

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BARBOUR 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									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19						1.00			1.00
20									
21					1.00				1.00
22									
23									
24									
25									
26									
27						1.00			1.00
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00			1.00	2.00			4.00
								Less Ceiling Reduction -	-6.49
								Adjusted Total	10.49

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

BARBOUR COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3			43,011.00						43,011.00
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total			43,011.00		55,879.00	115,353.00			214,243.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		214,843.00
							Divided by FTE		4.00
							Equals Avg Salary		53,710.75
							Less Formula Ceiling Reduction		-348,582.77
							Equals Adjusted Total		563,425.77

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BERKELEY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		4.80							4.80
1		1.00				2.00			3.00
2		1.50							1.50
3			1.00		1.00	1.00			3.00
4		1.00			2.00	1.00	1.00		5.00
5				1.00		1.00	1.00		3.00
6		1.00				1.00	1.00		3.00
7		1.00					1.00		2.00
8		2.00							2.00
9		1.00	1.00				2.00		4.00
10		1.00		1.00	1.00	2.00			5.00
11		1.00				3.00	1.00		5.00
12									
13			1.00				2.00		3.00
14		3.00					1.00		4.00
15		1.00					1.00		2.00
16			1.00	1.00			3.50		5.50
17							3.50		3.50
18									
19		1.00		1.00		2.00	2.00		6.00
20			1.00			1.00	1.00		3.00
21					1.00	1.00			2.00
22									
23		1.00				1.00	1.00		3.00
24					1.00				1.00
25							1.00		1.00
26							2.00		2.00
27							0.40		0.40
28					1.00				1.00
29									
30		2.00					1.00		3.00
31		2.00							2.00
32						1.00			1.00
33									
34			1.00		1.00		1.00		3.00
35			1.00				4.00		5.00
Total		25.30	7.00	4.00	8.00	17.00	31.40		92.70
								Less Ceiling Reduction -	-8.67
								Adjusted Total	101.37

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BERKELEY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		198,984.00							198,984.00
1		41,973.00				92,046.00			134,019.00
2		63,738.00							63,738.00
3			43,771.00		46,300.00	47,060.00			137,131.00
4		43,773.00			94,126.00	47,823.00	48,584.00		234,306.00
5				46,820.00		48,342.00	49,103.00		144,265.00
6		44,810.00				48,860.00	49,621.00		143,291.00
7		45,329.00					50,140.00		95,469.00
8		91,694.00							91,694.00
9		46,366.00	47,127.00				102,354.00		195,847.00
10		46,886.00		49,414.00	50,175.00	101,872.00			248,347.00
11		47,404.00				154,362.00	52,215.00		253,981.00
12									
13			49,202.00				106,504.00		155,706.00
14		146,880.00					53,770.00		200,650.00
15		49,478.00					54,289.00		103,767.00
16			50,757.00	52,525.00			191,824.50		295,106.50
17							193,641.00		193,641.00
18									
19		51,552.00		54,081.00		111,204.00	112,726.00		329,563.00
20			52,832.00			56,121.00	56,882.00		165,835.00
21					55,879.00	56,639.00			112,518.00
22									
23		53,627.00				57,676.00	58,437.00		169,740.00
24					57,434.00				57,434.00
25							59,474.00		59,474.00
26							119,986.00		119,986.00
27							24,204.40		24,204.40
28					59,508.00				59,508.00
29									
30		114,512.00					62,067.00		176,579.00
31		115,550.00							115,550.00
32						62,343.00			62,343.00
33									
34			60,091.00		62,620.00		64,141.00		186,852.00
35			60,610.00				258,640.00		319,250.00
Total		1,202,556.00	364,390.00	202,840.00	426,042.00	884,348.00	1,768,602.90		4,848,778.90
							Plus 20+ Year Supplement	(14.4 Personnel at \$600)	8,640.00
							Plus Natl Board Certified Supplement	(1 Personnel at \$3500)	3,500.00
							Equals Grand Totl		4,860,918.90
							Divided by FTE		92.70
							Equals Avg Salary		52,437.10
							Less Formula Ceiling Reduction		-454,629.63
							Equals Adjusted Total		5,315,548.53

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BOONE COUNTY

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6							2.00		2.00
7									
8									
9						1.00			1.00
10							1.00		1.00
11									
12									
13									
14		0.90							0.90
15						1.00			1.00
16									
17									
18									
19						1.00			1.00
20									
21									
22									
23			1.00						1.00
24						1.00			1.00
25									
26									
27									
28									
29						1.00			1.00
30									
31									
32			1.00						1.00
33									
34									
35							1.00		1.00
Total		0.90	2.00			5.00	4.00		11.90
								Less Ceiling Reduction -	-3.84
								Adjusted Total	15.74

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BOONE COUNTY

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6							99,242.00		99,242.00
7									
8									
9						50,416.00			50,416.00
10							51,696.00		51,696.00
11									
12									
13									
14			44,064.00						44,064.00
15						53,528.00			53,528.00
16									
17									
18									
19						55,602.00			55,602.00
20									
21									
22									
23				54,387.00					54,387.00
24						58,195.00			58,195.00
25									
26									
27									
28									
29						60,788.00			60,788.00
30									
31									
32				59,054.00					59,054.00
33									
34									
35							64,660.00		64,660.00
Total		44,064.00	113,441.00			278,529.00	215,598.00		651,632.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		652,832.00
							Divided by FTE		11.90
							Equals Avg Salary		54,859.83
							Less Formula Ceiling Reduction		-210,661.75
							Equals Adjusted Total		863,493.75

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

BRAXTON COUNTY BOARD OF EDUCATION

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									
7									
8									
9		1.00					1.00		2.00
10									
11									
12									
13									
14									
15									
16							1.00		1.00
17									
18									
19									
20									
21									
22									
23									
24									
25									
26			1.00						1.00
27									
28		1.00							1.00
29									
30									
31									
32									
33						1.00			1.00
34									
35									
Total		2.00	1.00			2.00	2.00		7.00
								Less Ceiling Reduction -	-1.35
								Adjusted Total	8.35

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BRAXTON COUNTY BOARD OF EDUCATION

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2						46,542.00			46,542.00
3									
4									
5									
6									
7									
8									
9		46,366.00					51,177.00		97,543.00
10									
11									
12									
13									
14									
15									
16							54,807.00		54,807.00
17									
18									
19									
20									
21									
22									
23									
24									
25									
26			55,943.00						55,943.00
27									
28		56,219.00							56,219.00
29									
30									
31									
32									
33						62,862.00			62,862.00
34									
35									
Total		102,585.00	55,943.00			109,404.00	105,984.00		373,916.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		374,516.00
							Divided by FTE		7.00
							Equals Avg Salary		53,502.29
							Less Formula Ceiling Reduction		-72,228.09
							Equals Adjusted Total		446,744.09



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

BROOKE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		3.00							3.00
1				2.00		1.00			3.00
2									
3						1.00			1.00
4									
5									
6									
7									
8									
9									
10							1.00		1.00
11									
12						1.00			1.00
13									
14									
15									
16									
17									
18									
19		1.00							1.00
20							1.00		1.00
21									
22									
23		1.00							1.00
24									
25									
26		1.00							1.00
27		1.00							1.00
28									
29									
30									
31			1.00						1.00
32									
33									
34									
35							1.00		1.00
Total		7.00	1.00	2.00		3.00	3.00		16.00
								Less Ceiling Reduction -	4.17
								Adjusted Total	11.83

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

BROOKE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		124,365.00							124,365.00
1				89,004.00		46,023.00			135,027.00
2									
3						47,060.00			47,060.00
4									
5									
6									
7									
8									
9									
10							51,696.00		51,696.00
11									
12						51,973.00			51,973.00
13									
14									
15									
16									
17									
18									
19		51,552.00							51,552.00
20							56,882.00		56,882.00
21									
22									
23		53,627.00							53,627.00
24									
25									
26		55,182.00							55,182.00
27		55,701.00							55,701.00
28									
29									
30									
31			58,536.00						58,536.00
32									
33									
34									
35							64,660.00		64,660.00
Total		340,427.00	58,536.00	89,004.00		145,056.00	173,238.00		806,261.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		806,861.00
							Divided by FTE		16.00
							Equals Avg Salary		50,428.81
							Less Formula Ceiling Reduction		210,288.15
							Equals Adjusted Total		596,572.85

NURSES, COUNSELORS  
 2023-2024 School Year

CABELL COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0							1.00		1.00
1				1.00		1.00			2.00
2						1.00			1.00
3				1.00					1.00
4						2.00			2.00
5									
6									
7		1.00		0.00		1.00			2.00
8		1.00					1.00		2.00
9		1.00				1.00	1.00		3.00
10						1.00	1.00		2.00
11		1.00				2.00	1.00		4.00
12		1.00					2.00		3.00
13						1.00			1.00
14		1.00	1.00						2.00
15						1.00	2.00		3.00
16									
17						1.00			1.00
18							1.00		1.00
19						1.00	2.00		3.00
20									
21						2.00	1.00		3.00
22						1.00	1.00		2.00
23									
24							2.00		2.00
25		1.00					2.00		3.00
26							2.00		2.00
27			1.00						1.00
28							1.00		1.00
29		1.00							1.00
30									
31							1.00		1.00
32			1.00						1.00
33			1.00				1.00		2.00
34									
35							1.00		1.00
Total		8.00	4.00	2.00		16.00	24.00		54.00
								Less Ceiling Reduction -	-3.48
								Adjusted Total	57.48

NURSES, COUNSELORS  
 2023-2024 School Year

CABELL COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0							46,266.00		46,266.00
1				44,502.00		46,023.00			90,525.00
2						46,542.00			46,542.00
3				45,539.00					45,539.00
4						95,646.00			95,646.00
5									
6									
7		45,329.00		0,000.00		49,379.00			94,708.00
8		45,847.00					50,658.00		96,505.00
9		46,366.00				50,416.00	51,177.00		147,959.00
10						50,936.00	51,696.00		102,632.00
11		47,404.00				102,908.00	52,215.00		202,527.00
12		47,923.00					105,466.00		153,389.00
13						52,491.00			52,491.00
14		48,960.00	49,720.00						98,680.00
15						53,528.00	108,578.00		162,106.00
16									
17						54,565.00			54,565.00
18							55,845.00		55,845.00
19						55,602.00	112,726.00		168,328.00
20									
21						113,278.00	57,400.00		170,678.00
22						57,158.00	57,919.00		115,077.00
23									
24							117,912.00		117,912.00
25		54,664.00					118,948.00		173,612.00
26							119,986.00		119,986.00
27			56,461.00						56,461.00
28							61,030.00		61,030.00
29		56,738.00							56,738.00
30									
31							62,585.00		62,585.00
32			59,054.00						59,054.00
33			59,573.00				63,623.00		123,196.00
34									
35							64,660.00		64,660.00
Total		393,231.00	224,808.00	90,041.00		828,472.00	1,358,690.00		2,895,242.00
							Plus 20+ Year Supplement	(10 Personnel at \$600)	6,000.00
							Plus Natl Board Certified Supplement	(2 Personnel at \$3500)	7,000.00
							Equals Grand Totl		2,908,242.00
							Divided by FTE		54.00
							Equals Avg Salary		53,856.33
							Less Formula Ceiling Reduction		-187,420.04
							Equals Adjusted Total		3,095,662.04

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

CALHOUN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2									
3									
4									
5									
6									
7						1.00			1.00
8									
9			1.00						1.00
10									
11									
12									
13									
14							1.00		1.00
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00	1.00			1.00	1.00		4.00
								Less Ceiling Reduction -	-1.58
								Adjusted Total	5.58

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

CALHOUN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2									
3									
4									
5									
6									
7						49,379.00			49,379.00
8									
9			47,127.00						47,127.00
10									
11									
12									
13									
14							53,770.00		53,770.00
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		41,455.00	47,127.00			49,379.00	53,770.00		191,731.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		191,731.00
							Divided by FTE		4.00
							Equals Avg Salary		47,932.75
							Less Formula Ceiling Reduction		-75,733.75
							Equals Adjusted Total		267,464.75

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

CLAY 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									
7									
8									
9							1.00		1.00
10									
11									
12									
13									
14									
15							1.00		1.00
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total			1.00				2.00		3.00
								Less Ceiling Reduction -	-4.61
								Adjusted Total	7.61

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

CLAY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3			43,771.00						43,771.00
4									
5									
6									
7									
8									
9							51,177.00		51,177.00
10									
11									
12									
13									
14									
15							54,289.00		54,289.00
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total			43,771.00				105,466.00		149,237.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		149,237.00
							Divided by FTE		3.00
							Equals Avg Salary		49,745.67
							Less Formula Ceiling Reduction		-229,327.52
							Equals Adjusted Total		378,564.52



NURSES, COUNSELORS  
 2023-2024 School Year

DODDRIDGE COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2									
3									
4							2.00		2.00
5									
6									
7									
8									
9									
10									
11									
12		1.00							1.00
13			1.00						1.00
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25						1.00			1.00
26									
27									
28									
29		1.00							1.00
30									
31									
32									
33									
34									
35									
Total		3.00	1.00			1.00	2.00		7.00
								Less Ceiling Reduction -	0.31
								Adjusted Total	6.69

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

DODDRIDGE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2									
3									
4							97,168.00		97,168.00
5									
6									
7									
8									
9									
10									
11									
12		47,923.00							47,923.00
13			49,202.00						49,202.00
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25						58,714.00			58,714.00
26									
27									
28									
29		56,738.00							56,738.00
30									
31									
32									
33									
34									
35									
Total		146,116.00	49,202.00			58,714.00	97,168.00		351,200.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		351,800.00
							Divided by FTE		7.00
							Equals Avg Salary		50,257.14
							Less Formula Ceiling Reduction		15,579.71
							Equals Adjusted Total		336,220.29

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

FAYETTE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00				1.00			2.00
1									
2							1.76		1.76
3			1.00						1.00
4									
5						1.00			1.00
6						0.01			0.01
7									
8						2.00			2.00
9		1.00				2.00			3.00
10									
11									
12									
13			1.00						1.00
14									
15									
16			1.00			1.00			2.00
17									
18									
19									
20						1.00			1.00
21									
22									
23							1.00		1.00
24									
25									
26									
27									
28									
29			1.00				1.00		2.00
30									
31									
32									
33									
34									
35		1.00					1.00		2.00
Total		3.00	4.00			8.01	4.76		19.77
								Less Ceiling Reduction -	-7.43
								Adjusted Total	27.20

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

FAYETTE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00				45,505.00			86,960.00
1									
2							83,253.28		83,253.28
3			43,771.00						43,771.00
4									
5						48,342.00			48,342.00
6						0,488.60			0,488.60
7									
8						99,794.00			99,794.00
9		46,366.00				100,832.00			147,198.00
10									
11									
12									
13			49,202.00						49,202.00
14									
15									
16			50,757.00			54,047.00			104,804.00
17									
18									
19									
20						56,121.00			56,121.00
21									
22									
23							58,437.00		58,437.00
24									
25									
26									
27									
28									
29			57,498.00				61,548.00		119,046.00
30									
31									
32									
33									
34									
35		59,849.00					64,660.00		124,509.00
Total		147,670.00	201,228.00			405,129.60	267,898.28		1,021,925.88
							Plus 20+ Year Supplement	(4 Personnel at \$600)	2,400.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Totl	1,024,325.88
								Divided by FTE	19.77
								Equals Avg Salary	51,812.13
								Less Formula Ceiling Reduction	-384,964.15
								Equals Adjusted Total	1,409,290.03

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

GILMER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7		0.50							0.50
8						1.00			1.00
9									
10									
11									
12							1.00		1.00
13									
14									
15									
16									
17									
18						1.00			1.00
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33		1.00							1.00
34									
35									
Total		1.50				2.00	1.00		4.50
								Less Ceiling Reduction -	-1.23
								Adjusted Total	5.73

NURSES, COUNSELORS  
 2023-2024 School Year

GILMER COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7			22,664.50						22,664.50
8						49,897.00			49,897.00
9									
10									
11									
12							52,733.00		52,733.00
13									
14									
15									
16									
17									
18						55,084.00			55,084.00
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33			58,812.00						58,812.00
34									
35									
Total			81,476.50			104,981.00	52,733.00		239,190.50
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		239,190.50
							Divided by FTE		4.50
							Equals Avg Salary		53,153.44
							Less Formula Ceiling Reduction		-65,378.74
							Equals Adjusted Total		304,569.24

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

GRANT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4							1.00		1.00
5		1.00							1.00
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17				1.00		1.00			2.00
18									
19						1.00			1.00
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00		1.00		2.00	1.00		5.00
								Less Ceiling Reduction -	-3.25
								Adjusted Total	8.25

NURSES, COUNSELORS  
 2023-2024 School Year

GRANT COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4							48,584.00		48,584.00
5		44,292.00							44,292.00
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17				53,044.00		54,565.00			107,609.00
18									
19						55,602.00			55,602.00
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		44,292.00		53,044.00		110,167.00	48,584.00		256,087.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		256,087.00
							Divided by FTE		5.00
							Equals Avg Salary		51,217.40
							Less Formula Ceiling Reduction		-166,456.55
							Equals Adjusted Total		422,543.55



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

GREENBRIER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				1.00					1.00
1									
2									
3						1.00			1.00
4		1.00					1.00		2.00
5									
6							1.00		1.00
7									
8									
9									
10				1.00			1.00		2.00
11									
12							1.00		1.00
13								1.00	1.00
14									
15									
16									
17			1.00				1.00		2.00
18							1.00		1.00
19				0.50					0.50
20									
21							1.00		1.00
22			1.00						1.00
23							1.00		1.00
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35			1.00				1.00		2.00
Total		1.00	3.00	2.50		1.00	9.00	1.00	17.50
								Less Ceiling Reduction -	-5.35
								Adjusted Total	22.85

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

GREENBRIER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				43,983.00					43,983.00
1									
2									
3						47,060.00			47,060.00
4		43,773.00					48,584.00		92,357.00
5									
6							49,621.00		49,621.00
7									
8									
9									
10				49,414.00			51,696.00		101,110.00
11									
12							52,733.00		52,733.00
13								54,287.00	54,287.00
14									
15									
16									
17			51,276.00				55,326.00		106,602.00
18							55,845.00		55,845.00
19				27,040.50					27,040.50
20									
21							57,400.00		57,400.00
22			53,869.00						53,869.00
23							58,437.00		58,437.00
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35			60,610.00				64,660.00		125,270.00
Total		43,773.00	165,755.00	120,437.50		47,060.00	494,302.00	54,287.00	925,614.50
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		927,414.50
							Divided by FTE		17.50
							Equals Avg Salary		52,995.11
							Less Formula Ceiling Reduction		-283,523.86
							Equals Adjusted Total		1,210,938.36

NURSES, COUNSELORS  
 2023-2024 School Year

HAMPSHIRE COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3					0.80				0.80
4									
5	1.00					2.00			3.00
6		1.00							1.00
7		1.00							1.00
8									
9						0.50			0.50
10									
11						1.00			1.00
12									
13									
14									
15						1.00			1.00
16									
17									
18									
19									
20		1.00							1.00
21			1.00						1.00
22									
23									
24									
25		1.00				1.00			2.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total	1.00	4.00	1.00		0.80	5.50			12.30
								Less Ceiling Reduction -	-1.62
								Adjusted Total	13.92

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HAMPSHIRE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3					37,040.00				37,040.00
4									
5	41,630.00					96,684.00			138,314.00
6		44,810.00							44,810.00
7		45,329.00							45,329.00
8									
9						25,208.00			25,208.00
10									
11						51,454.00			51,454.00
12									
13									
14									
15						53,528.00			53,528.00
16									
17									
18									
19									
20		52,071.00							52,071.00
21			53,350.00						53,350.00
22									
23									
24									
25		54,664.00				58,714.00			113,378.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total	41,630.00	196,874.00	53,350.00		37,040.00	285,588.00			614,482.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		615,682.00
							Divided by FTE		12.30
							Equals Avg Salary		50,055.45
							Less Formula Ceiling Reduction		-81,089.82
							Equals Adjusted Total		696,771.82

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

HANCOCK COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3		1.00					1.00		2.00
4		1.00							1.00
5		1.00		1.00					2.00
6		1.00							1.00
7						1.00			1.00
8				3.00					3.00
9		1.00							1.00
10									
11									
12									
13									
14									
15									
16									
17							1.00		1.00
18				1.00					1.00
19									
20									
21									
22									
23		1.00							1.00
24							1.00		1.00
25									
26									
27									
28									
29									
30									
31							1.00		1.00
32							1.00		1.00
33									
34							1.00		1.00
35							1.00		1.00
Total		6.00		5.00		1.00	7.00		19.00
								Less Ceiling Reduction -	1.91
								Adjusted Total	17.09

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HANCOCK COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3		43,011.00					47,821.00		90,832.00
4		43,773.00							43,773.00
5		44,292.00		46,820.00					91,112.00
6		44,810.00							44,810.00
7						49,379.00			49,379.00
8				145,128.00					145,128.00
9		46,366.00							46,366.00
10									
11									
12									
13									
14									
15									
16									
17							55,326.00		55,326.00
18				53,562.00					53,562.00
19									
20									
21									
22									
23		53,627.00							53,627.00
24							58,956.00		58,956.00
25									
26									
27									
28									
29									
30									
31							62,585.00		62,585.00
32							63,104.00		63,104.00
33									
34							64,141.00		64,141.00
35							64,660.00		64,660.00
Total		275,879.00		245,510.00		49,379.00	416,593.00		987,361.00
							Plus 20+ Year Supplement	(4 Personnel at \$600)	2,400.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		989,761.00
							Divided by FTE		19.00
							Equals Avg Salary		52,092.68
							Less Formula Ceiling Reduction		99,497.03
							Equals Adjusted Total		890,263.97

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HARDY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4					1.00				1.00
5									
6									
7									
8					1.00				1.00
9									
10									
11									
12									
13									
14									
15									
16									
17									
18			1.00						1.00
19									
20									
21									
22									
23									
24									
25									
26		1.00				1.00			2.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00	1.00		2.00	1.00			5.00
								Less Ceiling Reduction -	-5.83
								Adjusted Total	10.83

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HARDY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4					47,063.00				47,063.00
5									
6									
7									
8					49,137.00				49,137.00
9									
10									
11									
12									
13									
14									
15									
16									
17									
18			51,795.00						51,795.00
19									
20									
21									
22									
23									
24									
25									
26		55,182.00				59,232.00			114,414.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		55,182.00	51,795.00		96,200.00	59,232.00			262,409.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		263,009.00
							Divided by FTE		5.00
							Equals Avg Salary		52,601.80
							Less Formula Ceiling Reduction		-306,668.49
							Equals Adjusted Total		569,677.49



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HARRISON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00		1.00		1.00			3.00
1						1.00			1.00
2									
3						2.00			2.00
4									
5		1.00					1.00		2.00
6				1.00					1.00
7						1.00			1.00
8									
9						0.50			0.50
10						1.50			1.50
11		0.80			1.80	1.00			3.60
12			1.00				2.00		3.00
13									
14									
15						1.00			1.00
16				1.00					1.00
17			1.00				1.00		2.00
18							1.00		1.00
19						1.00			1.00
20									
21							1.00		1.00
22									
23							1.00		1.00
24							2.00		2.00
25						1.00			1.00
26									
27			1.00						1.00
28									
29						1.00			1.00
30									
31						1.00			1.00
32									
33									
34			0.80						0.80
35			1.00				1.00		2.00
Total		2.80	4.80	3.00	1.80	13.00	10.00		35.40
								Less Ceiling Reduction -	-13.08
								Adjusted Total	48.48

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

HARRISON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00		43,983.00		45,505.00			130,943.00
1						46,023.00			46,023.00
2									
3						94,120.00			94,120.00
4									
5		44,292.00					49,103.00		93,395.00
6				47,339.00					47,339.00
7						49,379.00			49,379.00
8									
9						25,208.00			25,208.00
10						76,404.00			76,404.00
11		37,923.20			91,247.40	51,454.00			180,624.60
12			48,683.00				105,466.00		154,149.00
13									
14									
15						53,528.00			53,528.00
16				52,525.00					52,525.00
17			51,276.00				55,326.00		106,602.00
18							55,845.00		55,845.00
19						55,602.00			55,602.00
20									
21							57,400.00		57,400.00
22									
23							58,437.00		58,437.00
24							117,912.00		117,912.00
25						58,714.00			58,714.00
26									
27			56,461.00						56,461.00
28									
29						60,788.00			60,788.00
30									
31						61,825.00			61,825.00
32									
33									
34			48,072.80						48,072.80
35			60,610.00				64,660.00		125,270.00
Total		123,670.20	265,102.80	143,847.00	91,247.40	678,550.00	564,149.00		1,866,566.40
							Plus 20+ Year Supplement	(7 Personnel at \$600)	4,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,870,766.40
							Divided by FTE		35.40
							Equals Avg Salary		52,846.51
							Less Formula Ceiling Reduction		-691,232.33
							Equals Adjusted Total		2,561,998.73

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

JACKSON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2									
3									
4		1.00							1.00
5									
6									
7							1.00		1.00
8			1.00						1.00
9						2.00			2.00
10					1.00				1.00
11									
12						1.00			1.00
13							1.00		1.00
14						1.00			1.00
15									
16									
17									
18						1.00			1.00
19						1.00			1.00
20									
21			1.00						1.00
22									
23									
24									
25							1.00		1.00
26						1.00			1.00
27									
28									
29						2.00			2.00
30									
31		1.00				1.00			2.00
32							1.00		1.00
33							1.00		1.00
34									
35							1.00		1.00
Total		3.00	2.00		1.00	10.00	6.00		22.00
								Less Ceiling Reduction -	1.67
								Adjusted Total	20.33

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

JACKSON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2									
3									
4		43,773.00							43,773.00
5									
6									
7							50,140.00		50,140.00
8			46,608.00						46,608.00
9						100,832.00			100,832.00
10					50,175.00				50,175.00
11									
12						51,973.00			51,973.00
13							53,252.00		53,252.00
14						53,010.00			53,010.00
15									
16									
17									
18						55,084.00			55,084.00
19						55,602.00			55,602.00
20									
21			53,350.00						53,350.00
22									
23									
24									
25							59,474.00		59,474.00
26						59,232.00			59,232.00
27									
28									
29						121,576.00			121,576.00
30									
31		57,775.00				61,825.00			119,600.00
32							63,104.00		63,104.00
33							63,623.00		63,623.00
34									
35							64,660.00		64,660.00
Total		143,003.00	99,958.00		50,175.00	559,134.00	354,253.00		1,206,523.00
							Plus 20+ Year Supplement	(6 Personnel at \$600)	3,600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,210,123.00
							Divided by FTE		22.00
							Equals Avg Salary		55,005.59
							Less Formula Ceiling Reduction		91,859.34
							Equals Adjusted Total		1,118,263.66

NURSES, COUNSELORS  
 2023-2024 School Year

JEFFERSON COUNTY BOARD OF EDUCATION

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1					1.00				1.00
2		2.00		1.00					3.00
3		1.00		1.00					2.00
4									
5		2.00		1.00					3.00
6		1.00							1.00
7		2.00							2.00
8		1.00							1.00
9		1.00		1.00		1.00	1.00		4.00
10			1.00						1.00
11									
12		1.00	1.00						2.00
13									
14		0.50		1.00					1.50
15					1.00		1.00		2.00
16			1.00				1.00		2.00
17					1.00		1.00		2.00
18									
19				1.00	1.00				2.00
20			1.00						1.00
21							1.00		1.00
22						1.00			1.00
23									
24									
25							1.00		1.00
26								1.00	1.00
27									
28							1.00		1.00
29							1.00		1.00
30									
31							1.00		1.00
32									
33			1.00						1.00
34						1.00			1.00
35		1.00							1.00
Total		13.50	5.00	6.00	4.00	3.00	9.00	1.00	41.50
								Less Ceiling Reduction -	-0.40
								Adjusted Total	41.90

NURSES, COUNSELORS  
 2023-2024 School Year

JEFFERSON COUNTY BOARD OF EDUCATION

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1					45,263.00				45,263.00
2		84,984.00		45,020.00					130,004.00
3		43,011.00		45,539.00					88,550.00
4									
5		88,584.00		46,820.00					135,404.00
6		44,810.00							44,810.00
7		90,658.00							90,658.00
8		45,847.00							45,847.00
9		46,366.00		48,894.00		50,416.00	51,177.00		196,853.00
10			47,646.00						47,646.00
11									
12		47,923.00	48,683.00						96,606.00
13									
14		24,480.00		51,488.00					75,968.00
15					52,767.00		54,289.00		107,056.00
16			50,757.00				54,807.00		105,564.00
17					53,805.00		55,326.00		109,131.00
18									
19				54,081.00	54,842.00				108,923.00
20			52,832.00						52,832.00
21							57,400.00		57,400.00
22						57,158.00			57,158.00
23									
24									
25							59,474.00		59,474.00
26								61,028.00	61,028.00
27									
28							61,030.00		61,030.00
29							61,548.00		61,548.00
30									
31							62,585.00		62,585.00
32									
33			59,573.00						59,573.00
34						63,380.00			63,380.00
35		59,849.00							59,849.00
Total		617,967.00	259,491.00	291,842.00	206,677.00	170,954.00	517,636.00	61,028.00	2,125,595.00
							Plus 20+ Year Supplement	(7 Personnel at \$600)	4,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,129,795.00
							Divided by FTE		41.50
							Equals Avg Salary		51,320.36
							Less Formula Ceiling Reduction		-20,528.14
							Equals Adjusted Total		2,150,323.14

NURSES, COUNSELORS  
 2023-2024 School Year

KANAWHA COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00		1.00					2.00
1		1.00				2.00	1.00		4.00
2		1.92		1.00		1.00			3.92
3		0.92		1.00		2.00			3.92
4		0.92			1.00	2.00			3.92
5				1.00		2.00	1.00		4.00
6				1.00	1.00	3.00	1.00		6.00
7		1.00		1.00		2.00	1.00		5.00
8		0.92			1.00		1.00		2.92
9		1.00	0.92		1.00	2.00	2.00		6.92
10						2.00	5.00		7.00
11		2.84				2.00	3.00		7.84
12			1.00		0.92	1.00	1.00		3.92
13		1.92	0.92			3.00	4.00		9.84
14		0.92	1.00			1.00	1.50		4.42
15			0.92		1.00	1.00	1.00		3.92
16			0.92			1.00	2.50		4.42
17							2.00		2.00
18							1.00		1.00
19		1.84	0.92				2.00		4.76
20		0.92					2.00		2.92
21							3.00		3.00
22							2.00		2.00
23							1.00		1.00
24		2.00					1.00		3.00
25			0.92						0.92
26									
27		0.92	1.92						2.84
28				1.00		0.92	2.00		3.92
29									
30						1.00			1.00
31							1.92		1.92
32									
33									
34							1.00		1.00
35			0.92				5.92		6.84
Total		20.04	10.36	7.00	5.92	28.92	49.84		122.08
								Less Ceiling Reduction -	4.36
								Adjusted Total	117.72

NURSES, COUNSELORS  
 2023-2024 School Year

KANAWHA COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00		43,983.00					85,438.00
1		41,973.00				92,046.00	46,784.00		180,803.00
2		81,584.64		45,020.00		46,542.00			173,146.64
3		39,570.12		45,539.00		94,120.00			179,229.12
4		40,271.16			47,063.00	95,646.00			182,980.16
5				46,820.00		96,684.00	49,103.00		192,607.00
6				47,339.00	48,100.00	146,580.00	49,621.00		291,640.00
7		45,329.00		47,857.00		98,758.00	50,140.00		242,084.00
8		42,179.24			49,137.00		50,658.00		141,974.24
9		46,366.00	43,356.84		49,655.00	100,832.00	102,354.00		342,563.84
10						101,872.00	258,480.00		360,352.00
11		134,627.36				102,908.00	156,645.00		394,180.36
12			48,683.00		47,115.04	51,973.00	52,733.00		200,504.04
13		93,006.72	45,265.84			157,473.00	213,008.00		508,753.56
14		45,043.20	49,720.00			53,010.00	80,655.00		228,428.20
15			46,219.88		52,767.00	53,528.00	54,289.00		206,803.88
16			46,696.44			54,047.00	137,017.50		237,760.94
17							110,652.00		110,652.00
18							55,845.00		55,845.00
19		94,855.68	48,127.96				112,726.00		255,709.64
20		47,905.32					113,764.00		161,669.32
21							172,200.00		172,200.00
22							115,838.00		115,838.00
23							58,437.00		58,437.00
24		108,290.00					58,956.00		167,246.00
25			50,990.08						50,990.08
26									
27		51,244.92	108,405.12						159,650.04
28				58,748.00		55,447.48	122,060.00		236,255.48
29									
30						61,306.00			61,306.00
31							120,163.20		120,163.20
32									
33									
34							64,141.00		64,141.00
35			55,761.20				382,787.20		438,548.40
Total		953,701.36	543,226.36	335,306.00	293,837.04	1,462,772.48	2,789,056.90		6,377,900.14
							Plus 20+ Year Supplement	(18.92 Personnel at \$600)	11,352.00
							Plus Natl Board Certified Supplement	(1 Personnel at \$3500)	3,500.00
							Equals Grand Totl		6,392,752.14
							Divided by FTE		122.08
							Equals Avg Salary		52,365.27
							Less Formula Ceiling Reduction		228,312.58
							Equals Adjusted Total		6,164,439.56



NURSES, COUNSELORS  
 2023-2024 School Year

LEWIS COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1				1.00					1.00
2									
3									
4							1.00		1.00
5		1.00					1.00		2.00
6		1.00							1.00
7									
8									
9									
10									
11									
12									
13							1.00		1.00
14									
15									
16							1.00		1.00
17									
18									
19							1.00		1.00
20									
21									
22									
23							1.00		1.00
24									
25									
26									
27									
28									
29									
30						1.00			1.00
31									
32									
33									
34									
35									
Total		3.00		1.00		1.00	6.00		11.00
								Less Ceiling Reduction -	-0.65
								Adjusted Total	11.65

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

LEWIS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1				44,502.00					44,502.00
2									
3									
4							48,584.00		48,584.00
5		44,292.00					49,103.00		93,395.00
6		44,810.00							44,810.00
7									
8									
9									
10									
11									
12									
13							53,252.00		53,252.00
14									
15									
16							54,807.00		54,807.00
17									
18									
19							56,363.00		56,363.00
20									
21									
22									
23							58,437.00		58,437.00
24									
25									
26									
27									
28									
29									
30						61,306.00			61,306.00
31									
32									
33									
34									
35									
Total		130,557.00		44,502.00		61,306.00	320,546.00		556,911.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		558,111.00
							Divided by FTE		11.00
							Equals Avg Salary		50,737.36
							Less Formula Ceiling Reduction		-32,979.29
							Equals Adjusted Total		591,090.29

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

LINCOLN 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									
7									
8							1.00		1.00
9									
10									
11									
12									
13									
14		1.00					1.00		2.00
15		1.00				1.00			2.00
16									
17									
18									
19		1.00							1.00
20						1.00	1.00		2.00
21									
22		1.00							1.00
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34							1.00		1.00
35							1.00		1.00
Total		4.00				3.00	5.00		12.00
								Less Ceiling Reduction -	-2.29
								Adjusted Total	14.29

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

LINCOLN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2						46,542.00			46,542.00
3									
4									
5									
6									
7									
8							50,658.00		50,658.00
9									
10									
11									
12									
13									
14		48,960.00					53,770.00		102,730.00
15		49,478.00				53,528.00			103,006.00
16									
17									
18									
19			51,552.00						51,552.00
20						56,121.00	56,882.00		113,003.00
21									
22			53,108.00						53,108.00
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34							64,141.00		64,141.00
35							64,660.00		64,660.00
Total		203,098.00				156,191.00	290,111.00		649,400.00
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		651,200.00
							Divided by FTE		12.00
							Equals Avg Salary		54,266.67
							Less Formula Ceiling Reduction		-124,270.67
							Equals Adjusted Total		775,470.67

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

LOGAN COUNTY SCHOOL SYSTEM

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		2.00	1.00						3.00
2		1.00							1.00
3							1.00		1.00
4		2.00							2.00
5				1.00		1.00			2.00
6		1.00				1.00	1.00		3.00
7									
8		1.00							1.00
9							1.00		1.00
10						1.00			1.00
11									
12									
13									
14									
15							1.00		1.00
16							1.00		1.00
17							1.00		1.00
18						1.00			1.00
19						0.40			0.40
20									
21									
22									
23							1.00		1.00
24									
25									
26									
27									
28									
29						1.00			1.00
30									
31									
32									
33									
34									
35									
Total		7.00	1.00	1.00		5.40	7.00		21.40
								Less Ceiling Reduction -	-2.80
								Adjusted Total	24.20

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

LOGAN COUNTY SCHOOL SYSTEM

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		83,946.00	42,734.00						126,680.00
2		42,492.00							42,492.00
3							47,821.00		47,821.00
4		87,546.00							87,546.00
5				46,820.00		48,342.00			95,162.00
6		44,810.00				48,860.00	49,621.00		143,291.00
7									
8		45,847.00							45,847.00
9							51,177.00		51,177.00
10						50,936.00			50,936.00
11									
12									
13									
14									
15							54,289.00		54,289.00
16							54,807.00		54,807.00
17							55,326.00		55,326.00
18						55,084.00			55,084.00
19						22,240.80			22,240.80
20									
21									
22									
23							58,437.00		58,437.00
24									
25									
26									
27									
28									
29						60,788.00			60,788.00
30									
31									
32									
33									
34									
35									
Total		304,641.00	42,734.00	46,820.00		286,250.80	371,478.00		1,051,923.80
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,053,123.80
							Divided by FTE		21.40
							Equals Avg Salary		49,211.39
							Less Formula Ceiling Reduction		-137,791.90
							Equals Adjusted Total		1,190,915.70

NURSES, COUNSELORS  
 2023-2024 School Year

MARION COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				1.00		2.00	1.00		4.00
1				1.00			1.00		2.00
2		1.00		1.00					2.00
3						1.00			1.00
4		1.00				2.00			3.00
5									
6			1.00		1.00				2.00
7		1.00					1.00		2.00
8									
9									
10									
11				1.00		1.00			2.00
12						1.00	1.00		2.00
13									
14				1.00		1.00			2.00
15				1.00					1.00
16						1.00			1.00
17									
18						2.00			2.00
19						1.00			1.00
20		1.00				1.00			2.00
21									
22									
23			1.00						1.00
24							1.00		1.00
25									
26									
27							1.00		1.00
28									
29									
30									
31									
32									
33									
34									
35									
Total		4.00	2.00	6.00	1.00	13.00	6.00		32.00
								Less Ceiling Reduction -	-4.65
								Adjusted Total	36.65

NURSES, COUNSELORS  
 2023-2024 School Year

MARION COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				43,983.00		91,010.00	46,266.00		181,259.00
1				44,502.00			46,784.00		91,286.00
2		42,492.00		45,020.00					87,512.00
3						47,060.00			47,060.00
4		43,773.00				95,646.00			139,419.00
5									
6			45,571.00		48,100.00				93,671.00
7		45,329.00					50,140.00		95,469.00
8									
9									
10									
11				49,933.00		51,454.00			101,387.00
12						51,973.00	52,733.00		104,706.00
13									
14				51,488.00		53,010.00			104,498.00
15				52,007.00					52,007.00
16						54,047.00			54,047.00
17									
18						110,168.00			110,168.00
19						55,602.00			55,602.00
20		52,071.00				56,121.00			108,192.00
21									
22									
23			54,387.00						54,387.00
24							58,956.00		58,956.00
25									
26									
27							60,511.00		60,511.00
28									
29									
30									
31									
32									
33									
34									
35									
Total		183,665.00	99,958.00	286,933.00	48,100.00	666,091.00	315,390.00		1,600,137.00
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,601,937.00
							Divided by FTE		32.00
							Equals Avg Salary		50,060.53
							Less Formula Ceiling Reduction		-232,781.47
							Equals Adjusted Total		1,834,718.47



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MARSHALL COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		1.00							1.00
2					1.00				1.00
3									
4						1.00			1.00
5						1.00			1.00
6									
7									
8				1.00			3.00		4.00
9						2.00	1.00		3.00
10									
11									
12				1.00					1.00
13		2.00							2.00
14									
15									
16		1.00							1.00
17							2.00		2.00
18							1.00		1.00
19									
20		1.00							1.00
21									
22		1.00				1.00			2.00
23		1.00							1.00
24		1.00	1.00						2.00
25		1.00							1.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35			1.00						1.00
Total		9.00	2.00	2.00	1.00	5.00	7.00		26.00
								Less Ceiling Reduction -	5.36
								Adjusted Total	20.64

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MARSHALL 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					45,781.00				45,781.00
3									
4						47,823.00			47,823.00
5						48,342.00			48,342.00
6									
7									
8				48,376.00			151,974.00		200,350.00
9						100,832.00	51,177.00		152,009.00
10									
11									
12				50,451.00					50,451.00
13		96,882.00							96,882.00
14									
15									
16		49,997.00							49,997.00
17							110,652.00		110,652.00
18							55,845.00		55,845.00
19									
20		52,071.00							52,071.00
21									
22		53,108.00				57,158.00			110,266.00
23		53,627.00							53,627.00
24		54,145.00	54,906.00						109,051.00
25		54,664.00							54,664.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35			60,610.00						60,610.00
Total		456,467.00	115,516.00	98,827.00	45,781.00	254,155.00	369,648.00		1,340,394.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,340,994.00
							Divided by FTE		26.00
							Equals Avg Salary		51,576.69
							Less Formula Ceiling Reduction		276,451.07
							Equals Adjusted Total		1,064,542.93

NURSES, COUNSELORS  
 2023-2024 School Year

MASON COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1				1.00					1.00
2									
3						1.00			1.00
4						1.00			1.00
5		1.00							1.00
6									
7						1.00			1.00
8									
9									
10									
11							1.00		1.00
12									
13									
14							1.00		1.00
15		1.00	1.00						2.00
16		1.00							1.00
17						1.00			1.00
18							0.50		0.50
19									
20						0.50			0.50
21		1.00							1.00
22							0.50		0.50
23									
24									
25							0.50		0.50
26									
27									
28									
29									
30							1.00		1.00
31			1.00						1.00
32									
33									
34									
35							0.50		0.50
Total		4.00	2.00	1.00		4.50	5.00		16.50
								Less Ceiling Reduction -	-1.64
								Adjusted Total	18.14

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MASON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1				44,502.00					44,502.00
2									
3						47,060.00			47,060.00
4						47,823.00			47,823.00
5		44,292.00							44,292.00
6									
7						49,379.00			49,379.00
8									
9									
10									
11							52,215.00		52,215.00
12									
13									
14							53,770.00		53,770.00
15		49,478.00	50,239.00						99,717.00
16		49,997.00							49,997.00
17						54,565.00			54,565.00
18							27,922.50		27,922.50
19									
20						28,060.50			28,060.50
21		52,589.00							52,589.00
22							28,959.50		28,959.50
23									
24									
25							29,737.00		29,737.00
26									
27									
28									
29									
30							62,067.00		62,067.00
31			58,536.00						58,536.00
32									
33									
34									
35							32,330.00		32,330.00
Total		196,356.00	108,775.00	44,502.00		226,887.50	287,001.00		863,521.50
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		865,321.50
							Divided by FTE		16.50
							Equals Avg Salary		52,443.73
							Less Formula Ceiling Reduction		-86,007.71
							Equals Adjusted Total		951,329.21

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MERCER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2									
3			1.00						1.00
4						2.00			2.00
5					2.00		1.00		3.00
6									
7						1.00			1.00
8									
9		1.00						1.00	2.00
10						2.00	1.00		3.00
11				1.00					1.00
12									
13				1.00			1.00		2.00
14									
15						1.00			1.00
16							1.00		1.00
17						1.00			1.00
18		1.00					2.00		3.00
19									
20			1.00						1.00
21							1.00		1.00
22			2.00						2.00
23			2.00						2.00
24							2.00		2.00
25									
26			1.00						1.00
27			1.00						1.00
28			1.00						1.00
29		1.00		1.00					2.00
30									
31									
32									
33			1.00						1.00
34									
35				1.00			3.00		4.00
Total		4.00	10.00	4.00	2.00	7.00	12.00	1.00	40.00
								Less Ceiling Reduction -	-2.40
								Adjusted Total	42.40

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MERCER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2									
3			43,771.00						43,771.00
4						95,646.00			95,646.00
5					95,162.00		49,103.00		144,265.00
6									
7						49,379.00			49,379.00
8									
9		46,366.00						52,212.00	98,578.00
10						101,872.00	51,696.00		153,568.00
11				49,933.00					49,933.00
12									
13				50,970.00			53,252.00		104,222.00
14									
15						53,528.00			53,528.00
16							54,807.00		54,807.00
17						54,565.00			54,565.00
18		51,034.00					111,690.00		162,724.00
19									
20			52,832.00						52,832.00
21							57,400.00		57,400.00
22			107,738.00						107,738.00
23			108,774.00						108,774.00
24							117,912.00		117,912.00
25									
26			55,943.00						55,943.00
27			56,461.00						56,461.00
28			56,980.00						56,980.00
29		56,738.00		59,266.00					116,004.00
30									
31									
32									
33			59,573.00						59,573.00
34									
35				62,377.00			193,980.00		256,357.00
Total		195,593.00	542,072.00	222,546.00	95,162.00	354,990.00	689,840.00	52,212.00	2,152,415.00
							Plus 20+ Year Supplement	(8 Personnel at \$600)	4,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,157,215.00
							Divided by FTE		40.00
							Equals Avg Salary		53,930.38
							Less Formula Ceiling Reduction		-129,432.90
							Equals Adjusted Total		2,286,647.90

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MINERAL COUNTY PUBLIC SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1				2.00					2.00
2									
3									
4							1.00		1.00
5				1.00					1.00
6						1.00			1.00
7									
8									
9									
10		1.00	0.22		1.00				2.22
11									
12		1.00							1.00
13									
14							1.00		1.00
15									
16					1.00				1.00
17									
18									
19					1.00				1.00
20									
21					1.00				1.00
22							1.00		1.00
23			1.00				1.00		2.00
24									
25					1.00		1.00		2.00
26									
27									
28									
29									
30									
31									
32			1.00						1.00
33									
34									
35									
Total		3.00	2.22	3.00	5.00	1.00	5.00		19.22
								Less Ceiling Reduction -	-0.43
								Adjusted Total	19.65

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MINERAL COUNTY PUBLIC SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1				89,004.00					89,004.00
2									
3									
4							48,584.00		48,584.00
5				46,820.00					46,820.00
6						48,860.00			48,860.00
7									
8									
9									
10		46,886.00	10,482.12		50,175.00				107,543.12
11									
12		47,923.00							47,923.00
13									
14							53,770.00		53,770.00
15									
16					53,286.00				53,286.00
17									
18									
19					54,842.00				54,842.00
20									
21					55,879.00				55,879.00
22									
23			54,387.00				57,919.00		57,919.00
24							58,437.00		112,824.00
25					57,953.00		59,474.00		117,427.00
26									
27									
28									
29									
30									
31									
32			59,054.00						59,054.00
33									
34									
35									
Total		136,264.00	123,923.12	135,824.00	272,135.00	48,860.00	278,184.00		995,190.12
							Plus 20+ Year Supplement	(5 Personnel at \$600)	3,000.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		998,190.12
							Divided by FTE		19.22
							Equals Avg Salary		51,934.97
							Less Formula Ceiling Reduction		-22,332.04
							Equals Adjusted Total		1,020,522.16



NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

MINGO COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5			2.00						2.00
6									
7									
8									
9			0.66				1.00		1.66
10									
11							1.00		1.00
12							1.00		1.00
13							1.00		1.00
14							1.00		1.00
15							1.00		1.00
16							1.00		1.00
17					1.00				1.00
18									
19									
20									
21									
22							1.00		1.00
23									
24									
25									
26									
27									
28							1.00		1.00
29									
30									
31									
32									
33									
34									
35							1.00		1.00
Total		2.66			1.00		10.00		13.66
								Less Ceiling Reduction -	-3.42
								Adjusted Total	17.08

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MINGO COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5			88,584.00						88,584.00
6									
7									
8									
9			30,601.56				51,177.00		81,778.56
10									
11							52,215.00		52,215.00
12							52,733.00		52,733.00
13							53,252.00		53,252.00
14							53,770.00		53,770.00
15							54,289.00		54,289.00
16							54,807.00		54,807.00
17					53,805.00				53,805.00
18									
19									
20									
21									
22							57,919.00		57,919.00
23									
24									
25									
26									
27									
28							61,030.00		61,030.00
29									
30									
31									
32									
33									
34									
35							64,660.00		64,660.00
Total		119,185.56			53,805.00		555,852.00		728,842.56
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Totl	730,642.56
								Divided by FTE	13.66
								Equals Avg Salary	53,487.74
								Less Formula Ceiling Reduction	-182,928.08
								Equals Adjusted Total	913,570.64

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MONONGALIA COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		2.00		1.00					3.00
1						1.00	1.00		2.00
2		2.00		1.00		3.00	1.00		7.00
3				2.00		1.00			3.00
4		1.00		1.00					2.00
5				1.00		2.00	1.00		4.00
6			1.00			1.00	2.00		4.00
7		2.00					1.00		3.00
8				1.00			1.00		2.00
9						1.00	1.00		2.00
10		1.00							1.00
11				1.00			1.00		2.00
12				1.00		2.00			3.00
13						1.00			1.00
14									
15									
16							1.00		1.00
17							1.00		1.00
18				1.00					1.00
19							1.00		1.00
20			1.00				1.00		2.00
21									
22				1.00					1.00
23		1.00							1.00
24			1.00						1.00
25									
26									
27									
28			1.00						1.00
29									
30									
31									
32									
33									
34			1.00						1.00
35							3.00	1.00	4.00
Total		9.00	5.00	11.00		12.00	16.00	1.00	54.00
								Less Ceiling Reduction -	-3.52
								Adjusted Total	57.52

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MONONGALIA COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		82,910.00		43,983.00					126,893.00
1						46,023.00	46,784.00		92,807.00
2		84,984.00		45,020.00		139,626.00	47,303.00		316,933.00
3				91,078.00		47,060.00			138,138.00
4		43,773.00		46,302.00					90,075.00
5				46,820.00		96,684.00	49,103.00		192,607.00
6			45,571.00			48,860.00	99,242.00		193,673.00
7		90,658.00					50,140.00		140,798.00
8				48,376.00			50,658.00		99,034.00
9						50,416.00	51,177.00		101,593.00
10		46,886.00							46,886.00
11				49,933.00			52,215.00		102,148.00
12				50,451.00		103,946.00			154,397.00
13						52,491.00			52,491.00
14									
15									
16							54,807.00		54,807.00
17							55,326.00		55,326.00
18				53,562.00					53,562.00
19							56,363.00		56,363.00
20			52,832.00				56,882.00		109,714.00
21									
22				55,636.00					55,636.00
23		53,627.00							53,627.00
24			54,906.00						54,906.00
25									
26									
27									
28			56,980.00						56,980.00
29									
30									
31									
32									
33									
34			60,091.00						60,091.00
35							193,980.00	65,695.00	259,675.00
Total		402,838.00	270,380.00	531,161.00		585,106.00	863,980.00	65,695.00	2,719,160.00
							Plus 20+ Year Supplement	(4 Personnel at \$600)	2,400.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,721,560.00
							Divided by FTE		54.00
							Equals Avg Salary		50,399.26
							Less Formula Ceiling Reduction		-177,405.39
							Equals Adjusted Total		2,898,965.39

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MONROE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		0.60							0.60
3		1.00		1.00					2.00
4									
5									
6									
7									
8									
9									
10							1.00		1.00
11									
12									
13									
14									
15									
16									
17									
18									
19							1.00		1.00
20									
21									
22									
23									
24				1.00					1.00
25									
26									
27					1.00				1.00
28									
29									
30									
31									
32							1.00		1.00
33									
34									
35									
Total		1.60		2.00	1.00		3.00		7.60
								Less Ceiling Reduction -	-0.54
								Adjusted Total	8.14

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

MONROE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		25,495.20							25,495.20
3		43,011.00		45,539.00					88,550.00
4									
5									
6									
7									
8									
9									
10							51,696.00		51,696.00
11									
12									
13									
14									
15									
16									
17									
18									
19							56,363.00		56,363.00
20									
21									
22									
23									
24				56,674.00					56,674.00
25									
26									
27					58,990.00				58,990.00
28									
29									
30									
31									
32							63,104.00		63,104.00
33									
34									
35									
Total		68,506.20		102,213.00	58,990.00		171,163.00		400,872.20
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		402,072.20
							Divided by FTE		7.60
							Equals Avg Salary		52,904.24
							Less Formula Ceiling Reduction		-28,568.29
							Equals Adjusted Total		430,640.49

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

MORGAN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		1.00	1.00						2.00
2									
3							1.00		1.00
4									
5				1.00					1.00
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16							1.00		1.00
17									
18									
19						1.00			1.00
20									
21									
22									
23									
24					1.00				1.00
25									
26									
27									
28									
29									
30									
31									
32		1.00							1.00
33									
34									
35									
Total		2.00	1.00	1.00	1.00	1.00	2.00		8.00
								Less Ceiling Reduction -	-2.71
								Adjusted Total	10.71

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

MORGAN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		41,973.00	42,734.00						84,707.00
2									
3							47,821.00		47,821.00
4									
5				46,820.00					46,820.00
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16							54,807.00		54,807.00
17									
18									
19						55,602.00			55,602.00
20									
21									
22									
23									
24					57,434.00				57,434.00
25									
26									
27									
28									
29									
30									
31									
32		58,293.00							58,293.00
33									
34									
35									
Total		100,266.00	42,734.00	46,820.00	57,434.00	55,602.00	102,628.00		405,484.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		406,084.00
							Divided by FTE		8.00
							Equals Avg Salary		50,760.50
							Less Formula Ceiling Reduction		-137,560.96
							Equals Adjusted Total		543,644.96



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MCDOWELL COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		2.00	1.00						3.00
3									
4				1.00					1.00
5				1.00					1.00
6									
7									
8		1.00							1.00
9				0.60					0.60
10									
11									
12				1.00					1.00
13									
14									
15									
16									
17									
18							3.00		3.00
19									
20						1.00			1.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		3.00	1.00	3.60		1.00	3.00		11.60
								Less Ceiling Reduction -	-0.39
								Adjusted Total	11.99

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

MCDOWELL COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		84,984.00	43,253.00						128,237.00
3									
4				46,302.00					46,302.00
5				46,820.00					46,820.00
6									
7									
8		45,847.00							45,847.00
9				29,336.40					29,336.40
10									
11									
12				50,451.00					50,451.00
13									
14									
15									
16									
17									
18							167,535.00		167,535.00
19									
20						56,121.00			56,121.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		130,831.00	43,253.00	172,909.40		56,121.00	167,535.00		570,649.40
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		571,249.40
							Divided by FTE		11.60
							Equals Avg Salary		49,245.64
							Less Formula Ceiling Reduction		-19,205.80
							Equals Adjusted Total		590,455.20

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

NICHOLAS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		3.00		1.00			2.00		6.00
2									
3		0.50							0.50
4		2.00		1.00			1.50		4.50
5									
6									
7				1.00					1.00
8									
9									
10									
11									
12									
13									
14						1.00	1.00		2.00
15		1.00							1.00
16									
17						1.00			1.00
18									
19							1.00		1.00
20									
21							1.00		1.00
22					1.00		1.00		2.00
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		6.50		3.00	1.00	2.00	7.50		20.00
								Less Ceiling Reduction -	3.28
								Adjusted Total	16.72

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

NICHOLAS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		125,919.00		44,502.00			93,568.00		263,989.00
2									
3		21,505.50							21,505.50
4		87,546.00		46,302.00			72,876.00		206,724.00
5									
6									
7				47,857.00					47,857.00
8									
9									
10									
11									
12									
13									
14						53,010.00	53,770.00		106,780.00
15		49,478.00							49,478.00
16									
17						54,565.00			54,565.00
18									
19							56,363.00		56,363.00
20									
21							57,400.00		57,400.00
22					56,397.00		57,919.00		114,316.00
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		284,448.50		138,661.00	56,397.00	107,575.00	391,896.00		978,977.50
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		980,177.50
							Divided by FTE		20.00
							Equals Avg Salary		49,008.88
							Less Formula Ceiling Reduction		160,749.11
							Equals Adjusted Total		819,428.39

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

OHIO COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2				1.00					1.00
3									
4		1.00							1.00
5									
6				1.00		0.50			1.50
7								1.00	1.00
8		1.00							1.00
9									
10							1.00		1.00
11						1.00	1.00		2.00
12						1.00			1.00
13							1.00		1.00
14							1.00		1.00
15									
16									
17									
18						1.00			1.00
19						0.50	1.00		1.50
20						2.00			2.00
21			1.00				0.50		1.50
22									
23									
24									
25									
26							1.00		1.00
27									
28									
29									
30		1.00							1.00
31									
32									
33									
34									
35									
Total		4.00	1.00	2.00		6.00	6.50	1.00	20.50
								Less Ceiling Reduction -	-4.08
								Adjusted Total	24.58

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

OHIO COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2				45,020.00					45,020.00
3									
4		43,773.00							43,773.00
5									
6				47,339.00		24,430.00			71,769.00
7								51,175.00	51,175.00
8		45,847.00							45,847.00
9									
10							51,696.00		51,696.00
11						51,454.00	52,215.00		103,669.00
12						51,973.00			51,973.00
13							53,252.00		53,252.00
14							53,770.00		53,770.00
15									
16									
17									
18						55,084.00			55,084.00
19						27,801.00	56,363.00		84,164.00
20						112,242.00			112,242.00
21			53,350.00				28,700.00		82,050.00
22									
23									
24									
25									
26							59,993.00		59,993.00
27									
28									
29									
30		57,256.00							57,256.00
31									
32									
33									
34									
35									
Total		188,331.00	53,350.00	92,359.00		322,984.00	355,989.00	51,175.00	1,064,188.00
							Plus 20+ Year Supplement	(3.5 Personnel at \$600)	2,100.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,066,288.00
							Divided by FTE		20.50
							Equals Avg Salary		52,014.05
							Less Formula Ceiling Reduction		-212,217.32
							Equals Adjusted Total		1,278,505.32

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

PENDLETON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3				1.00		1.00			2.00
4		1.00	1.00						2.00
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20		1.00							1.00
21				1.00					1.00
22									
23									
24									
25			1.00						1.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		2.00	2.00	2.00		1.00			7.00
								Less Ceiling Reduction -	0.00
								Adjusted Total	7.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

PENDLETON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3				45,539.00		47,060.00			92,599.00
4		43,773.00	44,534.00						88,307.00
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20		52,071.00							52,071.00
21				55,118.00					55,118.00
22									
23									
24									
25			55,424.00						55,424.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		95,844.00	99,958.00	100,657.00		47,060.00			343,519.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		344,119.00
							Divided by FTE		7.00
							Equals Avg Salary		49,159.86
							Less Formula Ceiling Reduction		000
							Equals Adjusted Total		344,119.00



NURSES, COUNSELORS  
 2023-2024 School Year

PLEASANTS COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10							1.00		1.00
11									
12							1.00		1.00
13									
14									
15			1.00						1.00
16							1.00		1.00
17									
18									
19									
20									
21			1.00						1.00
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35							1.00		1.00
Total			2.00				4.00		6.00
								Less Ceiling Reduction -	-0.02
								Adjusted Total	6.02

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

PLEASANTS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10							51,696.00		51,696.00
11									
12							52,733.00		52,733.00
13									
14									
15			50,239.00						50,239.00
16							54,807.00		54,807.00
17									
18									
19									
20									
21			53,350.00						53,350.00
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35							64,660.00		64,660.00
Total			103,589.00				223,896.00		327,485.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Totl	328,085.00
								Divided by FTE	6.00
								Equals Avg Salary	54,680.83
								Less Formula Ceiling Reduction	-1,093.62
								Equals Adjusted Total	329,178.62

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

POCAHONTAS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19							0.50		0.50
20									
21									
22									
23									
24									
25									
26									
27									
28									
29			1.00						1.00
30							0.50		0.50
31									
32							1.00		1.00
33									
34									
35							1.00		1.00
Total			1.00				3.00		4.00
								Less Ceiling Reduction -	-3.00
								Adjusted Total	7.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

POCAHONTAS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19							28,181.50		28,181.50
20									
21									
22									
23									
24									
25									
26									
27									
28									
29			57,498.00						57,498.00
30							31,033.50		31,033.50
31									
32							63,104.00		63,104.00
33									
34									
35							64,660.00		64,660.00
Total			57,498.00				186,979.00		244,477.00
							Plus 20+ Year Supplement	(2.5 Personnel at \$600)	1,500.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		245,977.00
							Divided by FTE		4.00
							Equals Avg Salary		61,494.25
							Less Formula Ceiling Reduction		-184,482.75
							Equals Adjusted Total		430,459.75

NURSES, COUNSELORS  
 2023-2024 School Year

PRESTON COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0	0.50	1.00							1.50
1		1.00							1.00
2	1.00								1.00
3		1.00				3.00			4.00
4						0.50			0.50
5									
6									
7									
8							1.00		1.00
9									
10									
11									
12		1.00				1.00			2.00
13									
14							1.00		1.00
15									
16									
17			1.00						1.00
18									
19									
20						1.00			1.00
21									
22						1.00			1.00
23									
24									
25							1.00		1.00
26									
27							2.00		2.00
28									
29					1.00				1.00
30									
31									
32									
33									
34							1.00		1.00
35									
Total	1.50	4.00	1.00		1.00	6.50	6.00		20.00
								Less Ceiling Reduction -	0.04
								Adjusted Total	19.96

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

PRESTON COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0	19,873.00	41,455.00							61,328.00
1		41,973.00							41,973.00
2	40,402.00								40,402.00
3		43,011.00				141,180.00			184,191.00
4						23,911.50			23,911.50
5									
6									
7									
8							50,658.00		50,658.00
9									
10									
11									
12		47,923.00				51,973.00			99,896.00
13									
14							53,770.00		53,770.00
15									
16									
17			51,276.00						51,276.00
18									
19									
20						56,121.00			56,121.00
21									
22						57,158.00			57,158.00
23									
24									
25							59,474.00		59,474.00
26									
27							121,022.00		121,022.00
28									
29					60,027.00				60,027.00
30									
31									
32									
33									
34							64,141.00		64,141.00
35									
Total	60,275.00	174,362.00	51,276.00		60,027.00	330,343.50	349,065.00		1,025,348.50
							Plus 20+ Year Supplement	(6 Personnel at \$600)	3,600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,028,948.50
							Divided by FTE		20.00
							Equals Avg Salary		51,447.43
							Less Formula Ceiling Reduction		2,057.90
							Equals Adjusted Total		1,026,890.60

NURSES, COUNSELORS  
 2023-2024 School Year

PUTNAM COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0						1.00			1.00
1		1.50							1.50
2		1.00							1.00
3		1.00					1.00		2.00
4						3.00			3.00
5		2.00							2.00
6		0.50				2.00			2.50
7							1.00		1.00
8		2.00				1.00			3.00
9							1.00		1.00
10							1.00		1.00
11						1.00	2.00		3.00
12									
13						1.00			1.00
14							1.00		1.00
15			2.00				1.00		3.00
16						1.00			1.00
17						1.00			1.00
18							2.00		2.00
19							1.00		1.00
20						1.00			1.00
21			1.00						1.00
22									
23			1.00						1.00
24			1.00				1.00		2.00
25									
26									
27									
28							2.00		2.00
29							2.00		2.00
30									
31									
32							1.00		1.00
33									
34									
35							1.00		1.00
Total		8.00	5.00			12.00	18.00		43.00
								Less Ceiling Reduction -	-1.40
								Adjusted Total	44.40

NURSES, COUNSELORS  
 2023-2024 School Year

PUTNAM COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0						45,505.00			45,505.00
1		62,959.50							62,959.50
2		42,492.00							42,492.00
3		43,011.00							43,011.00
4						143,469.00			143,469.00
5		88,584.00							88,584.00
6		22,405.00				97,720.00			120,125.00
7							50,140.00		50,140.00
8		91,694.00				49,897.00			141,591.00
9							51,177.00		51,177.00
10							51,696.00		51,696.00
11						51,454.00	104,430.00		155,884.00
12									
13						52,491.00			52,491.00
14							53,770.00		53,770.00
15			100,478.00				54,289.00		154,767.00
16						54,047.00			54,047.00
17						54,565.00			54,565.00
18							111,690.00		111,690.00
19							56,363.00		56,363.00
20						56,121.00			56,121.00
21			53,350.00						53,350.00
22									
23				54,387.00					54,387.00
24				54,906.00			58,956.00		113,862.00
25									
26									
27									
28							122,060.00		122,060.00
29							123,096.00		123,096.00
30									
31									
32							63,104.00		63,104.00
33									
34									
35							64,660.00		64,660.00
Total		351,145.50	263,121.00			605,269.00	1,013,252.00		2,232,787.50
							Plus 20+ Year Supplement	(8 Personnel at \$600)	4,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,237,587.50
							Divided by FTE		43.00
							Equals Avg Salary		52,036.92
							Less Formula Ceiling Reduction		-72,851.69
							Equals Adjusted Total		2,310,439.19



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RALEIGH COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		1.00		1.00			1.00		3.00
2									
3					1.00	2.00			3.00
4							1.00		1.00
5						1.00	1.00		2.00
6						1.00	1.00		2.00
7									
8						1.50	1.00		2.50
9					1.00	1.00	1.00		3.00
10				1.00		2.00			3.00
11						1.00			1.00
12			1.00				1.00		2.00
13							2.00		2.00
14			1.00						1.00
15		1.00				1.00			2.00
16						1.00	2.00		3.00
17		1.00					1.00		2.00
18							1.00		1.00
19		1.00							1.00
20							1.00		1.00
21		1.00							1.00
22									
23									
24		2.00					0.50		2.50
25		1.00	1.00				2.00		4.00
26		1.00	1.00	1.00					3.00
27			1.00			1.00	1.00		3.00
28							1.00		1.00
29							1.00		1.00
30									
31									
32									
33									
34									
35							1.00		1.00
Total		9.00	5.00	3.00	2.00	12.50	20.50		52.00
								Less Ceiling Reduction -	-1.49
								Adjusted Total	53.49

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RALEIGH COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		41,973.00		44,502.00			46,784.00		133,259.00
2									
3					46,300.00	94,120.00			140,420.00
4							48,584.00		48,584.00
5						48,342.00	49,103.00		97,445.00
6						48,860.00	49,621.00		98,481.00
7									
8						74,845.50	50,658.00		125,503.50
9					49,655.00	50,416.00	51,177.00		151,248.00
10				49,414.00		101,872.00			151,286.00
11						51,454.00			51,454.00
12			48,683.00				52,733.00		101,416.00
13							106,504.00		106,504.00
14			49,720.00						49,720.00
15		49,478.00				53,528.00			103,006.00
16						54,047.00	109,614.00		163,661.00
17		50,515.00					55,326.00		105,841.00
18							55,845.00		55,845.00
19		51,552.00							51,552.00
20							56,882.00		56,882.00
21		52,589.00							52,589.00
22									
23									
24		108,290.00					29,478.00		137,768.00
25		54,664.00	55,424.00				118,948.00		229,036.00
26		55,182.00	55,943.00	57,711.00					168,836.00
27			56,461.00			59,751.00	60,511.00		176,723.00
28							61,030.00		61,030.00
29							61,548.00		61,548.00
30									
31									
32									
33									
34									
35							64,660.00		64,660.00
Total		464,243.00	266,231.00	151,627.00	95,955.00	637,235.50	1,129,006.00		2,744,297.50
							Plus 20+ Year Supplement	(7.5 Personnel at \$600)	4,500.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,748,797.50
							Divided by FTE		52.00
							Equals Avg Salary		52,861.49
							Less Formula Ceiling Reduction		-78,763.62
							Equals Adjusted Total		2,827,561.12

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RANDOLPH COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00		1.00					2.00
1		1.00		1.00					2.00
2									
3			1.00						1.00
4		1.00							1.00
5					1.00				1.00
6		1.00					1.00		2.00
7									
8				1.00					1.00
9									
10						1.00			1.00
11		1.00							1.00
12		1.00				1.00			2.00
13									
14		1.00							1.00
15									
16			1.00						1.00
17									
18									
19									
20						1.00			1.00
21									
22									
23									
24									
25						1.00			1.00
26									
27									
28						1.00			1.00
29									
30									
31									
32									
33									
34									
35						1.00			1.00
Total		7.00	2.00	3.00	1.00	6.00	1.00		20.00
								Less Ceiling Reduction -	2.19
								Adjusted Total	17.81

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RANDOLPH COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00		43,983.00					85,438.00
1		41,973.00		44,502.00					86,475.00
2									
3			43,771.00						43,771.00
4		43,773.00							43,773.00
5					47,581.00				47,581.00
6		44,810.00					49,621.00		94,431.00
7									
8				48,376.00					48,376.00
9									
10						50,936.00			50,936.00
11		47,404.00							47,404.00
12		47,923.00				51,973.00			99,896.00
13									
14		48,960.00							48,960.00
15									
16			50,757.00						50,757.00
17									
18									
19									
20						56,121.00			56,121.00
21									
22									
23									
24									
25						58,714.00			58,714.00
26									
27									
28						60,269.00			60,269.00
29									
30									
31									
32									
33									
34									
35						63,899.00			63,899.00
Total		316,298.00	94,528.00	136,861.00	47,581.00	341,912.00	49,621.00		986,801.00
							Plus 20+ Year Supplement	(4 Personnel at \$600)	2,400.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Totl	989,201.00
								Divided by FTE	20.00
								Equals Avg Salary	49,460.05
								Less Formula Ceiling Reduction	108,317.51
								Equals Adjusted Total	880,883.49

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RITCHIE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				1.00					1.00
1									
2		1.00				1.00			2.00
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14							1.00		1.00
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00		1.00		1.00	1.00		4.00
								Less Ceiling Reduction -	-2.86
								Adjusted Total	6.86

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

RITCHIE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				43,983.00					43,983.00
1									
2		42,492.00				46,542.00			89,034.00
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14							53,770.00		53,770.00
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		42,492.00		43,983.00		46,542.00	53,770.00		186,787.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		186,787.00
							Divided by FTE		4.00
							Equals Avg Salary		46,696.75
							Less Formula Ceiling Reduction		-133,552.71
							Equals Adjusted Total		320,339.70

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

ROANE COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1			1.00						1.00
2									
3									
4									
5									
6									
7									
8									
9									
10							1.00		1.00
11									
12									
13									
14									
15									
16							1.00		1.00
17		1.00							1.00
18									
19									
20									
21									
22									
23									
24						1.00			1.00
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.00	1.00			1.00	2.00		5.00
								Less Ceiling Reduction -	-3.40
								Adjusted Total	8.40

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

ROANE COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1			42,734.00						42,734.00
2									
3									
4									
5									
6									
7									
8									
9									
10							51,696.00		51,696.00
11									
12									
13									
14									
15									
16							54,807.00		54,807.00
17		50,515.00							50,515.00
18									
19									
20									
21									
22									
23									
24						58,195.00			58,195.00
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		50,515.00	42,734.00			58,195.00	106,503.00		257,947.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		257,947.00
							Divided by FTE		5.00
							Equals Avg Salary		51,589.40
							Less Formula Ceiling Reduction		-175,403.96
							Equals Adjusted Total		433,350.96



NURSES, COUNSELORS  
 2023-2024 School Year

SUMMERS COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1									
2		1.00							1.00
3									
4									
5									
6									
7									
8									
9							1.00		1.00
10									
11							1.00		1.00
12									
13		1.00							1.00
14									
15									
16									
17									
18						1.00			1.00
19									
20							1.00		1.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		3.00				1.00	3.00		7.00
								Less Ceiling Reduction -	0.00
								Adjusted Total	7.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

SUMMERS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1									
2		42,492.00							42,492.00
3									
4									
5									
6									
7									
8									
9							51,177.00		51,177.00
10									
11							52,215.00		52,215.00
12									
13		48,441.00							48,441.00
14									
15									
16									
17									
18						55,084.00			55,084.00
19									
20							56,882.00		56,882.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		132,388.00				55,084.00	160,274.00		347,746.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Totl	348,346.00
								Divided by FTE	7.00
								Equals Avg Salary	49,763.71
								Less Formula Ceiling Reduction	000
								Equals Adjusted Total	348,346.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

TAYLOR COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				1.00					1.00
1									
2				1.00					1.00
3									
4									
5					1.00				1.00
6		1.00							1.00
7							1.00		1.00
8						1.00			1.00
9									
10									
11									
12									
13									
14									
15							1.00		1.00
16							1.00		1.00
17							1.00		1.00
18									
19									
20		1.00							1.00
21									
22						1.00			1.00
23									
24									
25									
26									
27									
28									
29							1.00		1.00
30									
31									
32									
33									
34									
35									
Total		2.00		2.00	1.00	2.00	5.00		12.00
								Less Ceiling Reduction -	1.11
								Adjusted Total	10.89

NURSES, COUNSELORS  
 2023-2024 School Year

TAYLOR COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				43,983.00					43,983.00
1									
2				45,020.00					45,020.00
3									
4									
5					47,581.00				47,581.00
6		44,810.00							44,810.00
7							50,140.00		50,140.00
8						49,897.00			49,897.00
9									
10									
11									
12									
13									
14									
15							54,289.00		54,289.00
16							54,807.00		54,807.00
17							55,326.00		55,326.00
18									
19									
20		52,071.00							52,071.00
21									
22						57,158.00			57,158.00
23									
24									
25									
26									
27									
28									
29							61,548.00		61,548.00
30									
31									
32									
33									
34									
35									
Total		96,881.00		89,003.00	47,581.00	107,055.00	276,110.00		616,630.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		617,230.00
							Divided by FTE		12.00
							Equals Avg Salary		51,435.83
							Less Formula Ceiling Reduction		57,093.78
							Equals Adjusted Total		560,136.23

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

TUCKER 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									
9									
10									
11			1.00						1.00
12							1.00		1.00
13									
14									
15									
16									
17									
18				1.00					1.00
19									
20									
21									
22									
23									
24									
25									
26									
27							1.00		1.00
28									
29									
30									
31									
32									
33									
34									
35									
Total			2.00	1.00			2.00		5.00
								Less Ceiling Reduction -	-1.28
								Adjusted Total	6.28

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

TUCKER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5			45,053.00						45,053.00
6									
7									
8									
9									
10									
11			48,165.00						48,165.00
12							52,733.00		52,733.00
13									
14									
15									
16									
17									
18				53,562.00					53,562.00
19									
20									
21									
22									
23									
24									
25									
26									
27							60,511.00		60,511.00
28									
29									
30									
31									
32									
33									
34									
35									
Total			93,218.00	53,562.00			113,244.00		260,024.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		260,624.00
							Divided by FTE		5.00
							Equals Avg Salary		52,124.80
							Less Formula Ceiling Reduction		-66,719.74
							Equals Adjusted Total		327,343.74

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

TYLER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25						1.00			1.00
26									
27									
28									
29									
30							1.00		1.00
31							1.00		1.00
32									
33									
34									
35									
Total						1.00	2.00		3.00
								Less Ceiling Reduction -	-3.83
								Adjusted Total	6.83

NURSES, COUNSELORS  
 2023-2024 School Year

TYLER COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25						58,714.00			58,714.00
26									
27									
28									
29									
30							62,067.00		62,067.00
31							62,585.00		62,585.00
32									
33									
34									
35									
Total						58,714.00	124,652.00		183,366.00
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		185,166.00
							Divided by FTE		3.00
							Equals Avg Salary		61,722.00
							Less Formula Ceiling Reduction		-236,395.26
							Equals Adjusted Total		421,561.26



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				1.00					1.00
1		1.00							1.00
2				1.00					1.00
3									
4		1.00							1.00
5									
6									
7			1.00						1.00
8		1.00					1.00		2.00
9				1.00					1.00
10							1.00		1.00
11		1.00				1.00			2.00
12									
13									
14									
15							1.00		1.00
16									
17									
18		1.00					1.00		2.00
19									
20			1.00						1.00
21							1.00		1.00
22									
23									
24									
25		1.00							1.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		6.00	2.00	3.00		1.00	5.00		17.00
								Less Ceiling Reduction -	-1.38
								Adjusted Total	18.38

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0				43,983.00					43,983.00
1		41,973.00							41,973.00
2				45,020.00					45,020.00
3									
4		43,773.00							43,773.00
5									
6									
7			46,090.00						46,090.00
8		45,847.00					50,658.00		96,505.00
9				48,894.00					48,894.00
10							51,696.00		51,696.00
11		47,404.00				51,454.00			98,858.00
12									
13									
14									
15							54,289.00		54,289.00
16									
17									
18		51,034.00					55,845.00		106,879.00
19									
20			52,832.00						52,832.00
21							57,400.00		57,400.00
22									
23									
24									
25		54,664.00							54,664.00
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		284,695.00	98,922.00	137,897.00		51,454.00	269,888.00		842,856.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		843,456.00
							Divided by FTE		17.00
							Equals Avg Salary		49,615.06
							Less Formula Ceiling Reduction		-68,468.78
							Equals Adjusted Total		911,924.78

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WAYNE COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		1.00							1.00
1							1.00		1.00
2						1.00			1.00
3		1.00		1.00					2.00
4		1.00		4.00		2.00			7.00
5							2.00		2.00
6						1.00			1.00
7									
8				1.00			2.00		3.00
9		2.00					2.00		4.00
10						2.00			2.00
11									
12						2.00			2.00
13									
14						1.00			1.00
15						1.00			1.00
16									
17									
18									
19									
20									
21						1.00	1.00		2.00
22									
23			1.00						1.00
24									
25									
26									
27									
28									
29							1.00		1.00
30							1.00		1.00
31									
32									
33									
34									
35							1.00		1.00
Total		5.00	1.00	6.00		11.00	11.00		34.00
								Less Ceiling Reduction -	3.56
								Adjusted Total	30.44

NURSES, COUNSELORS  
 2023-2024 School Year

WAYNE COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		41,455.00							41,455.00
1							46,784.00		46,784.00
2						46,542.00			46,542.00
3		43,011.00		45,539.00					88,550.00
4		43,773.00		185,208.00		95,646.00			324,627.00
5							98,206.00		98,206.00
6						48,860.00			48,860.00
7									
8				48,376.00			101,316.00		149,692.00
9		92,732.00					102,354.00		195,086.00
10						101,872.00			101,872.00
11									
12						103,946.00			103,946.00
13									
14						53,010.00			53,010.00
15						53,528.00			53,528.00
16									
17									
18									
19									
20									
21						56,639.00	57,400.00		114,039.00
22									
23			54,387.00						54,387.00
24									
25									
26									
27									
28									
29							61,548.00		61,548.00
30							62,067.00		62,067.00
31									
32									
33									
34									
35							64,660.00		64,660.00
Total		220,971.00	54,387.00	279,123.00		560,043.00	594,335.00		1,708,859.00
							Plus 20+ Year Supplement	(5 Personnel at \$600)	3,000.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,711,859.00
							Divided by FTE		34.00
							Equals Avg Salary		50,348.79
							Less Formula Ceiling Reduction		179,241.71
							Equals Adjusted Total		1,532,617.29

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WEBSTER 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									
7									
8		1.00							1.00
9									
10									
11									
12									
13									
14						0.55			0.55
15									
16			1.00						1.00
17									
18						1.00	1.00		2.00
19									
20		0.66							0.66
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.66	1.00			2.55	1.00		6.21
								Less Ceiling Reduction -	-0.69
								Adjusted Total	6.90

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

WEBSTER COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2						46,542.00			46,542.00
3									
4									
5									
6									
7									
8			45,847.00						45,847.00
9									
10									
11									
12									
13									
14						29,155.50			29,155.50
15									
16				50,757.00					50,757.00
17									
18						55,084.00	55,845.00		110,929.00
19									
20			34,366.86						34,366.86
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		80,213.86	50,757.00			130,781.50	55,845.00		317,597.36
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		317,597.36
							Divided by FTE		6.21
							Equals Avg Salary		51,142.89
							Less Formula Ceiling Reduction		-35,288.60
							Equals Adjusted Total		352,885.96

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WETZEL COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		2.00							2.00
2									
3		1.00							1.00
4				1.00					1.00
5		0.50							0.50
6		1.00							1.00
7		1.00				1.00			2.00
8									
9									
10		1.00							1.00
11						1.00			1.00
12									
13									
14							2.00		2.00
15							1.00		1.00
16				1.00					1.00
17		1.00							1.00
18					1.00		1.00		2.00
19									
20									
21							1.00		1.00
22									
23									
24		1.00							1.00
25		0.50							0.50
26							1.00		1.00
27									
28									
29									
30							1.00		1.00
31									
32									
33									
34									
35						1.00			1.00
Total		9.00		2.00	1.00	3.00	7.00		22.00
								Less Ceiling Reduction -	11.07
								Adjusted Total	10.93

NURSES, COUNSELORS  
 2023-2024 School Year

(Used for the 2024-2025 Comps)

WETZEL COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		83,946.00							83,946.00
2									
3		43,011.00							43,011.00
4				46,302.00					46,302.00
5		22,146.00							22,146.00
6		44,810.00							44,810.00
7		45,329.00				49,379.00			94,708.00
8									
9									
10		46,886.00							46,886.00
11						51,454.00			51,454.00
12									
13									
14							107,540.00		107,540.00
15							54,289.00		54,289.00
16				52,525.00					52,525.00
17		50,515.00							50,515.00
18					54,323.00		55,845.00		110,168.00
19									
20									
21							57,400.00		57,400.00
22									
23									
24		54,145.00							54,145.00
25		27,332.00							27,332.00
26							59,993.00		59,993.00
27									
28									
29									
30							62,067.00		62,067.00
31									
32									
33									
34									
35						63,899.00			63,899.00
Total		418,120.00		98,827.00	54,323.00	164,732.00	397,134.00		1,133,136.00
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1,800.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		1,134,936.00
							Divided by FTE		22.00
							Equals Avg Salary		51,588.00
							Less Formula Ceiling Reduction		571,079.16
							Equals Adjusted Total		563,856.84



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WIRT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6						1.00			1.00
7									
8									
9									
10									
11									
12									
13			1.00						1.00
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35							2.00		2.00
Total		1.00				1.00	2.00		4.00
								Less Ceiling Reduction -	-1.64
								Adjusted Total	5.64

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WIRT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6						48,860.00			48,860.00
7									
8									
9									
10									
11									
12									
13			48,441.00						48,441.00
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35							129,320.00		129,320.00
Total		48,441.00				48,860.00	129,320.00		226,621.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1,200.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		227,821.00
							Divided by FTE		4.00
							Equals Avg Salary		56,955.25
							Less Formula Ceiling Reduction		-93,406.61
							Equals Adjusted Total		321,227.61

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WOOD COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		3.00							3.00
1		2.00							2.00
2		2.00			1.00				3.00
3		1.00	1.00			1.00			3.00
4		1.00							1.00
5		1.00				1.00			2.00
6						1.00			1.00
7		1.00	1.00				1.00		3.00
8						1.00			1.00
9									
10			1.00						1.00
11			1.00			1.00			2.00
12							2.00		2.00
13		2.00	1.00				1.00		4.00
14									
15		1.00				1.00			2.00
16			2.00						2.00
17						1.00			1.00
18						1.00			1.00
19									
20			1.00		1.00		1.00		3.00
21									
22							1.00		1.00
23			1.00				2.00		3.00
24			1.00		1.00				2.00
25									
26									
27									
28									
29							1.00		1.00
30									
31									
32			1.00						1.00
33									
34									
35		1.00					1.00		2.00
Total		15.00	11.00		3.00	8.00	10.00		47.00
								Less Ceiling Reduction -	-9.58
								Adjusted Total	56.58

NURSES, COUNSELORS  
 2023-2024 School Year

WOOD COUNTY SCHOOLS

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		124,365.00							124,365.00
1		83,946.00							83,946.00
2		84,984.00			45,781.00				130,765.00
3		43,011.00	43,771.00			47,060.00			133,842.00
4		43,773.00							43,773.00
5		44,292.00				48,342.00			92,634.00
6						48,860.00			48,860.00
7		45,329.00	46,090.00				50,140.00		141,559.00
8						49,897.00			49,897.00
9									
10			47,646.00						47,646.00
11			48,165.00			51,454.00			99,619.00
12							105,466.00		105,466.00
13		96,882.00	49,202.00				53,252.00		199,336.00
14									
15		49,478.00				53,528.00			103,006.00
16			101,514.00						101,514.00
17						54,565.00			54,565.00
18						55,084.00			55,084.00
19									
20			52,832.00		55,360.00		56,882.00		165,074.00
21									
22							57,919.00		57,919.00
23			54,387.00				116,874.00		171,261.00
24			54,906.00		57,434.00				112,340.00
25									
26									
27									
28									
29							61,548.00		61,548.00
30									
31									
32			59,054.00						59,054.00
33									
34									
35		59,849.00					64,660.00		124,509.00
Total		675,909.00	557,567.00		158,575.00	408,790.00	566,741.00		2,367,582.00
							Plus 20+ Year Supplement	(6 Personnel at \$600)	3,600.00
							Plus Natl Board Certified Supplement	(0 Personnel at \$3500)	0.00
							Equals Grand Totl		2,371,182.00
							Divided by FTE		47.00
							Equals Avg Salary		50,450.68
							Less Formula Ceiling Reduction		-483,317.52
							Equals Adjusted Total		2,854,499.52

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WYOMING COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		1.00							1.00
2		0.50	2.00						2.50
3						1.00			1.00
4							1.00		1.00
5				0.50					0.50
6									
7									
8									
9									
10									
11									
12									
13									
14			1.00				1.00		2.00
15						1.00			1.00
16							1.00		1.00
17			1.00				1.00		2.00
18									
19									
20									
21									
22									
23			1.00						1.00
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		1.50	5.00	0.50		2.00	4.00		13.00
								Less Ceiling Reduction -	-3.97
								Adjusted Total	16.97

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 NURSES, COUNSELORS  
 2023-2024 School Year  
 (Used for the 2024-2025 Comps)

WYOMING COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									0.00
1		41,973.00							41,973.00
2		21,246.00	86,506.00						107,752.00
3						47,060.00			47,060.00
4							48,584.00		48,584.00
5				23,410.00					23,410.00
6									
7									
8									
9									
10									
11									
12									
13									
14			49,720.00				53,770.00		103,490.00
15						53,528.00			53,528.00
16							54,807.00		54,807.00
17			51,276.00				55,326.00		106,602.00
18									
19									
20									
21									
22									
23			54,387.00						54,387.00
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		63,219.00	241,889.00	23,410.00		100,588.00	212,487.00		641,593.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
								Equals Grand Total	641,593.00
								Divided by FTE	13.00
								Equals Avg Salary	49,353.31
								Less Formula Ceiling Reduction	-195932.63
								Equals Adjusted Total	837,525.63

NURSES, COUNSELORS  
 2023-2024 School Year

ENTIRE STATE

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0	0.50	27.80		9.00		5.00	2.00		44.30
1		19.50	3.00	11.00	1.00	8.00	7.00		49.50
2	1.00	17.52	3.00	7.00	2.00	10.00	2.76		43.28
3		10.42	6.00	8.00	2.80	18.00	4.00		49.22
4		16.92	1.00	8.00	4.00	16.50	10.50		56.92
5	1.00	12.50	1.00	9.50	4.00	12.00	9.00		49.00
6		9.50	2.00	3.00	2.00	13.51	10.00		40.01
7		11.50	2.00	2.00		9.00	8.00	1.00	33.50
8		11.92	1.00	7.00	2.00	7.50	12.00		41.42
9		10.66	2.92	2.60	2.00	14.00	17.00	1.00	50.18
10		4.00	2.22	3.00	3.00	14.50	16.00		42.72
11		7.64	2.00	3.00	1.80	16.00	12.00		42.44
12		6.00	4.00	3.00	0.92	11.00	14.00		38.92
13		7.92	4.92	1.00		6.00	14.00	1.00	34.84
14		8.32	4.00	2.00		5.55	15.50		35.37
15		6.00	4.92	1.00	2.00	11.00	12.00		36.92
16		2.00	7.92	3.00	1.00	5.00	20.00		38.92
17		3.00	4.00	1.00	2.00	7.00	16.50		33.50
18		2.00	1.00	3.00	1.00	9.00	16.50		32.50
19		5.84	0.92	2.50	2.00	10.90	12.50		34.66
20		6.58	6.00		1.00	10.50	9.00		33.08
21		2.00	5.00	1.00	3.00	4.00	12.50		27.50
22		2.00	3.00	1.00	1.00	5.00	7.50		19.50
23		5.00	9.00			1.00	10.00		25.00
24		6.00	4.00	1.00	3.00	2.00	10.50		26.50
25		5.50	2.92		1.00	5.00	9.50		23.92
26		3.00	3.00	1.00		2.00	6.00	1.00	16.00
27		1.92	5.92		1.00	2.00	5.40		16.24
28		1.00	2.00	1.00	1.00	1.92	8.00		14.92
29		3.00	2.00	1.00	1.00	5.00	8.00		20.00
30		3.00				2.00	5.50		10.50
31		3.00	2.00			2.00	5.92		12.92
32		1.00	4.00			1.00	5.00		11.00
33		1.00	3.00			1.00	2.00		7.00
34			2.80		1.00	1.00	5.00		9.80
35		3.00	4.92	1.00		2.00	34.42	1.00	46.34
Total	2.50	247.96	112.38	96.60	46.52	256.88	375.50	5.00	1,148.34
								Less Ceiling Reduction -	-93.24
								Adjusted Total	1,241.58

NURSES, COUNSELORS  
 2023-2024 School Year

ENTIRE STATE

(Used for the 2024-2025 Comps)

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0	19,873.00	1,152,449.00		395,847.00		227,525.00	92,532.00		1,888,226.00
1		818,473.50	128,202.00	489,522.00	45,263.00	368,184.00	327,488.00		2,177,132.50
2	40,402.00	744,459.84	129,759.00	315,140.00	91,562.00	465,420.00	130,556.28		1,917,299.12
3		448,174.62	262,626.00	364,312.00	129,640.00	847,080.00	191,284.00		2,243,116.62
4		740,639.16	44,534.00	370,416.00	188,252.00	789,079.50	510,132.00		2,643,052.66
5	41,630.00	553,650.00	45,053.00	444,790.00	190,324.00	580,104.00	441,927.00		2,297,478.00
6		425,695.00	91,142.00	142,017.00	96,200.00	660,098.60	496,210.00		1,911,362.60
7		521,283.50	92,180.00	95,714.00		444,411.00	401,120.00	51,175.00	1,605,883.50
8		546,496.24	46,608.00	338,632.00	98,274.00	374,227.50	607,896.00		2,012,133.74
9		494,261.56	137,610.84	127,124.40	99,310.00	705,824.00	870,009.00	52,212.00	2,486,351.80
10		187,544.00	105,774.12	148,242.00	150,525.00	738,572.00	827,136.00		2,157,793.12
11		362,166.56	96,330.00	149,799.00	91,247.40	823,264.00	626,580.00		2,149,386.96
12		287,538.00	194,732.00	151,353.00	47,115.04	571,703.00	738,262.00		1,990,703.04
13		383,652.72	242,073.84	50,970.00		314,946.00	745,528.00	54,287.00	1,791,457.56
14		407,347.20	198,880.00	102,976.00		294,205.50	833,435.00		1,836,843.70
15		296,868.00	247,175.88	52,007.00	105,534.00	588,808.00	651,468.00		1,941,860.88
16		99,994.00	401,995.44	157,575.00	53,286.00	270,235.00	1,096,140.00		2,079,225.44
17		151,545.00	205,104.00	53,044.00	107,610.00	381,955.00	912,879.00		1,812,137.00
18		102,068.00	51,795.00	160,686.00	54,323.00	495,756.00	921,442.50		1,786,070.50
19		301,063.68	48,127.96	135,202.50	109,684.00	606,061.80	704,537.50		1,904,677.44
20		342,627.18	316,992.00		55,360.00	589,270.50	511,938.00		1,816,187.68
21		105,178.00	266,750.00	55,118.00	167,637.00	226,556.00	717,500.00		1,538,739.00
22		106,216.00	161,607.00	55,636.00	56,397.00	285,790.00	434,392.50		1,100,038.50
23		268,135.00	489,483.00			57,676.00	584,370.00		1,399,664.00
24		324,870.00	219,624.00	56,674.00	172,302.00	116,390.00	619,038.00		1,508,898.00
25		300,652.00	161,838.08		57,953.00	293,570.00	565,003.00		1,379,016.08
26		165,546.00	167,829.00	57,711.00		118,464.00	359,958.00	61,028.00	930,536.00
27		106,945.92	334,249.12		58,990.00	119,502.00	326,759.40		946,446.44
28		56,219.00	113,960.00	58,748.00	59,508.00	115,716.48	488,240.00		892,391.48
29		170,214.00	114,996.00	59,266.00	60,027.00	303,940.00	492,384.00		1,200,827.00
30		171,768.00				122,612.00	341,368.50		635,748.50
31		173,325.00	117,072.00			123,650.00	370,503.20		784,550.20
32		58,293.00	236,216.00			62,343.00	315,520.00		672,372.00
33		58,812.00	178,719.00			62,862.00	127,246.00		427,639.00
34			168,254.80		62,620.00	63,380.00	320,705.00		614,959.80
35		179,547.00	298,201.20	62,377.00		127,798.00	2,225,597.20	65,695.00	2,959,215.40
Total	101,905.00	11,613,717.68	6,115,494.28	4,650,898.90	2,408,943.44	13,336,979.88	20,927,085.08	284,397.00	59,439,421.26
							Plus 20+ Year Supplement	(179.82 Personnel at \$600)	107,892.00
							Plus National Board Certified Supplement	(4 Personnel at \$3500)	14,000.00
								Equals Grand Total	59,561,313.26
								Divided by FTE	1,148.34
								Equals Average Salary	51,867.32
								Less Formula Ceiling Reduction	-4927057.90
								Equals Adjusted Total	64,488,371.16