\$110			Shift=\$5								

HARRISON COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4			1.250						1.250
5									
6									
7									
8									
9									
10			1.250						1.250
11									
12									
13			1.250						1.250
14						0.550			0.550
15									
16									
17									
18									
19									
20								1.250	1.250
21									
22									
23									
24									
25									
26									
27									
28									
29						1.125			1.125
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40						1.050			1.050
Total			3.750			2.725		1.250	7.725
								Less Ceiling Reduction -	-----
								Adjusted Total	7.725
Increments:									
HS	8.275		Associate						
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA	1.250					
48 Hours			MA+15						
60 Hours	1.125		MA+30						
72 Hours			MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours			Shift	3.600					

HARRISON COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4			32,125.00						32,125.00
5									
6									
7									
8									
9									
10			34,587.50						34,587.50
11									
12									
13			35,812.50						35,812.50
14						16,868.50			16,868.50
15									
16									
17									
18									
19									
20								42,125.00	42,125.00
21									
22									
23									
24									
25									
26									
27									
28									
29						40,083.75			40,083.75
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40						41,265.00			41,265.00
Total			102,525.00			98,217.25		42,125.00	242,867.25
									Total Increments
									4,546.25
									Total Basic Salaries with Increment
									247,413.50
									Divided by Total FTE
									7.725
									Equals Average Salary
									32,027.64
									Less Formula Ceiling Reduction

									Basic Salary Allowance
									247,413.50
Increments:									
HS=\$12		993.00	Assoc=\$40						
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22		242.00	BA+15=\$161						
36 Hrs=\$33			MA=\$201		2,512.50				
48 Hrs=\$44			MA+15=\$212		2,512.50				
60 Hrs=\$55		618.75	MA+30=\$223						
72 Hrs=\$66			MA+45=\$234						
84 Hrs=\$77			MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110			Shift=\$5		180.00				

JACKSON COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5									
6									
7			1.058						1.058
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18								1.300	1.300
19									
20			1.058					1.300	2.358
21									
22									
23									
24									
25									
26									
27									
28								1.001	1.001
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			2.116					3.601	5.717
								Less Ceiling Reduction -	-----
								Adjusted Total	5.717
Increments:									
HS	6.200		Associate						
12 Hours			BA						
24 Hours			BA+15						
36 Hours	2.600		MA						
48 Hours			MA+15						
60 Hours			MA+30						
72 Hours			MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours	1.300		Shift	2.300					

JACKSON COUNTY SCHOOLS

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5									
6									
7			28,238.02						28,238.02
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18								42,952.00	42,952.00
19									
20			32,745.10					43,810.00	76,555.10
21									
22									
23									
24									
25									
26									
27									
28								36,406.37	36,406.37
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			60,983.12					123,168.37	184,151.49
									Total Increments
									3,147.00
									Total Basic Salaries with Increment
									187,298.49
									Divided by Total FTE
									5.717
									Equals Average Salary
									32,761.67
									Less Formula Ceiling Reduction

									Basic Salary Allowance
									187,298.49
Increments:									
HS=\$12		744.00	Assoc=\$40						
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22			BA+15=\$161						
36 Hrs=\$33		858.00	MA=\$201						
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55			MA+30=\$223						
72 Hrs=\$66			MA+45=\$234						
84 Hrs=\$77			MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110		1,430.00	Shift=\$5		115.00				

PLEASANTS COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5							1.305		1.305
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17			1.305						1.305
18									
19									
20									
21									
22									
23				1.305					1.305
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			1.305	1.305			1.305		3.915
								Less Ceiling Reduction -	-----
								Adjusted Total	3.915
Increments:									
HS	3.915		Associate						
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA						
48 Hours			MA+15						
60 Hours			MA+30						
72 Hours			MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours			Shift	1.305					

PLEASANTS COUNTY SCHOOLS

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5							36,592.20		36,592.20
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17			39,110.85						39,110.85
18									
19									
20									
21									
22									
23				42,360.30					42,360.30
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			39,110.85	42,360.30			36,592.20		118,063.35
Total Increments									0,535.05
Total Basic Salaries with Increment									118,598.40
Divided by Total FTE									3.915
Equals Average Salary									30,293.33
Less Formula Ceiling Reduction									
Basic Salary Allowance									----- 118,598.40
Increments:									
HS=\$12		469.80	Assoc=\$40						
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22			BA+15=\$161						
36 Hrs=\$33			MA=\$201						
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55			MA+30=\$223						
72 Hrs=\$66			MA+45=\$234						
84 Hrs=\$77			MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110			Shift=\$5		65.25				

UPSHUR COUNTY SCHOOL DISTRICT

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5									
6							1,100		1,100
7									
8									
9									
10									
11									
12									
13									
14									
15									
16			1,200						1,200
17									
18									
19			1,000						1,000
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			2,200				1,100		3,300
								Less Ceiling Reduction -	-----
								Adjusted Total	3,300
Increments:									
HS	3,300		Associate						
12 Hours			BA						
24 Hours			BA+15						
36 Hours			MA						
48 Hours			MA+15						
60 Hours			MA+30						
72 Hours			MA+45						
84 Hours			MA+60						
96 Hours			DR						
108 Hours									
120 Hours	1,000		Shift	2,200					

UPSHUR COUNTY SCHOOL DISTRICT

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0									
1									
2									
3									
4									
5									
6							31,207.00		31,207.00
7									
8									
9									
10									
11									
12									
13									
14									
15									
16			35,556.00						35,556.00
17									
18									
19			30,620.00						30,620.00
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
Total			66,176.00				31,207.00		97,383.00
Total Increments									1,848.00
Total Basic Salaries with Increment									99,231.00
Divided by Total FTE									3.300
Equals Average Salary									30,070.00
Less Formula Ceiling Reduction									
Basic Salary Allowance									99,231.00

Increments:									
HS=\$12		396.00	Assoc=\$40						
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22		242.00	BA+15=\$161						
36 Hrs=\$33			MA=\$201						
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55			MA+30=\$223						
72 Hrs=\$66			MA+45=\$234						
84 Hrs=\$77			MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110		1,100.00	Shift=\$5		110.00				

ENTIRE STATE

2025-2026 School Year
(Used for the 2026-2027 Comps)

YEARS	A	B	C	D	E	F	G	H	TOTAL
0					1.200				1.200
1			1.200						1.200
2									
3									
4			1.250			1.200			2.450
5							1.305		1.305
6			1.305				1.100		2.405
7			1.058						1.058
8									
9									
10			1.250						1.250
11									
12									
13			1.250						1.250
14						0.550			0.550
15									
16			1.200				1.150		2.350
17			1.305						1.305
18			1.305					3.500	4.805
19			2.305						2.305
20			1.058					2.550	3.608
21				1.200					1.200
22									
23				1.305					1.305
24									
25									
26									
27									
28								2.201	2.201
29						1.125			1.125
30									
31									
32									
33									
34									
35									
36									
37							1.200		1.200
38									
39									
40						1.050			1.050
Total			14.486	2.505	1.200	3.925	4.755	8.251	35.122
								Less Ceiling Reduction -	-----
								Adjusted Total	35.122
Increments:									
HS	36.155		Associate	3.550					
12 Hours			BA						
24 Hours	2.200		BA+15						
36 Hours	2.600		MA	1.250					
48 Hours			MA+15						
60 Hours	2.325		MA+30						
72 Hours	1.150		MA+45						
84 Hours	1.200		MA+60						
96 Hours			DR						
108 Hours									
120 Hours	3.500		Shift	14.520					

Multi County Service Personnel by Salary Class and Years Service
2025-2026 School Year
(Used for the 2026-2027 Comps)

ENTIRE STATE

YEARS	A	B	C	D	E	F	G	H	TOTAL
0					30,552.00				30,552.00
1			29,664.00						29,664.00
2									
3									
4			32,125.00			32,880.00			65,005.00
5							36,592.20		36,592.20
6			34,412.85				31,207.00		65,619.85
7			28,238.02						28,238.02
8									
9									
10			34,587.50						34,587.50
11									
12									
13			35,812.50						35,812.50
14						16,868.50			16,868.50
15									
16			35,556.00				36,386.00		71,942.00
17			39,110.85						39,110.85
18			39,528.45					115,640.00	155,168.45
19			70,579.10						70,579.10
20			32,745.10					85,935.00	118,680.10
21				38,160.00					38,160.00
22									
23				42,360.30					42,360.30
24									
25									
26									
27									
28								80,050.37	80,050.37
29						40,083.75			40,083.75
30									
31									
32									
33									
34									
35									
36									
37							46,344.00		46,344.00
38									
39									
40						41,265.00			41,265.00
Total			412,359.37	80,520.30	30,552.00	131,097.25	150,529.20	281,625.37	1,086,683.49
Total Increments									17,150.85
Total Basic Salaries with Increment									1,103,834.34
Divided by Total FTE									35.122
Equals Average Salary									31,428.57
Less Formula Ceiling Reduction									

Basic Salary Allowance									1,103,834.34
Increments:									
HS=\$12		4,338.60	Assoc=\$40		1,420.00				
12 Hrs=\$11			BA=\$150						
24 Hrs=\$22		484.00	BA+15=\$161						
36 Hrs=\$33		858.00	MA=\$201		2,512.50				
48 Hrs=\$44			MA+15=\$212						
60 Hrs=\$55		1,278.75	MA+30=\$223						
72 Hrs=\$66		759.00	MA+45=\$234						
84 Hrs=\$77		924.00	MA+60=\$245						
96 Hrs=\$88			DR=\$285						
108 Hrs=\$99									
120 Hrs=\$110		3,850.00	Shift=\$5		726.00				