

**WEST VIRGINIA**  
**PROFESSIONAL AND SERVICE PERSONNEL**  
**STATE MINIMUM REQUIRED SALARY SCHEDULES**  
**FOR THE 2009-10 YEAR**

**West Virginia Department of Education**  
**Office of School Finance**

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE BASIC SALARY WITHOUT EQUITY  
FOR THE 2009-10 YEAR**

| Years Exp. | 4th Class | 3rd Class | 2nd Class | A.B. A.B. | A.B. +15 | M.A. M.A. | M.A. +15 | M.A. +30 | M.A. +45 | Doc-torate |
|------------|-----------|-----------|-----------|-----------|----------|-----------|----------|----------|----------|------------|
| 0          | 25,651    | 26,311    | 26,575    | 27,827    | 28,588   | 30,355    | 31,116   | 31,877   | 32,638   | 33,673     |
| 1          | 25,979    | 26,639    | 26,903    | 28,345    | 29,106   | 30,874    | 31,635   | 32,395   | 33,156   | 34,191     |
| 2          | 26,308    | 26,967    | 27,231    | 28,864    | 29,625   | 31,392    | 32,153   | 32,914   | 33,675   | 34,710     |
| 3          | 26,636    | 27,295    | 27,559    | 29,383    | 30,143   | 31,911    | 32,672   | 33,432   | 34,193   | 35,228     |
| 4          | 27,208    | 27,867    | 28,131    | 30,145    | 30,906   | 32,674    | 33,435   | 34,195   | 34,956   | 35,991     |
| 5          | 27,536    | 28,195    | 28,459    | 30,664    | 31,425   | 33,192    | 33,953   | 34,714   | 35,475   | 36,510     |
| 6          | 27,864    | 28,523    | 28,787    | 31,182    | 31,943   | 33,711    | 34,472   | 35,232   | 35,993   | 37,028     |
| 7          | 28,192    | 28,852    | 29,115    | 31,701    | 32,462   | 34,229    | 34,990   | 35,751   | 36,512   | 37,547     |
| 8          | 28,520    | 29,180    | 29,444    | 32,219    | 32,980   | 34,748    | 35,509   | 36,269   | 37,030   | 38,065     |
| 9          | 28,848    | 29,508    | 29,772    | 32,738    | 33,499   | 35,266    | 36,027   | 36,788   | 37,549   | 38,584     |
| 10         | 29,177    | 29,836    | 30,100    | 33,258    | 34,018   | 35,786    | 36,547   | 37,308   | 38,068   | 39,103     |
| 11         | 29,505    | 30,164    | 30,428    | 33,776    | 34,537   | 36,305    | 37,065   | 37,826   | 38,587   | 39,622     |
| 12         | 29,833    | 30,492    | 30,756    | 34,295    | 35,055   | 36,823    | 37,584   | 38,345   | 39,105   | 40,140     |
| 13         | 30,161    | 30,820    | 31,084    | 34,813    | 35,574   | 37,342    | 38,102   | 38,863   | 39,624   | 40,659     |
| 14         | 30,489    | 31,148    | 31,412    | 35,332    | 36,092   | 37,860    | 38,621   | 39,382   | 40,142   | 41,177     |
| 15         | 30,817    | 31,476    | 31,740    | 35,850    | 36,611   | 38,379    | 39,139   | 39,900   | 40,661   | 41,696     |
| 16         | 31,145    | 31,804    | 32,068    | 36,369    | 37,129   | 38,897    | 39,658   | 40,419   | 41,179   | 42,214     |
| 17         | 31,473    | 32,133    | 32,396    | 36,887    | 37,648   | 39,416    | 40,177   | 40,937   | 41,698   | 42,733     |
| 18         | 31,801    | 32,461    | 32,725    | 37,406    | 38,167   | 39,934    | 40,695   | 41,456   | 42,217   | 43,252     |
| 19         | 32,129    | 32,789    | 33,053    | 37,924    | 38,685   | 40,453    | 41,214   | 41,974   | 42,735   | 43,770     |
| 20         | 32,457    | 33,117    | 33,381    | 38,443    | 39,204   | 40,971    | 41,732   | 42,493   | 43,254   | 44,289     |
| 21         | 32,786    | 33,445    | 33,709    | 38,961    | 39,722   | 41,490    | 42,251   | 43,011   | 43,772   | 44,807     |
| 22         | 33,114    | 33,773    | 34,037    | 39,480    | 40,241   | 42,008    | 42,769   | 43,530   | 44,291   | 45,326     |
| 23         | 33,442    | 34,101    | 34,365    | 39,999    | 40,759   | 42,527    | 43,288   | 44,048   | 44,809   | 45,844     |
| 24         | 33,770    | 34,429    | 34,693    | 40,517    | 41,278   | 43,046    | 43,806   | 44,567   | 45,328   | 46,363     |
| 25         | 34,098    | 34,757    | 35,021    | 41,036    | 41,796   | 43,564    | 44,325   | 45,086   | 45,846   | 46,881     |
| 26         | 34,426    | 35,085    | 35,349    | 41,554    | 42,315   | 44,083    | 44,843   | 45,604   | 46,365   | 47,400     |
| 27         | 34,754    | 35,413    | 35,677    | 42,073    | 42,833   | 44,601    | 45,362   | 46,123   | 46,883   | 47,918     |
| 28         | 35,082    | 35,742    | 36,005    | 42,591    | 43,352   | 45,120    | 45,880   | 46,641   | 47,402   | 48,437     |
| 29         | 35,410    | 36,070    | 36,334    | 43,110    | 43,870   | 45,638    | 46,399   | 47,160   | 47,920   | 48,955     |
| 30         | 35,738    | 36,398    | 36,662    | 43,628    | 44,389   | 46,157    | 46,917   | 47,678   | 48,439   | 49,474     |
| 31         | 36,067    | 36,726    | 36,990    | 44,147    | 44,908   | 46,675    | 47,436   | 48,197   | 48,957   | 49,992     |
| 32         | 36,395    | 37,054    | 37,318    | 44,665    | 45,426   | 47,194    | 47,955   | 48,715   | 49,476   | 50,511     |
| 33         | 36,723    | 37,382    | 37,646    | 45,184    | 45,945   | 47,712    | 48,473   | 49,234   | 49,995   | 51,030     |
| 34         | 37,051    | 37,710    | 37,974    | 45,702    | 46,463   | 48,231    | 48,992   | 49,752   | 50,513   | 51,548     |
| 35         | 37,379    | 38,038    | 38,302    | 46,221    | 46,982   | 48,749    | 49,510   | 50,271   | 51,032   | 52,067     |

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), or the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b).

OSF  
04/14/09  
State Salary Schedules 10

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE EQUITY SUPPLEMENT SCHEDULE  
FOR THE 2009-10 YEAR**

| Years Exp. | 4th Class | 3rd Class | 2nd Class | A.B. A.B. | A.B. +15 | M.A. M.A. | M.A. +15 | M.A. +30 | M.A. +45 | Doc-torate |
|------------|-----------|-----------|-----------|-----------|----------|-----------|----------|----------|----------|------------|
| 0          | 1,781     | 1,796     | 1,877     | 2,360     | 2,452    | 2,644     | 2,740    | 2,836    | 2,836    | 2,927      |
| 1          | 1,819     | 1,863     | 1,946     | 2,429     | 2,521    | 2,713     | 2,809    | 2,905    | 2,905    | 2,996      |
| 2          | 1,857     | 1,930     | 2,015     | 2,498     | 2,590    | 2,782     | 2,878    | 2,974    | 2,974    | 3,065      |
| 3          | 1,895     | 1,997     | 2,084     | 2,567     | 2,659    | 2,851     | 2,947    | 3,043    | 3,043    | 3,134      |
| 4          | 1,933     | 2,064     | 2,153     | 2,636     | 2,728    | 2,920     | 3,016    | 3,112    | 3,112    | 3,203      |
| 5          | 1,971     | 2,131     | 2,222     | 2,705     | 2,797    | 2,989     | 3,085    | 3,181    | 3,181    | 3,272      |
| 6          | 2,009     | 2,198     | 2,291     | 2,774     | 2,866    | 3,058     | 3,154    | 3,250    | 3,250    | 3,341      |
| 7          | 2,047     | 2,265     | 2,360     | 2,843     | 2,935    | 3,127     | 3,223    | 3,319    | 3,319    | 3,410      |
| 8          | 2,085     | 2,332     | 2,429     | 2,912     | 3,004    | 3,196     | 3,292    | 3,388    | 3,388    | 3,479      |
| 9          | 2,123     | 2,399     | 2,498     | 2,981     | 3,073    | 3,265     | 3,361    | 3,457    | 3,457    | 3,548      |
| 10         | 2,161     | 2,466     | 2,567     | 3,050     | 3,142    | 3,334     | 3,430    | 3,526    | 3,526    | 3,617      |
| 11         | 2,199     | 2,533     | 2,636     | 3,119     | 3,211    | 3,403     | 3,499    | 3,595    | 3,595    | 3,686      |
| 12         | 2,237     | 2,600     | 2,705     | 3,188     | 3,280    | 3,472     | 3,568    | 3,664    | 3,664    | 3,755      |
| 13         | 2,275     | 2,667     | 2,774     | 3,257     | 3,349    | 3,541     | 3,637    | 3,733    | 3,733    | 3,824      |
| 14         | 2,313     | 2,734     | 2,843     | 3,326     | 3,418    | 3,610     | 3,706    | 3,802    | 3,802    | 3,893      |
| 15         | 2,351     | 2,801     | 2,912     | 3,395     | 3,487    | 3,679     | 3,775    | 3,871    | 3,871    | 3,962      |
| 16         | 2,389     | 2,868     | 2,981     | 3,464     | 3,556    | 3,748     | 3,844    | 3,940    | 3,940    | 4,031      |
| 17         | 2,427     | 2,935     | 3,050     | 3,533     | 3,625    | 3,817     | 3,913    | 4,009    | 4,009    | 4,100      |
| 18         | 2,465     | 3,002     | 3,119     | 3,602     | 3,694    | 3,886     | 3,982    | 4,078    | 4,078    | 4,169      |
| 19         | 2,503     | 3,069     | 3,188     | 3,671     | 3,763    | 3,955     | 4,051    | 4,147    | 4,147    | 4,238      |
| 20         | 2,541     | 3,136     | 3,257     | 3,740     | 3,832    | 4,024     | 4,120    | 4,216    | 4,216    | 4,307      |
| 21         | 2,579     | 3,203     | 3,326     | 3,809     | 3,901    | 4,093     | 4,189    | 4,285    | 4,285    | 4,376      |
| 22         | 2,617     | 3,270     | 3,395     | 3,878     | 3,970    | 4,162     | 4,258    | 4,354    | 4,354    | 4,445      |
| 23         | 2,655     | 3,337     | 3,464     | 3,947     | 4,039    | 4,231     | 4,327    | 4,423    | 4,423    | 4,514      |
| 24         | 2,693     | 3,404     | 3,533     | 4,016     | 4,108    | 4,300     | 4,396    | 4,492    | 4,492    | 4,583      |
| 25         | 2,731     | 3,471     | 3,602     | 4,085     | 4,177    | 4,369     | 4,465    | 4,561    | 4,561    | 4,652      |
| 26         | 2,769     | 3,538     | 3,671     | 4,154     | 4,246    | 4,438     | 4,534    | 4,630    | 4,630    | 4,721      |
| 27         | 2,807     | 3,605     | 3,740     | 4,223     | 4,315    | 4,507     | 4,603    | 4,699    | 4,699    | 4,790      |
| 28         | 2,845     | 3,672     | 3,809     | 4,292     | 4,384    | 4,576     | 4,672    | 4,768    | 4,768    | 4,859      |
| 29         | 2,883     | 3,739     | 3,878     | 4,361     | 4,453    | 4,645     | 4,741    | 4,837    | 4,837    | 4,928      |
| 30         | 2,921     | 3,806     | 3,947     | 4,430     | 4,522    | 4,714     | 4,810    | 4,906    | 4,906    | 4,997      |
| 31         | 2,959     | 3,873     | 4,016     | 4,499     | 4,591    | 4,783     | 4,879    | 4,975    | 4,975    | 5,066      |
| 32         | 2,997     | 3,940     | 4,085     | 4,568     | 4,660    | 4,852     | 4,948    | 5,044    | 5,044    | 5,135      |
| 33         | 3,035     | 4,007     | 4,154     | 4,637     | 4,729    | 4,921     | 5,017    | 5,113    | 5,113    | 5,204      |
| 34         | 3,073     | 4,074     | 4,223     | 4,706     | 4,798    | 4,990     | 5,086    | 5,182    | 5,182    | 5,273      |
| 35         | 3,111     | 4,141     | 4,292     | 4,775     | 4,867    | 5,059     | 5,155    | 5,251    | 5,251    | 5,342      |

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), or the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b).

OSF  
04/14/09  
State Salary Schedules 10

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE TOTAL SALARY (BASIC PLUS EQUITY)  
FOR THE 2009-10 YEAR**

| Years Exp. | 4th Class | 3rd Class | 2nd Class | A.B. A.B. | A.B. +15 | M.A. M.A. | M.A. +15 | M.A. +30 | M.A. +45 | Doc-torate |
|------------|-----------|-----------|-----------|-----------|----------|-----------|----------|----------|----------|------------|
| 0          | 27,432    | 28,107    | 28,452    | 30,187    | 31,040   | 32,999    | 33,856   | 34,713   | 35,474   | 36,600     |
| 1          | 27,798    | 28,502    | 28,849    | 30,774    | 31,627   | 33,587    | 34,444   | 35,300   | 36,061   | 37,187     |
| 2          | 28,165    | 28,897    | 29,246    | 31,362    | 32,215   | 34,174    | 35,031   | 35,888   | 36,649   | 37,775     |
| 3          | 28,531    | 29,292    | 29,643    | 31,950    | 32,802   | 34,762    | 35,619   | 36,475   | 37,236   | 38,362     |
| 4          | 29,141    | 29,931    | 30,284    | 32,781    | 33,634   | 35,594    | 36,451   | 37,307   | 38,068   | 39,194     |
| 5          | 29,507    | 30,326    | 30,681    | 33,369    | 34,222   | 36,181    | 37,038   | 37,895   | 38,656   | 39,782     |
| 6          | 29,873    | 30,721    | 31,078    | 33,956    | 34,809   | 36,769    | 37,626   | 38,482   | 39,243   | 40,369     |
| 7          | 30,239    | 31,117    | 31,475    | 34,544    | 35,397   | 37,356    | 38,213   | 39,070   | 39,831   | 40,957     |
| 8          | 30,605    | 31,512    | 31,873    | 35,131    | 35,984   | 37,944    | 38,801   | 39,657   | 40,418   | 41,544     |
| 9          | 30,971    | 31,907    | 32,270    | 35,719    | 36,572   | 38,531    | 39,388   | 40,245   | 41,006   | 42,132     |
| 10         | 31,338    | 32,302    | 32,667    | 36,308    | 37,160   | 39,120    | 39,977   | 40,834   | 41,594   | 42,720     |
| 11         | 31,704    | 32,697    | 33,064    | 36,895    | 37,748   | 39,708    | 40,564   | 41,421   | 42,182   | 43,308     |
| 12         | 32,070    | 33,092    | 33,461    | 37,483    | 38,335   | 40,295    | 41,152   | 42,009   | 42,769   | 43,895     |
| 13         | 32,436    | 33,487    | 33,858    | 38,070    | 38,923   | 40,883    | 41,739   | 42,596   | 43,357   | 44,483     |
| 14         | 32,802    | 33,882    | 34,255    | 38,658    | 39,510   | 41,470    | 42,327   | 43,184   | 43,944   | 45,070     |
| 15         | 33,168    | 34,277    | 34,652    | 39,245    | 40,098   | 42,058    | 42,914   | 43,771   | 44,532   | 45,658     |
| 16         | 33,534    | 34,672    | 35,049    | 39,833    | 40,685   | 42,645    | 43,502   | 44,359   | 45,119   | 46,245     |
| 17         | 33,900    | 35,068    | 35,446    | 40,420    | 41,273   | 43,233    | 44,090   | 44,946   | 45,707   | 46,833     |
| 18         | 34,266    | 35,463    | 35,844    | 41,008    | 41,861   | 43,820    | 44,677   | 45,534   | 46,295   | 47,421     |
| 19         | 34,632    | 35,858    | 36,241    | 41,595    | 42,448   | 44,408    | 45,265   | 46,121   | 46,882   | 48,008     |
| 20         | 34,998    | 36,253    | 36,638    | 42,183    | 43,036   | 44,995    | 45,852   | 46,709   | 47,470   | 48,596     |
| 21         | 35,365    | 36,648    | 37,035    | 42,770    | 43,623   | 45,583    | 46,440   | 47,296   | 48,057   | 49,183     |
| 22         | 35,731    | 37,043    | 37,432    | 43,358    | 44,211   | 46,170    | 47,027   | 47,884   | 48,645   | 49,771     |
| 23         | 36,097    | 37,438    | 37,829    | 43,946    | 44,798   | 46,758    | 47,615   | 48,471   | 49,232   | 50,358     |
| 24         | 36,463    | 37,833    | 38,226    | 44,533    | 45,386   | 47,346    | 48,202   | 49,059   | 49,820   | 50,946     |
| 25         | 36,829    | 38,228    | 38,623    | 45,121    | 45,973   | 47,933    | 48,790   | 49,647   | 50,407   | 51,533     |
| 26         | 37,195    | 38,623    | 39,020    | 45,708    | 46,561   | 48,521    | 49,377   | 50,234   | 50,995   | 52,121     |
| 27         | 37,561    | 39,018    | 39,417    | 46,296    | 47,148   | 49,108    | 49,965   | 50,822   | 51,582   | 52,708     |
| 28         | 37,927    | 39,414    | 39,814    | 46,883    | 47,736   | 49,696    | 50,552   | 51,409   | 52,170   | 53,296     |
| 29         | 38,293    | 39,809    | 40,212    | 47,471    | 48,323   | 50,283    | 51,140   | 51,997   | 52,757   | 53,883     |
| 30         | 38,659    | 40,204    | 40,609    | 48,058    | 48,911   | 50,871    | 51,727   | 52,584   | 53,345   | 54,471     |
| 31         | 39,026    | 40,599    | 41,006    | 48,646    | 49,499   | 51,458    | 52,315   | 53,172   | 53,932   | 55,058     |
| 32         | 39,392    | 40,994    | 41,403    | 49,233    | 50,086   | 52,046    | 52,903   | 53,759   | 54,520   | 55,646     |
| 33         | 39,758    | 41,389    | 41,800    | 49,821    | 50,674   | 52,633    | 53,490   | 54,347   | 55,108   | 56,234     |
| 34         | 40,124    | 41,784    | 42,197    | 50,408    | 51,261   | 53,221    | 54,078   | 54,934   | 55,695   | 56,821     |
| 35         | 40,490    | 42,179    | 42,594    | 50,996    | 51,849   | 53,808    | 54,665   | 55,522   | 56,283   | 57,409     |

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), or the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b).

OSF  
04/14/09  
State Salary Schedules 10

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
STATE BASIC PAY SCALE WITHOUT EQUITY  
FOR THE 2009-10 YEAR**

| Years<br>Exp. | PAY GRADE |       |       |       |       |       |       |       |
|---------------|-----------|-------|-------|-------|-------|-------|-------|-------|
|               | A         | B     | C     | D     | E     | F     | G     | H     |
| 0             | 1,577     | 1,598 | 1,639 | 1,691 | 1,743 | 1,805 | 1,836 | 1,908 |
| 1             | 1,609     | 1,630 | 1,671 | 1,723 | 1,775 | 1,837 | 1,868 | 1,940 |
| 2             | 1,641     | 1,662 | 1,703 | 1,755 | 1,807 | 1,869 | 1,900 | 1,972 |
| 3             | 1,673     | 1,694 | 1,735 | 1,787 | 1,839 | 1,901 | 1,932 | 2,004 |
| 4             | 1,705     | 1,726 | 1,767 | 1,819 | 1,871 | 1,933 | 1,964 | 2,037 |
| 5             | 1,737     | 1,758 | 1,799 | 1,851 | 1,903 | 1,965 | 1,996 | 2,069 |
| 6             | 1,769     | 1,790 | 1,832 | 1,883 | 1,935 | 1,997 | 2,028 | 2,101 |
| 7             | 1,802     | 1,822 | 1,864 | 1,915 | 1,967 | 2,029 | 2,060 | 2,133 |
| 8             | 1,834     | 1,854 | 1,896 | 1,947 | 1,999 | 2,061 | 2,092 | 2,165 |
| 9             | 1,866     | 1,886 | 1,928 | 1,980 | 2,031 | 2,093 | 2,124 | 2,197 |
| 10            | 1,898     | 1,919 | 1,960 | 2,012 | 2,063 | 2,126 | 2,157 | 2,229 |
| 11            | 1,930     | 1,951 | 1,992 | 2,044 | 2,095 | 2,158 | 2,189 | 2,261 |
| 12            | 1,962     | 1,983 | 2,024 | 2,076 | 2,128 | 2,190 | 2,221 | 2,293 |
| 13            | 1,994     | 2,015 | 2,056 | 2,108 | 2,160 | 2,222 | 2,253 | 2,325 |
| 14            | 2,026     | 2,047 | 2,088 | 2,140 | 2,192 | 2,254 | 2,285 | 2,357 |
| 15            | 2,058     | 2,079 | 2,120 | 2,172 | 2,224 | 2,286 | 2,317 | 2,389 |
| 16            | 2,090     | 2,111 | 2,152 | 2,204 | 2,256 | 2,318 | 2,349 | 2,422 |
| 17            | 2,122     | 2,143 | 2,185 | 2,236 | 2,288 | 2,350 | 2,381 | 2,454 |
| 18            | 2,154     | 2,175 | 2,217 | 2,268 | 2,320 | 2,382 | 2,413 | 2,486 |
| 19            | 2,187     | 2,207 | 2,249 | 2,300 | 2,352 | 2,414 | 2,445 | 2,518 |
| 20            | 2,219     | 2,239 | 2,281 | 2,333 | 2,384 | 2,446 | 2,477 | 2,550 |
| 21            | 2,251     | 2,271 | 2,313 | 2,365 | 2,416 | 2,478 | 2,509 | 2,582 |
| 22            | 2,283     | 2,304 | 2,345 | 2,397 | 2,448 | 2,511 | 2,542 | 2,614 |
| 23            | 2,315     | 2,336 | 2,377 | 2,429 | 2,481 | 2,543 | 2,574 | 2,646 |
| 24            | 2,347     | 2,368 | 2,409 | 2,461 | 2,513 | 2,575 | 2,606 | 2,678 |
| 25            | 2,379     | 2,400 | 2,441 | 2,493 | 2,545 | 2,607 | 2,638 | 2,710 |
| 26            | 2,411     | 2,432 | 2,473 | 2,525 | 2,577 | 2,639 | 2,670 | 2,742 |
| 27            | 2,443     | 2,464 | 2,505 | 2,557 | 2,609 | 2,671 | 2,702 | 2,774 |
| 28            | 2,475     | 2,496 | 2,537 | 2,589 | 2,641 | 2,703 | 2,734 | 2,807 |
| 29            | 2,507     | 2,528 | 2,570 | 2,621 | 2,673 | 2,735 | 2,766 | 2,839 |
| 30            | 2,540     | 2,560 | 2,602 | 2,653 | 2,705 | 2,767 | 2,798 | 2,871 |
| 31            | 2,572     | 2,592 | 2,634 | 2,685 | 2,737 | 2,799 | 2,830 | 2,903 |
| 32            | 2,604     | 2,624 | 2,666 | 2,718 | 2,769 | 2,831 | 2,862 | 2,935 |
| 33            | 2,636     | 2,656 | 2,698 | 2,750 | 2,801 | 2,863 | 2,895 | 2,967 |
| 34            | 2,668     | 2,689 | 2,730 | 2,782 | 2,833 | 2,896 | 2,927 | 2,999 |
| 35            | 2,700     | 2,721 | 2,762 | 2,814 | 2,866 | 2,928 | 2,959 | 3,031 |
| 36            | 2,732     | 2,753 | 2,794 | 2,846 | 2,898 | 2,960 | 2,991 | 3,063 |
| 37            | 2,764     | 2,785 | 2,826 | 2,878 | 2,930 | 2,992 | 3,023 | 3,095 |
| 38            | 2,796     | 2,817 | 2,858 | 2,910 | 2,962 | 3,024 | 3,055 | 3,127 |
| 39            | 2,828     | 2,849 | 2,890 | 2,942 | 2,994 | 3,056 | 3,087 | 3,159 |
| 40            | 2,860     | 2,881 | 2,922 | 2,974 | 3,026 | 3,088 | 3,119 | 3,192 |

Note: This schedule does not include the \$12/month supplemental pay for having a high school diploma or GED; the educational bonuses of: \$11/month for each of the following levels of college credit or comparable training in a trade or vocational school: 12, 24, 36, 48, 60, 72, 84, 96, 108, or 120 hours; \$40/month for an associate, bachelor's, master's, or doctorate degree; or \$11/month for each of the following: BA+15, MA+15, MA+30, MA+45, or MA+60; or the \$10/month shift differential pay.

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**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
STATE EQUITY SUPPLEMENT PAY SCALE  
FOR THE 2009-10 YEAR**

| Years<br>Exp. | PAY GRADE |     |     |     |     |     |     |     |
|---------------|-----------|-----|-----|-----|-----|-----|-----|-----|
|               | A         | B   | C   | D   | E   | F   | G   | H   |
| 0             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 1             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 2             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 3             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 4             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 5             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 6             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 7             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 8             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 9             | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 10            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 11            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 12            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 13            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 14            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 15            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 16            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 17            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 18            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 19            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 20            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 21            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 22            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 23            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 24            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 25            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 26            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 27            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 28            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 29            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 30            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 31            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 32            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 33            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 34            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 35            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 36            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 37            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 38            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 39            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |
| 40            | 115       | 115 | 115 | 115 | 115 | 115 | 115 | 115 |

Note: This schedule does not include the \$12/month supplemental pay for having a high school diploma or GED; the educational bonuses of: \$11/month for each of the following levels of college credit or comparable training in a trade or vocational school: 12, 24, 36, 48, 60, 72, 84, 96, 108, or 120 hours; \$40/month for an associate, bachelor's, master's, or doctorate degree; or \$11/month for each of the following: BA+15, MA+15, MA+30, MA+45, or MA+60; or the \$10/month shift differential pay.

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS EQUITY)  
FOR THE 2009-10 YEAR**

| Years<br>Exp. | PAY GRADE |       |       |       |       |       |       |       |
|---------------|-----------|-------|-------|-------|-------|-------|-------|-------|
|               | A         | B     | C     | D     | E     | F     | G     | H     |
| 0             | 1,692     | 1,713 | 1,754 | 1,806 | 1,858 | 1,920 | 1,951 | 2,023 |
| 1             | 1,724     | 1,745 | 1,786 | 1,838 | 1,890 | 1,952 | 1,983 | 2,055 |
| 2             | 1,756     | 1,777 | 1,818 | 1,870 | 1,922 | 1,984 | 2,015 | 2,087 |
| 3             | 1,788     | 1,809 | 1,850 | 1,902 | 1,954 | 2,016 | 2,047 | 2,119 |
| 4             | 1,820     | 1,841 | 1,882 | 1,934 | 1,986 | 2,048 | 2,079 | 2,152 |
| 5             | 1,852     | 1,873 | 1,914 | 1,966 | 2,018 | 2,080 | 2,111 | 2,184 |
| 6             | 1,884     | 1,905 | 1,947 | 1,998 | 2,050 | 2,112 | 2,143 | 2,216 |
| 7             | 1,917     | 1,937 | 1,979 | 2,030 | 2,082 | 2,144 | 2,175 | 2,248 |
| 8             | 1,949     | 1,969 | 2,011 | 2,062 | 2,114 | 2,176 | 2,207 | 2,280 |
| 9             | 1,981     | 2,001 | 2,043 | 2,095 | 2,146 | 2,208 | 2,239 | 2,312 |
| 10            | 2,013     | 2,034 | 2,075 | 2,127 | 2,178 | 2,241 | 2,272 | 2,344 |
| 11            | 2,045     | 2,066 | 2,107 | 2,159 | 2,210 | 2,273 | 2,304 | 2,376 |
| 12            | 2,077     | 2,098 | 2,139 | 2,191 | 2,243 | 2,305 | 2,336 | 2,408 |
| 13            | 2,109     | 2,130 | 2,171 | 2,223 | 2,275 | 2,337 | 2,368 | 2,440 |
| 14            | 2,141     | 2,162 | 2,203 | 2,255 | 2,307 | 2,369 | 2,400 | 2,472 |
| 15            | 2,173     | 2,194 | 2,235 | 2,287 | 2,339 | 2,401 | 2,432 | 2,504 |
| 16            | 2,205     | 2,226 | 2,267 | 2,319 | 2,371 | 2,433 | 2,464 | 2,537 |
| 17            | 2,237     | 2,258 | 2,300 | 2,351 | 2,403 | 2,465 | 2,496 | 2,569 |
| 18            | 2,269     | 2,290 | 2,332 | 2,383 | 2,435 | 2,497 | 2,528 | 2,601 |
| 19            | 2,302     | 2,322 | 2,364 | 2,415 | 2,467 | 2,529 | 2,560 | 2,633 |
| 20            | 2,334     | 2,354 | 2,396 | 2,448 | 2,499 | 2,561 | 2,592 | 2,665 |
| 21            | 2,366     | 2,386 | 2,428 | 2,480 | 2,531 | 2,593 | 2,624 | 2,697 |
| 22            | 2,398     | 2,419 | 2,460 | 2,512 | 2,563 | 2,626 | 2,657 | 2,729 |
| 23            | 2,430     | 2,451 | 2,492 | 2,544 | 2,596 | 2,658 | 2,689 | 2,761 |
| 24            | 2,462     | 2,483 | 2,524 | 2,576 | 2,628 | 2,690 | 2,721 | 2,793 |
| 25            | 2,494     | 2,515 | 2,556 | 2,608 | 2,660 | 2,722 | 2,753 | 2,825 |
| 26            | 2,526     | 2,547 | 2,588 | 2,640 | 2,692 | 2,754 | 2,785 | 2,857 |
| 27            | 2,558     | 2,579 | 2,620 | 2,672 | 2,724 | 2,786 | 2,817 | 2,889 |
| 28            | 2,590     | 2,611 | 2,652 | 2,704 | 2,756 | 2,818 | 2,849 | 2,922 |
| 29            | 2,622     | 2,643 | 2,685 | 2,736 | 2,788 | 2,850 | 2,881 | 2,954 |
| 30            | 2,655     | 2,675 | 2,717 | 2,768 | 2,820 | 2,882 | 2,913 | 2,986 |
| 31            | 2,687     | 2,707 | 2,749 | 2,800 | 2,852 | 2,914 | 2,945 | 3,018 |
| 32            | 2,719     | 2,739 | 2,781 | 2,833 | 2,884 | 2,946 | 2,977 | 3,050 |
| 33            | 2,751     | 2,771 | 2,813 | 2,865 | 2,916 | 2,978 | 3,010 | 3,082 |
| 34            | 2,783     | 2,804 | 2,845 | 2,897 | 2,948 | 3,011 | 3,042 | 3,114 |
| 35            | 2,815     | 2,836 | 2,877 | 2,929 | 2,981 | 3,043 | 3,074 | 3,146 |
| 36            | 2,847     | 2,868 | 2,909 | 2,961 | 3,013 | 3,075 | 3,106 | 3,178 |
| 37            | 2,879     | 2,900 | 2,941 | 2,993 | 3,045 | 3,107 | 3,138 | 3,210 |
| 38            | 2,911     | 2,932 | 2,973 | 3,025 | 3,077 | 3,139 | 3,170 | 3,242 |
| 39            | 2,943     | 2,964 | 3,005 | 3,057 | 3,109 | 3,171 | 3,202 | 3,274 |
| 40            | 2,975     | 2,996 | 3,037 | 3,089 | 3,141 | 3,203 | 3,234 | 3,307 |

Note: This schedule does not include the \$12/month supplemental pay for having a high school diploma or GED; the educational bonuses of: \$11/month for each of the following levels of college credit or comparable training in a trade or vocational school: 12, 24, 36, 48, 60, 72, 84, 96, 108, or 120 hours; \$40/month for an associate, bachelor's, master's, or doctorate degree; or \$11/month for each of the following: BA+15, MA+15, MA+30, MA+45, or MA+60; or the \$10/month shift differential pay.

**PRINCIPALS AND ASSISTANT PRINCIPALS  
STATE MINIMUM SALARY INCREMENT SCHEDULE  
FOR THE 2009-10 YEAR**

| Degree Classification | A.B.   | A.B.<br>+15 | M.A.   | M.A.<br>+15 | M.A.<br>+30 | M.A.<br>+45 | Doc-<br>torate |
|-----------------------|--------|-------------|--------|-------------|-------------|-------------|----------------|
| State Basic Salary    | 27,827 | 28,588      | 30,355 | 31,116      | 31,877      | 32,638      | 33,673         |

| PRINCIPALS SALARY INCREMENT SCHEDULE |        |       |             |       |             |             |             |                |
|--------------------------------------|--------|-------|-------------|-------|-------------|-------------|-------------|----------------|
| Number<br>Teachers<br>Supervised     | Rate   | A.B.  | A.B.<br>+15 | M.A.  | M.A.<br>+15 | M.A.<br>+30 | M.A.<br>+45 | Doc-<br>torate |
| 1 - 7                                | 11.00% | 3,061 | 3,145       | 3,339 | 3,423       | 3,506       | 3,590       | 3,704          |
| 8 - 14                               | 11.50% | 3,200 | 3,288       | 3,491 | 3,578       | 3,666       | 3,753       | 3,872          |
| 15 - 24                              | 12.00% | 3,339 | 3,431       | 3,643 | 3,734       | 3,825       | 3,917       | 4,041          |
| 25 - 38                              | 12.50% | 3,478 | 3,574       | 3,794 | 3,890       | 3,985       | 4,080       | 4,209          |
| 39 - 57                              | 13.00% | 3,618 | 3,716       | 3,946 | 4,045       | 4,144       | 4,243       | 4,377          |
| 58 - Up                              | 13.50% | 3,757 | 3,859       | 4,098 | 4,201       | 4,303       | 4,406       | 4,546          |

| ASSISTANT PRINCIPALS SALARY INCREMENT SCHEDULE |       |       |             |       |             |             |             |                |
|--|-------|-------|-------------|-------|-------------|-------------|-------------|----------------|
| Number<br>Teachers<br>Supervised               | Rate  | A.B.  | A.B.<br>+15 | M.A.  | M.A.<br>+15 | M.A.<br>+30 | M.A.<br>+45 | Doc-<br>torate |
| 1 - 7  | 5.50% | 1,530 | 1,572       | 1,670 | 1,711       | 1,753       | 1,795       | 1,852          |
| 8 - 14   | 5.75% | 1,600 | 1,644       | 1,745 | 1,789       | 1,833       | 1,877       | 1,936          |
| 15 - 24  | 6.00% | 1,670 | 1,715       | 1,821 | 1,867       | 1,913       | 1,958       | 2,020          |
| 25 - 38  | 6.25% | 1,739 | 1,787       | 1,897 | 1,945       | 1,992       | 2,040       | 2,105          |
| 39 - 57  | 6.50% | 1,809 | 1,858       | 1,973 | 2,023       | 2,072       | 2,121       | 2,189          |
| 58 - Up  | 6.75% | 1,878 | 1,930       | 2,049 | 2,100       | 2,152       | 2,203       | 2,273          |

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

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