

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

BERKELEY COUNTY SCHOOLS

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		3.00							3.00
8							1.00		1.00
9									
10									
11		1.00							1.00
12									
13									
14		1.00							1.00
15					1.00				1.00
16									
17				1.00					1.00
18		1.00					2.00		3.00
19							2.00		2.00
20		1.00			1.00				2.00
21		2.00							2.00
22							1.00		1.00
23				1.00			1.00		2.00
24									
25									
26									
27							1.00		1.00
28									
29									
30									
31									
32									
33									
34									
35						1.00			1.00
Total		11.00		2.00	2.00	1.00	8.00		24.00
								Less Ceiling Reduction -	-----
								Adjusted Total	24.00

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 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

BERKELEY COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4									
5									
6		89,620.00							89,620.00
7		135,987.00							135,987.00
8							50,658.00		50,658.00
9									
10									
11		47,404.00							47,404.00
12									
13									
14		48,960.00							48,960.00
15					52,767.00				52,767.00
16									
17				53,044.00					53,044.00
18		51,034.00					111,690.00		162,724.00
19							112,726.00		112,726.00
20		52,071.00			55,360.00				107,431.00
21		105,178.00							105,178.00
22							57,919.00		57,919.00
23				56,155.00			58,437.00		114,592.00
24									
25									
26									
27							60,511.00		60,511.00
28									
29									
30									
31									
32									
33									
34									
35						63,899.00			63,899.00
Total		530,254.00		109,199.00	108,127.00	63,899.00	451,941.00		1,263,420.00
							Plus 20+ Year Supplement	(8 Personnel at \$600)	4800.00
							Plus National Board Certified Supplement	(2 Personnel at \$3500)	7,000.00
							1 & 3 Math/Sp Ed 3 Step	(2 Personnel at \$1764)	3,528.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	1,278,748.00
								Divided by FTE	24.00
								Equals Average Salary	53281.17
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	1,278,748.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

CALHOUN COUNTY SCHOOLS

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		2.00						1.00	3.00
11		1.00							1.00
12		1.00							1.00
13				1.00					1.00
14									
15			1.00		1.00				2.00
16				1.00					1.00
17									
18									
19									
20									
21									
22									
23									
24									
25									
26							1.00		1.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		5.00	1.00	2.00	1.00		1.00	1.00	11.00
								Less Ceiling Reduction -	
								Adjusted Total	11.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

CALHOUN COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1		41,973.00							41,973.00
2									
3									
4									
5									
6									
7									
8									
9									
10		93,772.00						52,731.00	146,503.00
11		47,404.00							47,404.00
12		47,923.00							47,923.00
13				50,970.00					50,970.00
14									
15			50,239.00		52,767.00				103,006.00
16				52,525.00					52,525.00
17									
18									
19									
20									
21									
22									
23									
24									
25									
26							59,993.00		59,993.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		231,072.00	50,239.00	103,495.00	52,767.00		59,993.00	52,731.00	550,297.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
							Equals Grand Total		550,897.00
							Divided by FTE		11.00
							Equals Average Salary		50081.55
							Less Formula Ceiling Reduction		
							Equals Adjusted Total		550,897.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 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									
6									
7		1.00							1.00
8									
9									
10									
11									
12									
13		1.00							1.00
14					1.00				1.00
15		1.00					1.00		2.00
16									
17									
18									
19						1.00	1.00		2.00
20									
21									
22									
23									
24							1.00		1.00
25									
26									
27									
28									
29							1.00		1.00
30									
31		1.00							1.00
32									
33									
34									
35									
Total		5.00			1.00	1.00	4.00		11.00
								Less Ceiling Reduction -	-----
								Adjusted Total	11.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

GRANT COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2									
3									
4		43,773.00							43,773.00
5									
6									
7		45,329.00							45,329.00
8									
9									
10									
11									
12									
13		48,441.00							48,441.00
14					52,249.00				52,249.00
15		49,478.00					54,289.00		103,767.00
16									
17									
18									
19						55,602.00	56,363.00		111,965.00
20									
21									
22									
23									
24							58,956.00		58,956.00
25									
26									
27									
28									
29							61,548.00		61,548.00
30									
31		57,775.00							57,775.00
32									
33									
34									
35									
Total		244,796.00			52,249.00	55,602.00	231,156.00		583,803.00
							Plus 20+ Year Supplement	(2 Personnel at \$600)	1200.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(1 Personnel at \$1764)	1,764.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	586,767.00
								Divided by FTE	11.00
								Equals Average Salary	53342.45
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	586,767.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

HARRISON 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		1.00							1.00
8									
9							1.00		1.00
10									
11									
12		1.00							1.00
13									
14									
15									
16									
17		1.00							1.00
18									
19							1.00		1.00
20		1.00							1.00
21						1.00			1.00
22									
23									
24				1.00					1.00
25							1.00		1.00
26							2.00		2.00
27				1.00	1.00		1.00		3.00
28									
29									
30									
31			1.00				0.25		1.25
32							1.00		1.00
33									
34									
35									
Total		4.00	1.00	2.00	1.00	1.00	8.25		17.25
								Less Ceiling Reduction -	-----
								Adjusted Total	17.25

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
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HARRISON COUNTY SCHOOLS

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									
6									
7		45,329.00							45,329.00
8									
9							51,177.00		51,177.00
10									
11									
12		47,923.00							47,923.00
13									
14									
15									
16									
17		50,515.00							50,515.00
18									
19							56,363.00		56,363.00
20		52,071.00							52,071.00
21						56,639.00			56,639.00
22									
23									
24				56,674.00					56,674.00
25							59,474.00		59,474.00
26							119,986.00		119,986.00
27				58,229.00	58,990.00		60,511.00		177,730.00
28									
29									
30									
31			58,536.00				15,646.25		74,182.25
32							63,104.00		63,104.00
33									
34									
35									
Total		195,838.00	58,536.00	114,903.00	58,990.00	56,639.00	474,845.25		959,751.25
							Plus 20+ Year Supplement	(9.25 Personnel at \$600)	5550.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
							Equals Grand Total		965,301.25
							Divided by FTE		17.25
							Equals Average Salary		55959.49
							Less Formula Ceiling Reduction		
							Equals Adjusted Total		965,301.25



West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 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							1.00		1.00
3									
4							1.00		1.00
5		1.00					0.83		1.83
6									
7		1.00			1.00				2.00
8		0.87					1.00		1.87
9									
10									
11									
12							1.00		1.00
13		1.00							1.00
14		1.00							1.00
15									
16									
17							1.00		1.00
18									
19									
20									
21									
22									
23									
24									
25									
26							1.00		1.00
27									
28									
29							1.00		1.00
30									
31							1.00		1.00
32									
33									
34					1.00				1.00
35					1.00				1.00
Total		5.87			3.00		8.83		17.70
								Less Ceiling Reduction -	-----
								Adjusted Total	17.70

West Virginia Department of Education  
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 WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
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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							47,303.00		47,303.00
3									
4							48,584.00		48,584.00
5		44,292.00					40,755.49		85,047.49
6									
7		45,329.00			48,618.00				93,947.00
8		39,886.89					50,658.00		90,544.89
9									
10									
11									
12							52,733.00		52,733.00
13		48,441.00							48,441.00
14		48,960.00							48,960.00
15									
16									
17							55,326.00		55,326.00
18									
19									
20									
21									
22									
23									
24									
25									
26							59,993.00		59,993.00
27									
28									
29							61,548.00		61,548.00
30									
31							62,585.00		62,585.00
32									
33									
34					62,620.00				62,620.00
35					63,138.00				63,138.00
Total		268,363.89			174,376.00		479,485.49		922,225.38
							Plus 20+ Year Supplement	(3 Personnel at \$600)	1800.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(1 Personnel at \$1764)	1,764.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
							Equals Grand Total		925,789.38
							Divided by FTE		17.70
							Equals Average Salary		52304.48
							Less Formula Ceiling Reduction		
							Equals Adjusted Total		925,789.38

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

PLEASANTS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		3.00							3.00
3									
4									
5		2.00							2.00
6							1.00		1.00
7							1.00		1.00
8									
9		1.00	1.00						2.00
10									
11									
12									
13									
14									
15									
16									
17									
18		1.00							1.00
19							1.00		1.00
20							1.00		1.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32								1.00	1.00
33									
34									
35									
Total		7.00	1.00				4.00	1.00	13.00
								Less Ceiling Reduction -	-----
								Adjusted Total	13.00

West Virginia Department of Education  
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 WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

PLEASANTS COUNTY SCHOOLS

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0									
1									
2		127,476.00							127,476.00
3									
4									
5		88,584.00							88,584.00
6							49,621.00		49,621.00
7							50,140.00		50,140.00
8									
9		46,366.00	47,127.00						93,493.00
10									
11									
12									
13									
14									
15									
16									
17									
18		51,034.00							51,034.00
19							56,363.00		56,363.00
20							56,882.00		56,882.00
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32								64,139.00	64,139.00
33									
34									
35									
Total		313,460.00	47,127.00				213,006.00	64,139.00	637,732.00
							Plus 20+ Year Supplement	(0 Personnel at \$600)	0
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
							Equals Grand Total		637,732.00
							Divided by FTE		13.00
							Equals Average Salary		49056.31
							Less Formula Ceiling Reduction		
							Equals Adjusted Total		637,732.00

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI COUNTY WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 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									
2		1.00							1.00
3									
4		1.00							1.00
5		1.50							1.50
6			1.00						1.00
7		1.00							1.00
8									
9			1.00						1.00
10									
11									
12									
13							1.00		1.00
14									
15							1.00		1.00
16									
17									
18									
19									
20									
21							1.00		1.00
22									
23					1.00				1.00
24									
25									
26							1.00		1.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
Total		5.50	2.00		1.00		4.00		12.50
								Less Ceiling Reduction -	-----
								Adjusted Total	12.50

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI COUNTY WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
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UPSHUR COUNTY SCHOOL DISTRICT

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		43,773.00							43,773.00
5		66,438.00							66,438.00
6			45,571.00						45,571.00
7		45,329.00							45,329.00
8									
9			47,127.00						47,127.00
10									
11									
12									
13							53,252.00		53,252.00
14									
15							54,289.00		54,289.00
16									
17									
18									
19									
20									
21							57,400.00		57,400.00
22									
23					56,916.00				56,916.00
24									
25									
26							59,993.00		59,993.00
27									
28									
29									
30									
31									
32									
33									
34									
35									
<b>Total</b>		198,032.00	92,698.00		56,916.00		224,934.00		614,035.00
							Plus 20+ Year Supplement	(1 Personnel at \$600)	600.00
							Plus National Board Certified Supplement	(0 Personnel at \$3500)	0.00
							1 & 3 Math/Sp Ed 3 Step	(0 Personnel at \$1764)	0.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								<b>Equals Grand Total</b>	<b>614,635.00</b>
								Divided by FTE	12.50
								Equals Average Salary	49170.80
								Less Formula Ceiling Reduction	
								<b>Equals Adjusted Total</b>	<b>614,635.00</b>

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI COUNTY WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

ENTIRE STATE

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		2.00							2.00
1		1.00							1.00
2		4.00					1.00		5.00
3									
4		2.00					2.00		4.00
5		4.50					0.83		5.33
6		2.00	1.00				1.00		4.00
7		7.00			1.00		1.00		9.00
8		0.87					2.00		2.87
9		1.00	2.00				1.00		4.00
10		2.00						1.00	3.00
11		2.00							2.00
12		2.00					1.00		3.00
13		2.00		1.00			1.00		4.00
14		2.00			1.00				3.00
15		1.00	1.00		2.00		2.00		6.00
16				1.00					1.00
17		1.00		1.00			1.00		3.00
18		2.00					2.00		4.00
19						1.00	5.00		6.00
20		2.00			1.00		1.00		4.00
21		2.00				1.00	1.00		4.00
22							1.00		1.00
23				1.00	1.00		1.00		3.00
24				1.00			1.00		2.00
25							1.00		1.00
26							5.00		5.00
27				1.00	1.00		2.00		4.00
28									
29							2.00		2.00
30									
31		1.00	1.00				1.25		3.25
32							1.00	1.00	2.00
33									
34					1.00				1.00
35					1.00	1.00			2.00
Total		43.37	5.00	6.00	9.00	3.00	38.08	2.00	106.45
								Less Ceiling Reduction -	-----
								Adjusted Total	106.45

West Virginia Department of Education  
 Teacher Distribution by Degree and Years Service  
 MULTI COUNTY WITHOUT NURSES, COUNSELORS  
 2024-2025 School Year  
 (Used for the 2025-2026 Comps)

ENTIRE STATE

YEARS	3RD	AB	AB+15	MA	MA+15	MA+30	MA+45	DR	TOTAL
0		82,910.00							82,910.00
1		41,973.00							41,973.00
2		169,968.00					47,303.00		217,271.00
3									0,000.00
4		87,546.00					97,168.00		184,714.00
5		199,314.00					40,755.49		240,069.49
6		89,620.00	45,571.00				49,621.00		184,812.00
7		317,303.00			48,618.00		50,140.00		416,061.00
8		39,886.89					101,316.00		141,202.89
9		46,366.00	94,254.00				51,177.00		191,797.00
10		93,772.00						52,731.00	146,503.00
11		94,808.00							94,808.00
12		95,846.00					52,733.00		148,579.00
13		96,882.00		50,970.00			53,252.00		201,104.00
14		97,920.00			52,249.00				150,169.00
15		49,478.00	50,239.00		105,534.00		108,578.00		313,829.00
16				52,525.00					52,525.00
17		50,515.00		53,044.00			55,326.00		158,885.00
18		102,068.00					111,690.00		213,758.00
19						55,602.00	281,815.00		337,417.00
20		104,142.00			55,360.00		56,882.00		216,384.00
21		105,178.00				56,639.00	57,400.00		219,217.00
22							57,919.00		57,919.00
23				56,155.00	56,916.00		58,437.00		171,508.00
24				56,674.00			58,956.00		115,630.00
25							59,474.00		59,474.00
26							299,965.00		299,965.00
27				58,229.00	58,990.00		121,022.00		238,241.00
28									0,000.00
29							123,096.00		123,096.00
30									0,000.00
31		57,775.00	58,536.00				78,231.25		194,542.25
32							63,104.00	64,139.00	127,243.00
33									0,000.00
34					62,620.00				62,620.00
35					63,138.00	63,899.00			127,037.00
Total		2,023,270.89	248,600.00	327,597.00	503,425.00	176,140.00	2,135,360.74	116,870.00	5,531,263.63
							Plus 20+ Year Supplement	(24.25 Personnel at \$600)	14,550.00
							Plus National Board Certified Supplement	(2 Personnel at \$3500)	7,000.00
							1 & 3 Math/Sp Ed 3 Step	(4 Personnel at \$1764)	7,056.00
							2 & 4 Math/Sp Ed 3 Step	(0 Personnel at \$2008)	0.00
							5 Math/Sp Ed 3 Step	(0 Personnel at \$3528)	0.00
							6 Math/Sp Ed 3 Step	(0 Personnel at \$3772)	0.00
								Equals Grand Total	5,559,869.63
								Divided by FTE	106.45
								Equals Average Salary	52,229.87
								Less Formula Ceiling Reduction	
								Equals Adjusted Total	5,559,869.63