

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BARBOUR COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | 1.00 | 5.00 | 1.00 | 2.00 | 1.00 | | | | 10.00 |
| 1 | | 5.00 | | 1.00 | | | | | 6.00 |
| 2 | | 3.00 | | 4.00 | 1.00 | | | | 8.00 |
| 3 | | 6.00 | | 1.00 | | 1.00 | | | 8.00 |
| 4 | | 2.00 | 1.00 | 1.00 | | | | | 4.00 |
| 5 | | 4.00 | 2.00 | | | 1.00 | | | 7.00 |
| 6 | | 2.00 | 1.00 | 3.00 | | | | | 6.00 |
| 7 | | 1.00 | 1.00 | | | | | | 2.00 |
| 8 | | 1.00 | | 1.00 | 2.00 | 1.00 | | | 5.00 |
| 9 | | | | | 1.00 | 1.00 | | | 2.00 |
| 10 | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | | 5.00 |
| 11 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 12 | | 1.00 | 1.00 | 2.50 | | | 1.00 | | 5.50 |
| 13 | | 1.00 | 4.00 | 1.00 | 6.00 | | | | 12.00 |
| 14 | | 1.00 | 1.00 | | 1.00 | 2.00 | | | 5.00 |
| 15 | | | 2.00 | | | 1.00 | 0.70 | | 3.70 |
| 16 | | | 1.00 | | 3.00 | 1.00 | 1.00 | | 6.00 |
| 17 | | 1.00 | | | | 2.00 | | | 3.00 |
| 18 | | | | 1.00 | 0.50 | 1.00 | 1.00 | | 3.50 |
| 19 | | | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 5.00 |
| 20 | | | | | | | | | |
| 21 | | | 1.00 | 1.00 | | 1.00 | 2.00 | | 5.00 |
| 22 | | | 1.00 | | 3.00 | | 1.00 | | 5.00 |
| 23 | | 1.00 | 1.00 | | | 1.00 | | | 3.00 |
| 24 | | | 1.00 | 1.00 | | | 1.00 | | 3.00 |
| 25 | | | 1.00 | | 2.00 | 1.00 | | | 4.00 |
| 26 | | 0.90 | | | | 1.00 | 2.00 | | 3.90 |
| 27 | | | | | | | 0.85 | | 0.85 |
| 28 | | | | | 1.00 | | 1.00 | | 2.00 |
| 29 | | | 1.00 | | | | 1.00 | | 2.00 |
| 30 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 31 | | | 1.00 | | | | 1.80 | | 2.80 |
| 32 | | | 2.00 | 1.00 | | | 2.65 | | 5.65 |
| 33 | | | 1.00 | | | | 2.54 | 1.00 | 4.54 |
| 34 | | | | | | | 1.00 | | 1.00 |
| 35 | | | 6.00 | | | | 7.00 | | 13.00 |
| Total | 1.00 | 35.90 | 34.00 | 22.50 | 24.50 | 18.00 | 30.54 | 2.00 | 168.44 |
| | | | | | | | | Less Ceiling Reduction - | 1.41 |
| | | | | | | | | Adjusted Total | 167.03 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BARBOUR COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|------------|--------------|------------|---|------------------------------------|--------------|
| 0 | 32,746.00 | 172,275.00 | 35,216.00 | 73,966.00 | 37,744.00 | | | | 351,947.00 |
| 1 | | 174,865.00 | | 37,502.00 | | | | | 212,367.00 |
| 2 | | 106,476.00 | | 152,080.00 | 38,781.00 | | | | 297,337.00 |
| 3 | | 216,066.00 | | 38,539.00 | | 40,060.00 | | | 294,665.00 |
| 4 | | 73,546.00 | 37,534.00 | 39,302.00 | | | | | 150,382.00 |
| 5 | | 149,168.00 | 76,106.00 | | | 41,342.00 | | | 266,616.00 |
| 6 | | 75,620.00 | 38,571.00 | 121,017.00 | | | | | 235,208.00 |
| 7 | | 38,329.00 | 39,090.00 | | | | | | 77,419.00 |
| 8 | | 38,847.00 | | 41,376.00 | 84,274.00 | 42,897.00 | | | 207,394.00 |
| 9 | | | | | 42,655.00 | 43,416.00 | | | 86,071.00 |
| 10 | | 39,886.00 | 40,646.00 | 42,414.00 | 43,175.00 | 43,936.00 | | | 210,057.00 |
| 11 | | | 41,165.00 | | 43,693.00 | | 45,215.00 | | 130,073.00 |
| 12 | | 40,923.00 | 41,683.00 | 108,627.50 | | | 45,733.00 | | 236,966.50 |
| 13 | | 41,441.00 | 168,808.00 | 43,970.00 | 268,380.00 | | | | 522,599.00 |
| 14 | | 41,960.00 | 42,720.00 | | 45,249.00 | 92,020.00 | | | 221,949.00 |
| 15 | | | 86,478.00 | | | 46,528.00 | 33,102.30 | | 166,108.30 |
| 16 | | | 43,757.00 | | 138,858.00 | 47,047.00 | 47,807.00 | | 277,469.00 |
| 17 | | 43,515.00 | | | | 95,130.00 | | | 138,645.00 |
| 18 | | | | 46,562.00 | 23,661.50 | 48,084.00 | 48,845.00 | | 167,152.50 |
| 19 | | | | 47,081.00 | 47,842.00 | 48,602.00 | 49,363.00 | 50,398.00 | 243,286.00 |
| 20 | | | | | | | | | |
| 21 | | | 46,350.00 | 48,118.00 | | 49,639.00 | 100,800.00 | | 244,907.00 |
| 22 | | | 46,869.00 | | 148,191.00 | | 50,919.00 | | 245,979.00 |
| 23 | | 46,627.00 | 47,387.00 | | | 50,676.00 | | | 144,690.00 |
| 24 | | | 47,906.00 | 49,674.00 | | | 51,956.00 | | 149,536.00 |
| 25 | | | 48,424.00 | | 101,906.00 | 51,714.00 | | | 202,044.00 |
| 26 | | 43,363.80 | | | | 52,232.00 | 105,986.00 | | 201,581.80 |
| 27 | | | | | | | 45,484.35 | | 45,484.35 |
| 28 | | | | | 52,508.00 | | 54,030.00 | | 106,538.00 |
| 29 | | | 50,498.00 | | | | 54,548.00 | | 105,046.00 |
| 30 | | | 51,017.00 | | | 54,306.00 | 55,067.00 | | 160,390.00 |
| 31 | | | 51,536.00 | | | | 100,053.00 | | 151,589.00 |
| 32 | | | 104,108.00 | 53,822.00 | | | 148,675.60 | | 306,605.60 |
| 33 | | | 52,573.00 | | | | 143,822.42 | 57,658.00 | 254,053.42 |
| 34 | | | | | | | 57,141.00 | | 57,141.00 |
| 35 | | | 321,660.00 | | | | 403,620.00 | | 725,280.00 |
| Total | 32,746.00 | 1,342,907.80 | 1,560,102.00 | 944,050.50 | 1,116,917.50 | 847,629.00 | 1,642,167.67 | 108,056.00 | 7,594,576.47 |
| | | | | | | | Plus 20+ Year Supplement | (51.4419 Personnel at \$600) | 30,865.14 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 7,628,941.61 |
| | | | | | | | Divided by FTE | | 168.44 |
| | | | | | | | Equals Avg Salary | | 45,291.75 |
| | | | | | | | Less Formula Ceiling Reduction | | 63,861.37 |
| | | | | | | | Equals Adjusted Total | | 7,565,080.24 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

BERKELEY COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|--------|--------|--------|--------|--------|--------|--------------------------|----------|
| 0 | 1.00 | 88.50 | 1.00 | 22.00 | 2.00 | 1.00 | | | 115.50 |
| 1 | | 61.00 | | 13.00 | 5.00 | 1.00 | | | 80.00 |
| 2 | | 46.00 | 5.00 | 14.00 | 4.00 | | 1.00 | | 70.00 |
| 3 | | 41.00 | 8.00 | 23.00 | 3.00 | 2.00 | | | 77.00 |
| 4 | | 32.00 | 9.00 | 3.00 | 6.00 | 1.00 | 1.00 | | 52.00 |
| 5 | | 27.00 | 9.00 | 14.00 | 8.00 | 2.00 | 3.00 | | 63.00 |
| 6 | | 23.00 | 11.00 | 13.00 | 3.00 | 7.00 | 2.00 | 1.00 | 60.00 |
| 7 | | 12.00 | 5.00 | 6.00 | 12.00 | 8.00 | 4.00 | | 47.00 |
| 8 | | 10.00 | 5.00 | 7.00 | 11.00 | 7.00 | 2.00 | | 42.00 |
| 9 | | 11.00 | 7.00 | 6.00 | 6.00 | 7.00 | 6.00 | | 43.00 |
| 10 | | 13.00 | 13.00 | 4.00 | 8.00 | 9.00 | 8.00 | | 55.00 |
| 11 | | 14.00 | 16.00 | 9.00 | 8.00 | 5.00 | 9.00 | | 61.00 |
| 12 | | 12.00 | 19.00 | 11.00 | 9.00 | 7.00 | 5.00 | 1.00 | 64.00 |
| 13 | | 4.00 | 12.00 | 6.00 | 12.00 | 4.00 | 12.00 | | 50.00 |
| 14 | | 11.00 | 9.00 | 3.00 | 9.00 | 11.50 | 9.00 | | 52.50 |
| 15 | | 3.00 | 18.00 | 5.00 | 7.00 | 6.00 | 11.00 | 2.00 | 52.00 |
| 16 | | 3.00 | 7.00 | 4.00 | 7.00 | 6.00 | 6.00 | 2.00 | 35.00 |
| 17 | | 6.00 | 17.00 | 3.00 | 5.00 | 9.00 | 8.00 | | 48.00 |
| 18 | | 1.00 | 15.00 | 2.00 | 3.00 | 6.50 | 6.00 | 2.00 | 35.50 |
| 19 | | 2.00 | 13.00 | 4.00 | 5.00 | 5.00 | 8.00 | 1.00 | 38.00 |
| 20 | | 1.00 | 8.00 | 2.00 | 4.00 | 6.00 | 7.10 | 2.00 | 30.10 |
| 21 | | 3.00 | 7.50 | | 2.00 | | 8.00 | 2.00 | 22.50 |
| 22 | | | 8.00 | 2.00 | | 7.00 | 10.50 | 1.00 | 28.50 |
| 23 | | 1.00 | 6.00 | | 3.00 | | 7.00 | 1.00 | 18.00 |
| 24 | | 3.00 | 5.00 | 1.00 | 1.00 | 5.10 | 5.50 | | 20.60 |
| 25 | | 1.00 | 2.00 | 1.00 | 1.00 | 9.00 | 7.00 | | 21.00 |
| 26 | | | 1.00 | 1.00 | 2.00 | 4.00 | 4.00 | 1.00 | 13.00 |
| 27 | | | 6.00 | 1.00 | 1.00 | 2.00 | 6.00 | | 16.00 |
| 28 | | | 7.00 | | 4.00 | 3.00 | 8.00 | 1.00 | 23.00 |
| 29 | | | 3.00 | 1.00 | 2.00 | 2.00 | 8.00 | | 16.00 |
| 30 | | 1.00 | 3.00 | | 2.00 | 1.00 | 9.00 | | 16.00 |
| 31 | | | 4.00 | | 2.00 | 3.00 | 5.00 | | 14.00 |
| 32 | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 8.00 |
| 33 | | | 7.00 | 1.00 | | 1.00 | 4.00 | | 13.00 |
| 34 | | | | | 1.00 | 1.00 | 4.00 | | 6.00 |
| 35 | | 2.00 | 5.00 | 5.60 | 8.00 | 6.00 | 25.10 | 1.00 | 52.70 |
| Total | 1.00 | 433.50 | 273.50 | 188.60 | 167.00 | 156.10 | 221.20 | 18.00 | 1,458.90 |
| | | | | | | | | Less Ceiling Reduction - | 44.27 |
| | | | | | | | | Adjusted Total | 1,414.63 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

BERKELEY COUNTY SCHOOLS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|---------------|---------------|--------------|--------------|--------------|---|----------------------------------|---------------|
| 0 | 32,746.00 | 3,049,267.50 | 35,216.00 | 813,626.00 | 75,488.00 | 38,505.00 | | | 4,044,848.50 |
| 1 | | 2,133,353.00 | | 487,526.00 | 191,315.00 | 39,023.00 | | | 2,851,217.00 |
| 2 | | 1,632,632.00 | 181,265.00 | 532,280.00 | 155,124.00 | | 40,303.00 | | 2,541,604.00 |
| 3 | | 1,476,451.00 | 294,168.00 | 886,397.00 | 117,900.00 | 80,120.00 | | | 2,855,036.00 |
| 4 | | 1,176,736.00 | 337,806.00 | 117,906.00 | 240,378.00 | 40,823.00 | 41,584.00 | | 1,955,233.00 |
| 5 | | 1,006,884.00 | 342,477.00 | 557,480.00 | 324,648.00 | 82,684.00 | 126,309.00 | | 2,440,482.00 |
| 6 | | 869,630.00 | 424,281.00 | 524,407.00 | 123,300.00 | 293,020.00 | 85,242.00 | 43,656.00 | 2,363,536.00 |
| 7 | | 459,948.00 | 195,450.00 | 245,142.00 | 499,416.00 | 339,032.00 | 172,560.00 | | 1,911,548.00 |
| 8 | | 388,470.00 | 198,040.00 | 289,632.00 | 463,507.00 | 300,279.00 | 87,316.00 | | 1,727,244.00 |
| 9 | | 433,026.00 | 280,889.00 | 251,364.00 | 255,930.00 | 303,912.00 | 265,062.00 | | 1,790,183.00 |
| 10 | | 518,518.00 | 528,398.00 | 169,656.00 | 345,400.00 | 395,424.00 | 357,568.00 | | 2,314,964.00 |
| 11 | | 565,656.00 | 658,640.00 | 386,397.00 | 349,544.00 | 222,270.00 | 406,935.00 | | 2,589,442.00 |
| 12 | | 491,076.00 | 791,977.00 | 477,961.00 | 397,908.00 | 314,811.00 | 228,665.00 | 46,768.00 | 2,749,166.00 |
| 13 | | 165,764.00 | 506,424.00 | 263,820.00 | 536,760.00 | 181,964.00 | 555,024.00 | | 2,209,756.00 |
| 14 | | 461,560.00 | 384,480.00 | 133,464.00 | 407,241.00 | 529,115.00 | 420,930.00 | | 2,336,790.00 |
| 15 | | 127,434.00 | 778,302.00 | 225,035.00 | 320,369.00 | 279,168.00 | 520,179.00 | 96,648.00 | 2,347,135.00 |
| 16 | | 128,991.00 | 306,299.00 | 182,100.00 | 324,002.00 | 282,282.00 | 286,842.00 | 97,684.00 | 1,608,200.00 |
| 17 | | 261,090.00 | 752,692.00 | 138,132.00 | 234,025.00 | 428,085.00 | 386,608.00 | | 2,200,632.00 |
| 18 | | 44,034.00 | 671,925.00 | 93,124.00 | 141,969.00 | 312,546.00 | 293,070.00 | 99,760.00 | 1,656,428.00 |
| 19 | | 89,104.00 | 589,069.00 | 188,324.00 | 239,210.00 | 243,010.00 | 394,904.00 | 50,398.00 | 1,794,019.00 |
| 20 | | 45,071.00 | 366,656.00 | 95,198.00 | 193,440.00 | 294,726.00 | 354,162.20 | 101,834.00 | 1,451,087.20 |
| 21 | | 136,767.00 | 347,625.00 | | 97,758.00 | | 403,200.00 | 102,870.00 | 1,088,220.00 |
| 22 | | | 374,952.00 | 97,272.00 | | 351,106.00 | 534,649.50 | 51,954.00 | 1,409,933.50 |
| 23 | | 46,627.00 | 284,322.00 | | 149,748.00 | | 360,059.00 | 52,472.00 | 893,228.00 |
| 24 | | 141,435.00 | 239,530.00 | 49,674.00 | 50,434.00 | 261,094.50 | 285,758.00 | | 1,027,925.50 |
| 25 | | 47,664.00 | 96,848.00 | 50,192.00 | 50,953.00 | 465,426.00 | 367,318.00 | | 1,078,401.00 |
| 26 | | | 48,943.00 | 50,711.00 | 102,942.00 | 208,928.00 | 211,972.00 | 54,028.00 | 677,524.00 |
| 27 | | | 296,766.00 | 51,229.00 | 51,990.00 | 105,502.00 | 321,066.00 | | 826,553.00 |
| 28 | | | 349,860.00 | | 210,032.00 | 159,807.00 | 432,240.00 | 55,065.00 | 1,207,004.00 |
| 29 | | | 151,494.00 | 52,266.00 | 106,054.00 | 107,576.00 | 436,384.00 | | 853,774.00 |
| 30 | | 50,256.00 | 153,051.00 | | 107,090.00 | 54,306.00 | 495,603.00 | | 860,306.00 |
| 31 | | | 206,144.00 | | 108,128.00 | 164,475.00 | 277,925.00 | | 756,672.00 |
| 32 | | 51,293.00 | 104,108.00 | 53,822.00 | 54,583.00 | 55,343.00 | 112,208.00 | | 431,357.00 |
| 33 | | | 368,011.00 | 54,340.00 | | 55,862.00 | 226,492.00 | | 704,705.00 |
| 34 | | | | | 55,620.00 | 56,380.00 | 228,564.00 | | 340,564.00 |
| 35 | | 105,698.00 | 268,050.00 | 310,111.20 | 449,104.00 | 341,394.00 | 1,447,266.00 | 58,695.00 | 2,980,318.20 |
| Total | 32,746.00 | 16,104,435.50 | 11,914,158.00 | 7,828,588.20 | 7,531,310.00 | 7,387,998.50 | 11,163,967.70 | 911,832.00 | 62,875,035.90 |
| | | | | | | | Plus 20+ Year Supplement | (264.3 Personnel at \$600) | 158,580.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (65 Personnel at \$3500) | 227,500.00 |
| | | | | | | | Equals Grand Totl | | 63,261,115.90 |
| | | | | | | | Divided by FTE | | 1,458.90 |
| | | | | | | | Equals Avg Salary | | 43,362.20 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,919,644.59 |
| | | | | | | | Equals Adjusted Total | | 61,341,471.31 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 23.00 | | | 1.00 | | | | 24.00 |
| 1 | | 5.00 | | 1.00 | | | | | 6.00 |
| 2 | | 8.00 | 1.00 | 1.00 | | | | | 10.00 |
| 3 | | 5.00 | 1.00 | 3.00 | | | | | 9.00 |
| 4 | | 6.00 | 1.00 | 3.00 | | 1.00 | 1.00 | | 12.00 |
| 5 | | 4.00 | 1.00 | 1.00 | | | | | 6.00 |
| 6 | | 2.00 | 1.00 | 2.00 | 3.00 | 1.00 | | | 9.00 |
| 7 | | 5.00 | 1.00 | 3.00 | 1.00 | | 1.00 | | 11.00 |
| 8 | | 4.00 | 3.00 | 1.00 | 1.00 | | | | 9.00 |
| 9 | | 3.00 | 4.00 | 2.00 | 1.00 | 2.00 | 1.00 | | 13.00 |
| 10 | | 2.00 | 2.00 | 2.00 | 4.00 | 1.00 | | | 11.00 |
| 11 | | | 5.00 | 1.00 | 2.00 | 1.00 | 2.00 | | 11.00 |
| 12 | | 4.00 | 6.00 | 1.00 | 3.00 | 1.00 | 1.00 | | 16.00 |
| 13 | | 2.00 | 5.00 | 4.00 | 2.00 | 3.00 | 1.00 | | 17.00 |
| 14 | | | 3.00 | | | 2.00 | 3.00 | 1.00 | 9.00 |
| 15 | | 1.94 | 1.00 | | 1.00 | 1.00 | 1.00 | | 5.94 |
| 16 | | 1.00 | 2.00 | 1.00 | 2.00 | | 2.00 | | 8.00 |
| 17 | | 1.00 | 1.00 | | 1.00 | 4.00 | 1.00 | | 8.00 |
| 18 | | | 1.00 | | | 1.00 | | | 2.00 |
| 19 | | 1.00 | 2.00 | | | 1.00 | 1.00 | | 5.00 |
| 20 | | | 1.00 | 1.00 | | | 2.00 | | 4.00 |
| 21 | | | 2.00 | 1.00 | 2.00 | 2.00 | 3.00 | | 10.00 |
| 22 | | | 3.00 | 1.00 | | | 1.00 | | 5.00 |
| 23 | | | | | 1.00 | 2.00 | | | 3.00 |
| 24 | | | 1.00 | | | | 1.00 | | 2.00 |
| 25 | | | 1.00 | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 26 | | | 1.00 | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 27 | | | 2.00 | | 2.00 | | 4.00 | 1.00 | 9.00 |
| 28 | | | 1.00 | | | 1.00 | 4.00 | | 6.00 |
| 29 | | | 7.00 | | | 1.00 | 3.00 | | 11.00 |
| 30 | | | 2.00 | | 1.00 | | 2.05 | | 5.05 |
| 31 | | | 3.00 | | | 1.00 | 1.00 | | 5.00 |
| 32 | | | 2.00 | | | | 1.00 | | 3.00 |
| 33 | | | 2.00 | | | | 1.00 | | 3.00 |
| 34 | | | 1.00 | | | 1.00 | 3.00 | | 5.00 |
| 35 | | | 3.00 | | | 1.00 | 8.00 | | 12.00 |
| Total | | 77.94 | 73.00 | 29.00 | 30.00 | 30.00 | 51.05 | 2.00 | 292.99 |
| | | | | | | | | Less Ceiling Reduction - | 14.28 |
| | | | | | | | | Adjusted Total | 278.71 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BOONE COUNTY

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | | 792,465.00 | | | 37,744.00 | | | | 830,209.00 |
| 1 | | 174,865.00 | | 37,502.00 | | | | | 212,367.00 |
| 2 | | 283,936.00 | 36,253.00 | 38,020.00 | | | | | 358,209.00 |
| 3 | | 180,055.00 | 36,771.00 | 115,617.00 | | | | | 332,443.00 |
| 4 | | 220,638.00 | 37,534.00 | 117,906.00 | | 40,823.00 | 41,584.00 | | 458,485.00 |
| 5 | | 149,168.00 | 38,053.00 | 39,820.00 | | | | | 227,041.00 |
| 6 | | 75,620.00 | 38,571.00 | 80,678.00 | 123,300.00 | 41,860.00 | | | 360,029.00 |
| 7 | | 191,645.00 | 39,090.00 | 122,571.00 | 41,618.00 | | 43,140.00 | | 438,064.00 |
| 8 | | 155,388.00 | 118,824.00 | 41,376.00 | 42,137.00 | | | | 357,725.00 |
| 9 | | 118,098.00 | 160,508.00 | 83,788.00 | 42,655.00 | 86,832.00 | 44,177.00 | | 536,058.00 |
| 10 | | 79,772.00 | 81,292.00 | 84,828.00 | 172,700.00 | 43,936.00 | | | 462,528.00 |
| 11 | | | 205,825.00 | 42,933.00 | 87,386.00 | 44,454.00 | 90,430.00 | | 471,028.00 |
| 12 | | 163,692.00 | 250,098.00 | 43,451.00 | 132,636.00 | 44,973.00 | 45,733.00 | | 680,583.00 |
| 13 | | 82,882.00 | 211,010.00 | 175,880.00 | 89,460.00 | 136,473.00 | 46,252.00 | | 741,957.00 |
| 14 | | | 128,160.00 | | | 92,020.00 | 140,310.00 | 47,805.00 | 408,295.00 |
| 15 | | 82,407.32 | 43,239.00 | | 45,767.00 | 46,528.00 | 47,289.00 | | 265,230.32 |
| 16 | | 42,997.00 | 87,514.00 | 45,525.00 | 92,572.00 | | 95,614.00 | | 364,222.00 |
| 17 | | 43,515.00 | 44,276.00 | | 46,805.00 | 190,260.00 | 48,326.00 | | 373,182.00 |
| 18 | | | 44,795.00 | | | 48,084.00 | | | 92,879.00 |
| 19 | | 44,552.00 | 90,626.00 | | | 48,602.00 | 49,363.00 | | 233,143.00 |
| 20 | | | 45,832.00 | 47,599.00 | | | 99,764.00 | | 193,195.00 |
| 21 | | | 92,700.00 | 48,118.00 | 97,758.00 | 99,278.00 | 151,200.00 | | 489,054.00 |
| 22 | | | 140,607.00 | 48,636.00 | | | 50,919.00 | | 240,162.00 |
| 23 | | | | | 49,916.00 | 101,352.00 | | | 151,268.00 |
| 24 | | | 47,906.00 | | | | 51,956.00 | | 99,862.00 |
| 25 | | | 48,424.00 | | 50,953.00 | 51,714.00 | 52,474.00 | | 203,565.00 |
| 26 | | | 48,943.00 | | 51,471.00 | 52,232.00 | 52,993.00 | | 205,639.00 |
| 27 | | | 98,922.00 | | 103,980.00 | | 214,044.00 | 54,546.00 | 471,492.00 |
| 28 | | | 49,980.00 | | | 53,269.00 | 216,120.00 | | 319,369.00 |
| 29 | | | 353,486.00 | | | 53,788.00 | 163,644.00 | | 570,918.00 |
| 30 | | | 102,034.00 | | 53,545.00 | | 112,887.35 | | 268,466.35 |
| 31 | | | 154,608.00 | | | 54,825.00 | 55,585.00 | | 265,018.00 |
| 32 | | | 104,108.00 | | | | 56,104.00 | | 160,212.00 |
| 33 | | | 105,146.00 | | | | 56,623.00 | | 161,769.00 |
| 34 | | | 53,091.00 | | 171,423.00 | 56,380.00 | 171,423.00 | | 280,894.00 |
| 35 | | | 160,830.00 | | | 56,899.00 | 461,280.00 | | 679,009.00 |
| Total | | 2,881,695.32 | 3,299,056.00 | 1,214,248.00 | 1,362,403.00 | 1,444,582.00 | 2,659,234.35 | 102,351.00 | 12,963,569.67 |
| | | | | | | | Plus 20+ Year Supplement | (81.5 Personnel at \$600) | 48,900.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 13,019,469.67 |
| | | | | | | | Divided by FTE | | 292.99 |
| | | | | | | | Equals Avg Salary | | 44,436.57 |
| | | | | | | | Less Formula Ceiling Reduction | | 634,554.22 |
| | | | | | | | Equals Adjusted Total | | 12,384,915.45 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BRAXTON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 4.00 | | 1.00 | | | | | 5.00 |
| 1 | | 4.00 | | | 1.00 | | | | 5.00 |
| 2 | | 4.00 | | 2.00 | | | 1.00 | | 7.00 |
| 3 | | 5.00 | 1.00 | 2.00 | | | | | 8.00 |
| 4 | | 3.81 | 1.00 | 1.00 | | | | | 5.81 |
| 5 | | 3.00 | 1.00 | | 1.00 | 1.00 | 1.00 | | 7.00 |
| 6 | | 3.00 | 1.00 | 1.00 | | | | | 5.00 |
| 7 | | 1.00 | 2.00 | 3.00 | | | | | 6.00 |
| 8 | | 1.00 | 2.00 | 1.00 | | | | | 4.00 |
| 9 | | | | 1.00 | | | 1.00 | | 2.00 |
| 10 | | | 1.00 | 3.00 | | 2.00 | | | 6.00 |
| 11 | | 1.00 | | 1.00 | 2.00 | | 1.00 | | 5.00 |
| 12 | | 2.00 | 1.00 | | 2.00 | 1.00 | | | 6.00 |
| 13 | | | 2.00 | 2.00 | 2.00 | | 1.00 | | 7.00 |
| 14 | | 2.00 | 1.00 | | 1.00 | 1.00 | | | 5.00 |
| 15 | | | 1.00 | | | | | | 1.00 |
| 16 | | | | | | | | | |
| 17 | | | | | 2.00 | 1.00 | 2.00 | | 5.00 |
| 18 | | 1.00 | | 1.00 | | | 0.67 | | 2.67 |
| 19 | | | 1.00 | 1.17 | | 1.00 | 1.00 | | 4.17 |
| 20 | | | | | 0.69 | 1.00 | | | 1.69 |
| 21 | | | 2.00 | | | | 0.52 | | 2.52 |
| 22 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 23 | | 2.00 | 1.00 | 1.00 | | 2.00 | 1.00 | | 7.00 |
| 24 | | | 1.00 | | | 1.00 | 0.96 | | 2.96 |
| 25 | | | 1.00 | | 1.00 | | | | 2.00 |
| 26 | | | 1.00 | | | 1.00 | 0.70 | | 2.70 |
| 27 | | | | | | 1.00 | | | 1.00 |
| 28 | | | 1.00 | | | | 2.00 | | 3.00 |
| 29 | | | 1.00 | | | 2.00 | 2.00 | | 5.00 |
| 30 | | | 1.00 | | 1.00 | | 2.00 | | 4.00 |
| 31 | | | | | | 1.00 | 1.00 | | 2.00 |
| 32 | | 1.00 | | | | | 2.00 | | 3.00 |
| 33 | | | 1.00 | | | 0.69 | | | 1.69 |
| 34 | | | | | | 1.00 | | 1.00 | 2.00 |
| 35 | | | 2.00 | | | 2.00 | | | 4.00 |
| Total | | 37.81 | 28.00 | 21.17 | 13.69 | 20.69 | 21.85 | 1.00 | 144.21 |
| | | | | | | | | Less Ceiling Reduction - | 0.62 |
| | | | | | | | | Adjusted Total | 143.59 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BRAXTON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|------------|------------|--------------|---|-----------------------------------|--------------|
| 0 | | 137,820.00 | | 36,983.00 | | | | | 174,803.00 |
| 1 | | 139,892.00 | | | 38,263.00 | | | | 178,155.00 |
| 2 | | 141,968.00 | | 76,040.00 | | | 40,303.00 | | 258,311.00 |
| 3 | | 180,055.00 | 36,771.00 | 77,078.00 | | | | | 293,904.00 |
| 4 | | 140,105.13 | 37,534.00 | 39,302.00 | | | | | 216,941.13 |
| 5 | | 111,876.00 | 38,053.00 | | 40,581.00 | 41,342.00 | 42,103.00 | | 273,955.00 |
| 6 | | 113,430.00 | 38,571.00 | 40,339.00 | | | | | 192,340.00 |
| 7 | | 38,329.00 | 78,180.00 | 122,571.00 | | | | | 239,080.00 |
| 8 | | 38,847.00 | 79,216.00 | 41,376.00 | | | | | 159,439.00 |
| 9 | | | | 41,894.00 | | | 44,177.00 | | 86,071.00 |
| 10 | | | 40,646.00 | 127,242.00 | | 87,872.00 | | | 255,760.00 |
| 11 | 40,404.00 | | | 42,933.00 | 87,386.00 | | 45,215.00 | | 215,938.00 |
| 12 | 81,846.00 | | 41,683.00 | | 88,424.00 | 44,973.00 | | | 256,926.00 |
| 13 | | | 84,404.00 | 87,940.00 | 89,460.00 | | 46,252.00 | | 308,056.00 |
| 14 | 83,920.00 | | 42,720.00 | | 45,249.00 | 46,010.00 | | | 217,899.00 |
| 15 | | | 43,239.00 | | | | | | 43,239.00 |
| 16 | | | | | | | | | |
| 17 | | | | | 93,610.00 | 47,565.00 | 96,652.00 | | 237,827.00 |
| 18 | 44,034.00 | | | 46,562.00 | | | 32,726.15 | | 123,322.15 |
| 19 | | | 45,313.00 | 55,084.77 | | 48,602.00 | 49,363.00 | | 198,362.77 |
| 20 | | | | | 33,368.40 | 49,121.00 | | | 82,489.40 |
| 21 | | | 92,700.00 | | | | 26,208.00 | | 118,908.00 |
| 22 | | | 46,869.00 | | | 50,158.00 | 50,919.00 | | 147,946.00 |
| 23 | 93,254.00 | | 47,387.00 | 49,155.00 | | 101,352.00 | 51,437.00 | | 342,585.00 |
| 24 | | | 47,906.00 | | | 51,195.00 | 49,877.76 | | 148,978.76 |
| 25 | | | 48,424.00 | | 50,953.00 | | | | 99,377.00 |
| 26 | | | 48,943.00 | | | 52,232.00 | 37,095.10 | | 138,270.10 |
| 27 | | | | | | 52,751.00 | | | 52,751.00 |
| 28 | | | 49,980.00 | | | | 108,060.00 | | 158,040.00 |
| 29 | | | 50,498.00 | | | 107,576.00 | 109,096.00 | | 267,170.00 |
| 30 | | | 51,017.00 | | 53,545.00 | | 110,134.00 | | 214,696.00 |
| 31 | | | | | | 54,825.00 | 55,585.00 | | 110,410.00 |
| 32 | 51,293.00 | | | | | | 112,208.00 | | 163,501.00 |
| 33 | | | 52,573.00 | | | 38,544.78 | | | 91,117.78 |
| 34 | | | | | | 56,380.00 | | 58,176.00 | 114,556.00 |
| 35 | | | 107,220.00 | | | 113,798.00 | | | 221,018.00 |
| Total | | 1,437,073.13 | 1,249,847.00 | 884,499.77 | 620,839.40 | 1,044,296.78 | 1,107,411.01 | 58,176.00 | 6,402,143.09 |
| | | | | | | | Plus 20+ Year Supplement | (40.305 Personnel at \$600) | 24,183.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 6,429,826.09 |
| | | | | | | | Divided by FTE | | 144.21 |
| | | | | | | | Equals Avg Salary | | 44,586.55 |
| | | | | | | | Less Formula Ceiling Reduction | | 27,643.66 |
| | | | | | | | Equals Adjusted Total | | 6,402,182.43 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BROOKE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 1.00 | 1.00 | 1.00 | | | 1.00 | | 4.00 |
| 1 | | 3.00 | | | | | | 1.00 | 4.00 |
| 2 | | 1.00 | 1.00 | | | | | | 2.00 |
| 3 | | 4.00 | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 10.00 |
| 4 | | 5.00 | 2.00 | | 3.00 | 1.00 | | 1.00 | 12.00 |
| 5 | | 2.00 | | 1.00 | | 1.00 | | | 4.00 |
| 6 | | 6.00 | 2.00 | 3.00 | | 1.00 | | | 12.00 |
| 7 | | 1.00 | | | 1.00 | 3.00 | 2.00 | | 7.00 |
| 8 | | 6.00 | 4.00 | | 3.00 | 1.00 | 2.00 | | 16.00 |
| 9 | | 3.00 | 1.00 | 1.00 | 1.00 | | | | 6.00 |
| 10 | | | 3.00 | 2.00 | 3.00 | 1.00 | 2.00 | | 11.00 |
| 11 | | 1.00 | 6.00 | 2.00 | 1.00 | 1.00 | 2.00 | | 13.00 |
| 12 | | 2.00 | 3.00 | 1.00 | 2.00 | | 1.00 | 1.00 | 10.00 |
| 13 | | 1.00 | 4.00 | 1.00 | 1.00 | | 1.00 | | 8.00 |
| 14 | | 2.00 | 1.00 | 1.00 | 1.00 | | | 1.00 | 6.00 |
| 15 | | 1.00 | 3.00 | | 2.00 | 1.00 | 1.00 | | 8.00 |
| 16 | | | | 1.00 | | | 1.80 | | 2.80 |
| 17 | | 1.00 | 3.00 | | 2.00 | 3.50 | 3.00 | | 12.50 |
| 18 | | 1.00 | 2.00 | 1.00 | | | 2.00 | | 6.00 |
| 19 | | | 2.00 | | 1.00 | 1.00 | 5.00 | | 9.00 |
| 20 | | 1.00 | 3.00 | 1.00 | 3.00 | | | | 8.00 |
| 21 | | | 2.00 | | | 5.00 | 2.00 | | 9.00 |
| 22 | | | | | 1.00 | 2.00 | 1.00 | 0.25 | 4.25 |
| 23 | | | 1.00 | | 1.00 | | | | 2.00 |
| 24 | | | | | | | | | |
| 25 | | | | | | | 1.00 | | 1.00 |
| 26 | | | | | 1.00 | | 1.00 | | 2.00 |
| 27 | | | 1.00 | | | 1.00 | | | 2.00 |
| 28 | | | | | | | 2.00 | | 2.00 |
| 29 | | | | 1.00 | | | 2.00 | | 3.00 |
| 30 | | | 1.00 | | | | | | 1.00 |
| 31 | | | | | | 1.00 | 2.00 | | 3.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | | 1.00 | | 1.00 |
| 34 | | | | | | | | | |
| 35 | | | 1.00 | | 1.00 | 1.00 | 3.00 | | 6.00 |
| Total | | 42.00 | 48.00 | 19.00 | 29.00 | 25.50 | 39.80 | 4.25 | 207.55 |
| | | | | | | | | Less Ceiling Reduction - | 3.01 |
| | | | | | | | | Adjusted Total | 204.54 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

BROOKE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|------------|--------------|--------------|---|-------------------------------|--------------|
| 0 | | 34,455.00 | 35,216.00 | 36,983.00 | | | 39,266.00 | | 145,920.00 |
| 1 | | 104,919.00 | | | | | | 40,819.00 | 145,738.00 |
| 2 | | 35,492.00 | 36,253.00 | | | | | | 71,745.00 |
| 3 | | 144,044.00 | 36,771.00 | 77,078.00 | 39,300.00 | 40,060.00 | 40,821.00 | | 378,074.00 |
| 4 | | 183,865.00 | 75,068.00 | | 120,189.00 | 40,823.00 | | 42,619.00 | 462,564.00 |
| 5 | | 74,584.00 | | 39,820.00 | | 41,342.00 | | | 155,746.00 |
| 6 | | 226,860.00 | 77,142.00 | 121,017.00 | | 41,860.00 | | | 466,879.00 |
| 7 | | 38,329.00 | | | 41,618.00 | 127,137.00 | 86,280.00 | | 293,364.00 |
| 8 | | 233,082.00 | 158,432.00 | | 126,411.00 | 42,897.00 | 87,316.00 | | 648,138.00 |
| 9 | | 118,098.00 | 40,127.00 | 41,894.00 | 42,655.00 | | | | 242,774.00 |
| 10 | | | 121,938.00 | 84,828.00 | 129,525.00 | 43,936.00 | 89,392.00 | | 469,619.00 |
| 11 | | 40,404.00 | 246,990.00 | 85,866.00 | 43,693.00 | 44,454.00 | 90,430.00 | | 551,837.00 |
| 12 | | 81,846.00 | 125,049.00 | 43,451.00 | 88,424.00 | | 45,733.00 | 46,768.00 | 431,271.00 |
| 13 | | 41,441.00 | 168,808.00 | 43,970.00 | 44,730.00 | | 46,252.00 | | 345,201.00 |
| 14 | | 83,920.00 | 42,720.00 | 44,488.00 | 45,249.00 | | | 47,805.00 | 264,182.00 |
| 15 | | 42,478.00 | 129,717.00 | | 91,534.00 | 46,528.00 | 47,289.00 | | 357,546.00 |
| 16 | | | | 45,525.00 | | | 86,052.60 | | 131,577.60 |
| 17 | | 43,515.00 | 132,828.00 | | 93,610.00 | 166,477.50 | 144,978.00 | | 581,408.50 |
| 18 | | 44,034.00 | 89,590.00 | 46,562.00 | | | 97,690.00 | | 277,876.00 |
| 19 | | | 90,626.00 | | 47,842.00 | 48,602.00 | 246,815.00 | | 433,885.00 |
| 20 | | 45,071.00 | 137,496.00 | 47,599.00 | 145,080.00 | | | | 375,246.00 |
| 21 | | | 92,700.00 | | | 248,195.00 | 100,800.00 | | 441,695.00 |
| 22 | | | | | 49,397.00 | 100,316.00 | 50,919.00 | 12,988.50 | 213,620.50 |
| 23 | | | 47,387.00 | | 49,916.00 | | | | 97,303.00 |
| 24 | | | | | | | | | |
| 25 | | | | | | | 52,474.00 | | 52,474.00 |
| 26 | | | | | 51,471.00 | | 52,993.00 | | 104,464.00 |
| 27 | | | 49,461.00 | | | 52,751.00 | | | 102,212.00 |
| 28 | | | | | | | 108,060.00 | | 108,060.00 |
| 29 | | | | 52,266.00 | | | 109,096.00 | | 161,362.00 |
| 30 | | | 51,017.00 | | | | | | 51,017.00 |
| 31 | | | | | | 54,825.00 | 111,170.00 | | 165,995.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | | 56,623.00 | | 56,623.00 |
| 34 | | | | | | | | | |
| 35 | | | 53,610.00 | | 56,138.00 | 56,899.00 | 172,980.00 | | 339,627.00 |
| Total | | 1,616,437.00 | 2,038,946.00 | 811,347.00 | 1,306,782.00 | 1,197,102.50 | 1,963,429.60 | 190,999.50 | 9,125,043.60 |
| | | | | | | | Plus 20+ Year Supplement | (37 Personnel at \$600) | 22,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 9,154,243.60 |
| | | | | | | | Divided by FTE | | 207.55 |
| | | | | | | | Equals Avg Salary | | 44,106.21 |
| | | | | | | | Less Formula Ceiling Reduction | | 132,759.69 |
| | | | | | | | Equals Adjusted Total | | 9,021,483.91 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

CABELL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|---------------|---------------|--------------|---------------|---------------|---------------|--------------------------|---------------|
| 0 | | 18.00 | | 6.00 | | | 1.00 | | 25.00 |
| 1 | 1.00 | 15.00 | 1.00 | 2.00 | | 3.00 | 1.00 | | 23.00 |
| 2 | 1.00 | 24.00 | 5.00 | 9.00 | 4.00 | 2.00 | 2.00 | | 47.00 |
| 3 | | 20.00 | 8.00 | 2.00 | 2.00 | 1.00 | | | 33.00 |
| 4 | | 22.00 | 11.00 | 10.00 | 10.00 | 5.00 | 2.00 | | 60.00 |
| 5 | | 14.00 | 12.00 | 7.00 | 6.00 | 3.00 | 4.00 | | 46.00 |
| 6 | | 10.00 | 5.00 | 8.00 | 5.00 | 3.00 | 4.00 | 1.00 | 36.00 |
| 7 | | 6.00 | 10.00 | 1.00 | 4.00 | 9.00 | 4.00 | | 34.00 |
| 8 | | 9.00 | 7.00 | 2.00 | 9.50 | 9.00 | 7.00 | | 43.50 |
| 9 | | 7.00 | 6.00 | 3.00 | 4.00 | 8.00 | 7.50 | | 35.50 |
| 10 | | 4.00 | 8.00 | 3.00 | 8.00 | 3.00 | 5.00 | | 31.00 |
| 11 | 1.00 | 5.00 | 12.00 | 3.00 | 5.00 | 6.00 | 6.00 | | 38.00 |
| 12 | | 4.00 | 12.00 | 6.00 | 5.00 | 4.00 | 5.00 | | 36.00 |
| 13 | | 3.00 | 8.33 | 4.00 | 5.00 | 1.00 | 7.00 | | 28.33 |
| 14 | | 6.00 | 8.00 | 3.00 | 6.00 | 2.00 | 5.00 | | 30.00 |
| 15 | | 3.00 | 9.00 | 2.00 | 5.00 | 4.00 | 6.00 | | 29.00 |
| 16 | | 1.00 | 9.00 | 2.00 | 4.60 | 4.00 | 8.00 | 1.00 | 29.60 |
| 17 | | 2.00 | 7.00 | 5.00 | 2.00 | 1.00 | 7.00 | | 24.00 |
| 18 | | 1.00 | 5.00 | 3.00 | 3.00 | 4.00 | 4.00 | | 20.00 |
| 19 | | 3.00 | 9.00 | 2.00 | 2.00 | 4.00 | 8.00 | | 28.00 |
| 20 | | 1.00 | 10.00 | | 4.00 | 5.00 | 5.00 | | 25.00 |
| 21 | | 1.00 | 7.00 | 1.00 | 3.00 | 3.00 | 8.00 | | 23.00 |
| 22 | | | 7.00 | 2.00 | 2.00 | 4.00 | 5.00 | | 20.00 |
| 23 | | 1.00 | 4.00 | | 4.00 | 3.00 | 2.00 | | 14.00 |
| 24 | | | 1.00 | | 2.00 | 1.00 | 6.00 | | 10.00 |
| 25 | | | 1.00 | 1.00 | 3.00 | 4.00 | 10.00 | | 19.00 |
| 26 | | | 4.00 | 1.00 | 1.00 | 1.00 | 7.00 | | 14.00 |
| 27 | | 1.00 | 1.00 | | | | 6.00 | | 8.00 |
| 28 | | | 2.00 | 2.00 | 3.60 | 2.00 | 3.00 | | 12.60 |
| 29 | | | 5.00 | 2.00 | | 2.00 | 5.00 | | 14.00 |
| 30 | | 1.00 | 4.00 | | 1.00 | 2.00 | 4.00 | | 12.00 |
| 31 | | | 5.00 | | | 2.00 | 6.00 | | 13.00 |
| 32 | | | 2.00 | | 2.00 | 2.00 | 6.00 | | 12.00 |
| 33 | | | 2.00 | | | 2.00 | 9.00 | | 13.00 |
| 34 | | | 1.00 | | | 1.00 | 4.00 | | 6.00 |
| 35 | | 1.00 | 4.00 | 3.00 | | 5.00 | 23.05 | | 36.05 |
| Total | 3.00 | 183.00 | 212.33 | 95.00 | 115.70 | 115.00 | 202.55 | 2.00 | 928.58 |
| | | | | | | | | Less Ceiling Reduction - | 32.05 |
| | | | | | | | | Adjusted Total | 896.53 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

CABELL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------------|--------------|--------------|--------------|--------------|--------------|---|----------------------------------|---------------|
| 0 | | 620,190.00 | | 221,898.00 | | | 39,266.00 | | 881,354.00 |
| 1 | 33,074.00 | 524,595.00 | 35,734.00 | 75,004.00 | | 117,069.00 | 39,784.00 | | 825,260.00 |
| 2 | 33,402.00 | 851,808.00 | 181,265.00 | 342,180.00 | 155,124.00 | 79,084.00 | 80,606.00 | | 1,723,469.00 |
| 3 | | 720,220.00 | 294,168.00 | 77,078.00 | 78,600.00 | 40,060.00 | | | 1,210,126.00 |
| 4 | | 809,006.00 | 412,874.00 | 393,020.00 | 400,630.00 | 204,115.00 | 83,168.00 | | 2,302,813.00 |
| 5 | | 522,088.00 | 456,636.00 | 278,740.00 | 243,486.00 | 124,026.00 | 168,412.00 | | 1,793,388.00 |
| 6 | | 378,100.00 | 192,855.00 | 322,712.00 | 205,500.00 | 125,580.00 | 170,484.00 | 43,656.00 | 1,438,887.00 |
| 7 | | 229,974.00 | 390,900.00 | 40,857.00 | 166,472.00 | 381,411.00 | 172,560.00 | | 1,382,174.00 |
| 8 | | 349,623.00 | 277,256.00 | 82,752.00 | 400,301.50 | 386,073.00 | 305,606.00 | | 1,801,611.50 |
| 9 | | 275,562.00 | 240,762.00 | 125,682.00 | 170,620.00 | 347,328.00 | 331,327.50 | | 1,491,281.50 |
| 10 | | 159,544.00 | 325,168.00 | 127,242.00 | 345,400.00 | 131,808.00 | 223,480.00 | | 1,312,642.00 |
| 11 | 36,599.00 | 202,020.00 | 493,980.00 | 128,799.00 | 218,465.00 | 266,724.00 | 271,290.00 | | 1,617,877.00 |
| 12 | | 163,692.00 | 500,196.00 | 260,706.00 | 221,060.00 | 179,892.00 | 228,665.00 | | 1,554,211.00 |
| 13 | | 124,323.00 | 351,542.66 | 175,880.00 | 223,650.00 | 45,491.00 | 323,764.00 | | 1,244,650.66 |
| 14 | | 251,760.00 | 341,760.00 | 133,464.00 | 271,494.00 | 92,020.00 | 233,850.00 | | 1,324,348.00 |
| 15 | | 127,434.00 | 389,151.00 | 90,014.00 | 228,835.00 | 186,112.00 | 283,734.00 | | 1,305,280.00 |
| 16 | | 42,997.00 | 393,813.00 | 91,050.00 | 212,915.60 | 188,188.00 | 382,456.00 | 48,842.00 | 1,360,261.60 |
| 17 | | 87,030.00 | 309,932.00 | 230,220.00 | 93,610.00 | 47,565.00 | 338,282.00 | | 1,106,639.00 |
| 18 | | 44,034.00 | 223,975.00 | 139,686.00 | 141,969.00 | 192,336.00 | 195,380.00 | | 937,380.00 |
| 19 | | 133,656.00 | 407,817.00 | 94,162.00 | 95,684.00 | 194,408.00 | 394,904.00 | | 1,320,631.00 |
| 20 | | 45,071.00 | 458,320.00 | | 193,440.00 | 245,605.00 | 249,410.00 | | 1,191,846.00 |
| 21 | | 45,589.00 | 324,450.00 | 48,118.00 | 146,637.00 | 148,917.00 | 403,200.00 | | 1,116,911.00 |
| 22 | | | 328,083.00 | 97,272.00 | 98,794.00 | 200,632.00 | 254,595.00 | | 979,376.00 |
| 23 | | 46,627.00 | 189,548.00 | | 199,664.00 | 152,028.00 | 102,874.00 | | 690,741.00 |
| 24 | | | 47,906.00 | | 100,868.00 | 51,195.00 | 311,736.00 | | 511,705.00 |
| 25 | | | 48,424.00 | 50,192.00 | 152,859.00 | 206,856.00 | 524,740.00 | | 983,071.00 |
| 26 | | | 195,772.00 | 50,711.00 | 51,471.00 | 52,232.00 | 370,951.00 | | 721,137.00 |
| 27 | | 48,701.00 | 49,461.00 | | | | 321,066.00 | | 419,228.00 |
| 28 | | | 99,960.00 | 103,496.00 | 189,028.80 | 106,538.00 | 162,090.00 | | 661,112.80 |
| 29 | | | 252,490.00 | 104,532.00 | | 107,576.00 | 272,740.00 | | 737,338.00 |
| 30 | | 50,256.00 | 204,068.00 | | 53,545.00 | 108,612.00 | 220,268.00 | | 636,749.00 |
| 31 | | | 257,680.00 | | | 109,650.00 | 333,510.00 | | 700,840.00 |
| 32 | | | 104,108.00 | | 109,166.00 | 110,686.00 | 336,624.00 | | 660,584.00 |
| 33 | | | 105,146.00 | | | 111,724.00 | 509,607.00 | | 726,477.00 |
| 34 | | | 53,091.00 | | | 56,380.00 | 228,564.00 | | 338,035.00 |
| 35 | | 52,849.00 | 214,440.00 | 166,131.00 | | 284,495.00 | 1,329,063.00 | | 2,046,978.00 |
| Total | 103,075.00 | 6,906,749.00 | 9,152,731.66 | 4,051,598.00 | 5,169,288.90 | 5,382,416.00 | 10,198,056.50 | 92,498.00 | 41,056,413.06 |
| | | | | | | | Plus 20+ Year Supplement | (208.1 Personnel at \$600) | 124,860.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (29 Personnel at \$3500) | 101,500.00 |
| | | | | | | | Equals Grand Totl | | 41,282,773.06 |
| | | | | | | | Divided by FTE | | 928.58 |
| | | | | | | | Equals Avg Salary | | 44,457.96 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,424,877.62 |
| | | | | | | | Equals Adjusted Total | | 39,857,895.44 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

CALHOUN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|-------|-------|------|-------|-------|-------|--------------------------|-------|
| 0 | | 2.00 | | | | | | | 2.00 |
| 1 | | 5.00 | | | | | | | 5.00 |
| 2 | | 1.00 | 2.00 | | | | | | 3.00 |
| 3 | | | | | 1.00 | | | | 1.00 |
| 4 | | 2.00 | | 2.00 | | | | | 4.00 |
| 5 | | 1.00 | 1.00 | 1.00 | | | 1.00 | | 4.00 |
| 6 | | 2.00 | 2.00 | | 0.50 | 1.00 | | | 5.50 |
| 7 | | 1.00 | 1.00 | 1.00 | 1.00 | | | | 4.00 |
| 8 | | 1.00 | | 1.00 | | | | | 2.00 |
| 9 | | 3.00 | 2.00 | 1.80 | 1.00 | 1.00 | | | 8.80 |
| 10 | | 1.00 | | 1.00 | | | 1.00 | | 3.00 |
| 11 | | | 0.40 | | | | | | 0.40 |
| 12 | | 1.00 | 3.00 | | | | | | 4.00 |
| 13 | | | 1.00 | | | | | | 1.00 |
| 14 | | 1.00 | | | | 1.00 | 1.80 | 1.00 | 4.80 |
| 15 | | | 2.00 | | | | 1.00 | | 3.00 |
| 16 | | | | | 1.00 | | | | 1.00 |
| 17 | | | 1.00 | 1.00 | | | 0.05 | | 2.05 |
| 18 | | | 1.00 | 1.00 | | | | | 2.00 |
| 19 | | | | | | | | | |
| 20 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 21 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 22 | | | | | | | | | |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | | 1.00 | 1.00 | | 2.00 |
| 26 | | | | | | | 1.00 | | 1.00 |
| 27 | | | | | 1.00 | 1.00 | 1.00 | | 3.00 |
| 28 | | | | | | | | | |
| 29 | | | 2.00 | | 1.00 | | 2.00 | | 5.00 |
| 30 | | | 1.00 | | | | | | 1.00 |
| 31 | | | 2.00 | | | | 1.00 | | 3.00 |
| 32 | | | 1.00 | | | | 2.00 | | 3.00 |
| 33 | | | | | | | 1.00 | | 1.00 |
| 34 | | | | | | | 2.00 | | 2.00 |
| 35 | | | | | | | 1.00 | | 1.00 |
| Total | | 23.00 | 24.40 | 9.80 | 7.50 | 5.00 | 17.85 | 1.00 | 88.55 |
| | | | | | | | | Less Ceiling Reduction - | -3.38 |
| | | | | | | | | Adjusted Total | 91.93 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

CALHOUN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|-------------------|---------------------|-------------------|-------------------|-------------------|---|-------------------------------|---------------------|
| 0 | | 68,910.00 | | | | | | | 68,910.00 |
| 1 | | 174,865.00 | | | | | | | 174,865.00 |
| 2 | | 35,492.00 | 72,506.00 | | | | | | 107,998.00 |
| 3 | | | | | 39,300.00 | | | | 39,300.00 |
| 4 | | 73,546.00 | | 78,604.00 | | | | | 152,150.00 |
| 5 | | 37,292.00 | 38,053.00 | 39,820.00 | | | 42,103.00 | | 157,268.00 |
| 6 | | 75,620.00 | 77,142.00 | | 20,550.00 | 41,860.00 | | | 215,172.00 |
| 7 | | 38,329.00 | 39,090.00 | 40,857.00 | 41,618.00 | | | | 159,894.00 |
| 8 | | 38,847.00 | | 41,376.00 | | | | | 80,223.00 |
| 9 | | 118,098.00 | 80,254.00 | 75,409.20 | 42,655.00 | 43,416.00 | | | 359,832.20 |
| 10 | | 39,886.00 | | 42,414.00 | | | 44,696.00 | | 126,996.00 |
| 11 | | | 16,466.00 | | | | | | 16,466.00 |
| 12 | | 40,923.00 | 125,049.00 | | | | | | 165,972.00 |
| 13 | | | 42,202.00 | | | | | | 42,202.00 |
| 14 | | 41,960.00 | | | | 46,010.00 | 84,186.00 | 47,805.00 | 219,961.00 |
| 15 | | | 86,478.00 | | | | 47,289.00 | | 133,767.00 |
| 16 | | | | | 46,286.00 | | | | 46,286.00 |
| 17 | | | 44,276.00 | 46,044.00 | | | 2,416.30 | | 92,736.30 |
| 18 | | | 44,795.00 | 46,562.00 | | | | | 91,357.00 |
| 19 | | | | | | | | | |
| 20 | | 45,071.00 | 45,832.00 | | | | 49,882.00 | | 140,785.00 |
| 21 | | 45,589.00 | 46,350.00 | | 48,879.00 | | | | 140,818.00 |
| 22 | | | | | | | | | |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | | 51,714.00 | 52,474.00 | | 104,188.00 |
| 26 | | | | | | | 52,993.00 | | 52,993.00 |
| 27 | | | | | 51,990.00 | 52,751.00 | 53,511.00 | | 158,252.00 |
| 28 | | | | | | | | | |
| 29 | | | 100,996.00 | | 53,027.00 | | 109,096.00 | | 263,119.00 |
| 30 | | | 51,017.00 | | | | | | 51,017.00 |
| 31 | | | 103,072.00 | | | | 55,585.00 | | 158,657.00 |
| 32 | | | 52,054.00 | | | | 112,208.00 | | 164,262.00 |
| 33 | | | | | | | 56,623.00 | | 56,623.00 |
| 34 | | | | | | | 114,282.00 | | 114,282.00 |
| 35 | | | | | | | 57,660.00 | | 57,660.00 |
| Total | | 874,428.00 | 1,065,632.00 | 411,086.20 | 344,305.00 | 235,751.00 | 935,004.30 | 47,805.00 | 3,914,011.50 |
| | | | | | | | Plus 20+ Year Supplement | (23 Personnel at \$600) | 13,800.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 3,927,811.50 |
| | | | | | | | Divided by FTE | | 88.55 |
| | | | | | | | Equals Avg Salary | | 44,356.99 |
| | | | | | | | Less Formula Ceiling Reduction | | -149,926.63 |
| | | | | | | | Equals Adjusted Total | | 4,077,738.13 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

CLAY COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|-------------|-------------|--------------|--------------|--------------------------|---------------|
| 0 | | 3.00 | | | | | | | 3.00 |
| 1 | | 5.00 | | | | | | | 5.00 |
| 2 | | 7.00 | 1.00 | 1.00 | | | | | 9.00 |
| 3 | | 6.00 | 2.00 | 1.00 | | | | | 9.00 |
| 4 | | 2.00 | 1.00 | 1.00 | | | | | 4.00 |
| 5 | | 3.00 | | | 1.00 | | | | 4.00 |
| 6 | | 2.00 | 3.00 | 1.00 | 3.00 | 1.00 | | | 10.00 |
| 7 | | 1.00 | 1.00 | | | 1.00 | 1.51 | | 4.51 |
| 8 | | | | 1.00 | 0.60 | 1.00 | 2.00 | | 4.60 |
| 9 | | | | | 1.00 | 1.00 | 1.00 | | 3.00 |
| 10 | | | 1.00 | | | | 2.00 | | 3.00 |
| 11 | | 1.00 | 1.00 | | 1.00 | 2.00 | 1.00 | | 6.00 |
| 12 | | | 2.00 | | 0.70 | 1.00 | 4.00 | | 7.70 |
| 13 | | | 1.00 | | | | | | 1.00 |
| 14 | | | | | | 1.00 | 3.00 | | 4.00 |
| 15 | | | | | | | | | |
| 16 | | | 1.00 | | 1.00 | 1.00 | 2.00 | | 5.00 |
| 17 | | | 1.00 | | | | 1.00 | | 2.00 |
| 18 | | | 1.00 | | 1.00 | 1.00 | | | 3.00 |
| 19 | | | 1.00 | | | | | | 1.00 |
| 20 | | | | | | | 2.00 | | 2.00 |
| 21 | | 1.00 | | | | | 1.00 | | 2.00 |
| 22 | | | | | | | 2.00 | | 2.00 |
| 23 | | | | | | | 2.00 | | 2.00 |
| 24 | | | | | | | 1.00 | | 1.00 |
| 25 | | | | | | | 2.00 | | 2.00 |
| 26 | | | | | | | 4.00 | | 4.00 |
| 27 | | | | 1.00 | | | 1.00 | | 2.00 |
| 28 | | | | | | | | | |
| 29 | | | 1.00 | | | | 1.00 | | 2.00 |
| 30 | | | | | | 1.00 | 4.00 | | 5.00 |
| 31 | | | 2.00 | | | | 1.00 | | 3.00 |
| 32 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 33 | | | | | | | 3.00 | | 3.00 |
| 34 | | | | | | | 5.00 | | 5.00 |
| 35 | | 1.00 | | | | | 11.10 | | 12.10 |
| Total | | 32.00 | 21.00 | 6.00 | 9.30 | 12.00 | 59.61 | | 139.91 |
| | | | | | | | | Less Ceiling Reduction - | 4.95 |
| | | | | | | | | Adjusted Total | 134.96 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

CLAY COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|------------|------------|------------|------------|---|---------------------------------|--------------|
| 0 | | 103,365.00 | | | | | | | 103,365.00 |
| 1 | | 174,865.00 | | | | | | | 174,865.00 |
| 2 | | 248,444.00 | 36,253.00 | 38,020.00 | | | | | 322,717.00 |
| 3 | | 216,066.00 | 73,542.00 | 38,539.00 | | | | | 328,147.00 |
| 4 | | 73,546.00 | 37,534.00 | 39,302.00 | | | | | 150,382.00 |
| 5 | | 111,876.00 | | | 40,581.00 | | | | 152,457.00 |
| 6 | | 75,620.00 | 115,713.00 | 40,339.00 | 123,300.00 | 41,860.00 | | | 396,832.00 |
| 7 | | 38,329.00 | 39,090.00 | | | 42,379.00 | 65,141.40 | | 184,939.40 |
| 8 | | | | 41,376.00 | 25,282.20 | 42,897.00 | 87,316.00 | | 196,871.20 |
| 9 | | | | | 42,655.00 | 43,416.00 | 44,177.00 | | 130,248.00 |
| 10 | | | 40,646.00 | | | | 89,392.00 | | 130,038.00 |
| 11 | | 40,404.00 | 41,165.00 | | 43,693.00 | 88,908.00 | 45,215.00 | | 259,385.00 |
| 12 | | | 83,366.00 | | 30,948.40 | 44,973.00 | 182,932.00 | | 342,219.40 |
| 13 | | | 42,202.00 | | | | | | 42,202.00 |
| 14 | | | | | | 46,010.00 | 140,310.00 | | 186,320.00 |
| 15 | | | | | | | | | |
| 16 | | | 43,757.00 | | 46,286.00 | 47,047.00 | 95,614.00 | | 232,704.00 |
| 17 | | | 44,276.00 | | | | 48,326.00 | | 92,602.00 |
| 18 | | | 44,795.00 | | 47,323.00 | 48,084.00 | | | 140,202.00 |
| 19 | | | 45,313.00 | | | | | | 45,313.00 |
| 20 | | | | | | | 99,764.00 | | 99,764.00 |
| 21 | | 45,589.00 | | | | | 50,400.00 | | 95,989.00 |
| 22 | | | | | | | 101,838.00 | | 101,838.00 |
| 23 | | | | | | | 102,874.00 | | 102,874.00 |
| 24 | | | | | | | 51,956.00 | | 51,956.00 |
| 25 | | | | | | | 104,948.00 | | 104,948.00 |
| 26 | | | | | | | 211,972.00 | | 211,972.00 |
| 27 | | | | 51,229.00 | | | 53,511.00 | | 104,740.00 |
| 28 | | | | | | | | | |
| 29 | | | 50,498.00 | | | | 54,548.00 | | 105,046.00 |
| 30 | | | | | | 54,306.00 | 220,268.00 | | 274,574.00 |
| 31 | | | 103,072.00 | | | | 55,585.00 | | 158,657.00 |
| 32 | | | 52,054.00 | | | 55,343.00 | 112,208.00 | | 219,605.00 |
| 33 | | | | | | | 169,869.00 | | 169,869.00 |
| 34 | | | | | | | 285,705.00 | | 285,705.00 |
| 35 | | 52,849.00 | | | | | 640,026.00 | | 692,875.00 |
| Total | | 1,180,953.00 | 893,276.00 | 248,805.00 | 400,068.60 | 555,223.00 | 3,113,895.40 | | 6,392,221.00 |
| | | | | | | | Plus 20+ Year Supplement | (46.8 Personnel at \$600) | 28,080.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 6,420,301.00 |
| | | | | | | | Divided by FTE | | 139.91 |
| | | | | | | | Equals Avg Salary | | 45,888.79 |
| | | | | | | | Less Formula Ceiling Reduction | | 227,149.51 |
| | | | | | | | Equals Adjusted Total | | 6,193,151.49 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

DODDRIDGE 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 | | 4.00 | | | | | | | 4.00 |
| 3 | | 7.00 | | | | 1.00 | | | 8.00 |
| 4 | | 3.00 | | | | | | | 3.00 |
| 5 | | 2.00 | 2.00 | | | 1.00 | | | 5.00 |
| 6 | | 2.00 | | 1.00 | | | | | 3.00 |
| 7 | | 1.00 | | 0.50 | | | | | 1.50 |
| 8 | | | 2.00 | 1.00 | | 1.00 | | | 4.00 |
| 9 | | | 1.00 | 1.00 | | 1.00 | | | 3.00 |
| 10 | | | 3.00 | | | 1.00 | 1.50 | | 5.50 |
| 11 | 1.00 | | 1.00 | | 1.00 | 1.00 | | | 4.00 |
| 12 | 1.00 | | | | 1.00 | 2.00 | 1.50 | | 5.50 |
| 13 | | | 2.50 | 1.00 | 1.00 | 2.00 | | | 6.50 |
| 14 | 1.00 | | 1.00 | | | 1.00 | 3.00 | | 6.00 |
| 15 | | | 1.00 | 1.00 | 3.00 | | 1.00 | | 6.00 |
| 16 | | | 1.00 | 1.00 | | | | | 2.00 |
| 17 | | | | | 1.00 | 2.00 | 1.00 | | 4.00 |
| 18 | | | | | 2.50 | 1.00 | 2.00 | | 5.50 |
| 19 | | | 1.00 | | | | 1.00 | | 2.00 |
| 20 | | | | | | | 1.00 | | 1.00 |
| 21 | | | 1.00 | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 22 | | | | | | 1.00 | 1.00 | | 2.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | | 1.00 | 1.00 | 1.00 | 3.00 |
| 26 | | | 1.00 | | | | | | 1.00 |
| 27 | | | | 2.00 | 1.00 | 1.00 | 1.00 | | 5.00 |
| 28 | | | | | | | | | |
| 29 | | | | | 1.00 | 1.00 | | | 2.00 |
| 30 | | | | | | | 1.00 | | 1.00 |
| 31 | | | 1.00 | | | | 1.50 | | 2.50 |
| 32 | | | | | | | 2.00 | | 2.00 |
| 33 | | | | | | | 1.00 | | 1.00 |
| 34 | | | 1.00 | | | | | | 1.00 |
| 35 | | | 0.25 | | | | 2.00 | | 2.25 |
| Total | | 27.00 | 19.75 | 9.50 | 12.50 | 19.00 | 23.50 | 1.00 | 112.25 |
| | | | | | | | | Less Ceiling Reduction - | 17.54 |
| | | | | | | | | Adjusted Total | 94.71 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

DODDRIDGE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|----------------------------------|--------------|
| 0 | | 103,365.00 | | | | | | | 103,365.00 |
| 1 | | 69,946.00 | | 37,502.00 | | | | | 107,448.00 |
| 2 | | 141,968.00 | | | | | | | 141,968.00 |
| 3 | | 252,077.00 | | | | 40,060.00 | | | 292,137.00 |
| 4 | | 110,319.00 | | | | | | | 110,319.00 |
| 5 | | 74,584.00 | 76,106.00 | | | 41,342.00 | | | 192,032.00 |
| 6 | | 75,620.00 | | 40,339.00 | | | | | 115,959.00 |
| 7 | | 38,329.00 | | 20,428.50 | | | | | 58,757.50 |
| 8 | | | 79,216.00 | 41,376.00 | | 42,897.00 | | | 163,489.00 |
| 9 | | | 40,127.00 | 41,894.00 | | 43,416.00 | | | 125,437.00 |
| 10 | | | 121,938.00 | | | 43,936.00 | 67,044.00 | | 232,918.00 |
| 11 | | 40,404.00 | 41,165.00 | | 43,693.00 | 44,454.00 | | | 169,716.00 |
| 12 | | 40,923.00 | | | 44,212.00 | 89,946.00 | 68,599.50 | | 243,680.50 |
| 13 | | | 105,505.00 | 43,970.00 | 44,730.00 | 90,982.00 | | | 285,187.00 |
| 14 | | 41,960.00 | 42,720.00 | | | 46,010.00 | 140,310.00 | | 271,000.00 |
| 15 | | | 43,239.00 | 45,007.00 | 137,301.00 | | 47,289.00 | | 272,836.00 |
| 16 | | | 43,757.00 | 45,525.00 | | | | | 89,282.00 |
| 17 | | | | | 46,805.00 | 95,130.00 | 48,326.00 | | 190,261.00 |
| 18 | | | | | 118,307.50 | 48,084.00 | 97,690.00 | | 264,081.50 |
| 19 | | | 45,313.00 | | | | 49,363.00 | | 94,676.00 |
| 20 | | | | | | | 49,882.00 | | 49,882.00 |
| 21 | | | 46,350.00 | | 48,879.00 | 49,639.00 | 50,400.00 | | 195,268.00 |
| 22 | | | | | | 50,158.00 | 50,919.00 | | 101,077.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | | 51,714.00 | 52,474.00 | 53,509.00 | 157,697.00 |
| 26 | | | 48,943.00 | | | | | | 48,943.00 |
| 27 | | | | 102,458.00 | 51,990.00 | 52,751.00 | 53,511.00 | | 260,710.00 |
| 28 | | | | | | | | | |
| 29 | | | | | 53,027.00 | 53,788.00 | | | 106,815.00 |
| 30 | | | | | | | 55,067.00 | | 55,067.00 |
| 31 | | | 51,536.00 | | | | 83,377.50 | | 134,913.50 |
| 32 | | | | | | | 112,208.00 | | 112,208.00 |
| 33 | | | | | | | 56,623.00 | | 56,623.00 |
| 34 | | | 53,091.00 | | | | | | 53,091.00 |
| 35 | | | 13,402.50 | | | | 115,320.00 | | 128,722.50 |
| Total | | 989,495.00 | 852,408.50 | 418,499.50 | 588,944.50 | 884,307.00 | 1,198,403.00 | 53,509.00 | 4,985,566.50 |
| | | | | | | | Plus 20+ Year Supplement | (21.25 Personnel at \$600) | 12,750.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 5,005,316.50 |
| | | | | | | | Divided by FTE | | 112.25 |
| | | | | | | | Equals Avg Salary | | 44,590.79 |
| | | | | | | | Less Formula Ceiling Reduction | | 782,122.46 |
| | | | | | | | Equals Adjusted Total | | 4,223,194.04 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

FAYETTE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 16.50 | | 2.00 | 1.00 | | | | 19.50 |
| 1 | | 11.00 | 1.00 | 3.00 | 1.00 | | | | 16.00 |
| 2 | | 19.00 | 6.00 | 3.00 | | 2.00 | | | 30.00 |
| 3 | | 23.00 | | 3.00 | | | | 1.00 | 27.00 |
| 4 | | 10.00 | 2.00 | 1.00 | 3.00 | | 1.00 | | 17.00 |
| 5 | | 9.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 14.00 |
| 6 | | 6.00 | 1.00 | 5.00 | 2.00 | 5.00 | | | 19.00 |
| 7 | | 8.00 | 1.00 | 4.00 | 1.00 | 1.00 | 3.00 | | 18.00 |
| 8 | | 6.00 | 2.00 | | 2.00 | 1.00 | | | 11.00 |
| 9 | | 1.00 | 3.00 | 4.00 | 2.00 | 1.00 | 2.00 | | 13.00 |
| 10 | | 5.00 | 4.00 | 2.00 | 2.00 | 2.00 | 2.00 | | 17.00 |
| 11 | | 4.00 | 2.00 | 2.00 | 1.00 | 2.00 | 4.00 | 1.00 | 16.00 |
| 12 | | 4.00 | 4.00 | 1.00 | 6.00 | 3.00 | 4.00 | | 22.00 |
| 13 | | 1.00 | 2.00 | 4.00 | 4.00 | 2.00 | 0.95 | | 13.95 |
| 14 | | 3.00 | 4.00 | 2.00 | 4.00 | 1.00 | 1.00 | | 15.00 |
| 15 | | 2.00 | 1.00 | 1.00 | 2.00 | 3.00 | 2.00 | | 11.00 |
| 16 | | 1.00 | 1.50 | | 4.00 | 2.00 | 1.00 | | 9.50 |
| 17 | | 2.00 | 4.00 | 1.00 | | 1.00 | 2.00 | | 10.00 |
| 18 | | | 1.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 6.00 |
| 19 | | | | | | | 1.00 | | 1.00 |
| 20 | | 4.00 | 1.00 | 2.00 | 2.00 | 2.00 | | | 11.00 |
| 21 | | 1.00 | 2.00 | | | | 2.00 | | 5.00 |
| 22 | | | 5.00 | | 2.00 | 4.78 | 1.00 | | 12.78 |
| 23 | | | 3.00 | | | 3.00 | 3.00 | | 9.00 |
| 24 | | 1.00 | 1.00 | | 1.00 | 1.00 | 1.00 | 1.00 | 6.00 |
| 25 | | 1.00 | 2.00 | | | 1.00 | 4.00 | 1.00 | 9.00 |
| 26 | | | 4.00 | | | 1.50 | 1.50 | | 7.00 |
| 27 | | | 3.00 | | 1.00 | 2.00 | 1.00 | | 7.00 |
| 28 | | | | | 2.00 | | 4.00 | | 6.00 |
| 29 | | | 3.00 | | | 1.00 | 6.00 | | 10.00 |
| 30 | | 1.00 | 3.00 | 2.00 | 2.00 | 1.00 | 5.00 | | 14.00 |
| 31 | | 1.00 | | 2.00 | 2.00 | 1.00 | 1.50 | | 7.50 |
| 32 | | | 3.00 | 1.00 | | | 2.00 | | 6.00 |
| 33 | | | 1.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 6.00 |
| 34 | | | 2.00 | | | | 4.00 | | 6.00 |
| 35 | | | 10.00 | 3.00 | 1.00 | 3.00 | 12.40 | 1.00 | 30.40 |
| Total | | 140.50 | 83.50 | 51.00 | 51.00 | 50.28 | 77.35 | 5.00 | 458.63 |
| | | | | | | | | Less Ceiling Reduction - | 12.65 |
| | | | | | | | | Adjusted Total | 445.98 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

FAYETTE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|------------------------------------|---------------|
| 0 | | 568,507.50 | | 73,966.00 | 37,744.00 | | | | 680,217.50 |
| 1 | | 384,703.00 | 35,734.00 | 112,506.00 | 38,263.00 | | | | 571,206.00 |
| 2 | | 674,348.00 | 217,518.00 | 114,060.00 | | 79,084.00 | | | 1,085,010.00 |
| 3 | | 828,253.00 | | 115,617.00 | | | | 41,856.00 | 985,726.00 |
| 4 | | 367,730.00 | 75,068.00 | 39,302.00 | 120,189.00 | | 41,584.00 | | 643,873.00 |
| 5 | | 335,628.00 | 38,053.00 | 39,820.00 | 40,581.00 | 41,342.00 | 42,103.00 | | 537,527.00 |
| 6 | | 226,860.00 | 38,571.00 | 201,695.00 | 82,200.00 | 209,300.00 | | | 758,626.00 |
| 7 | | 306,632.00 | 39,090.00 | 163,428.00 | 41,618.00 | 42,379.00 | 129,420.00 | | 722,567.00 |
| 8 | | 233,082.00 | 79,216.00 | | 84,274.00 | 42,897.00 | | | 439,469.00 |
| 9 | | 39,366.00 | 120,381.00 | 167,576.00 | 85,310.00 | 43,416.00 | 88,354.00 | | 544,403.00 |
| 10 | | 199,430.00 | 162,584.00 | 84,828.00 | 86,350.00 | 87,872.00 | 89,392.00 | | 710,456.00 |
| 11 | | 161,616.00 | 82,330.00 | 85,866.00 | 43,693.00 | 88,908.00 | 180,860.00 | 46,250.00 | 689,523.00 |
| 12 | | 163,692.00 | 166,732.00 | 43,451.00 | 265,272.00 | 134,919.00 | 182,932.00 | | 956,998.00 |
| 13 | | 41,441.00 | 84,404.00 | 175,880.00 | 178,920.00 | 90,982.00 | 43,939.40 | | 615,566.40 |
| 14 | | 125,880.00 | 170,880.00 | 88,976.00 | 180,996.00 | 46,010.00 | 46,770.00 | | 659,512.00 |
| 15 | | 84,956.00 | 43,239.00 | 45,007.00 | 91,534.00 | 139,584.00 | 94,578.00 | | 498,898.00 |
| 16 | | 42,997.00 | 65,635.50 | | 185,144.00 | 94,094.00 | 47,807.00 | | 435,677.50 |
| 17 | | 87,030.00 | 177,104.00 | 46,044.00 | | 47,565.00 | 96,652.00 | | 454,395.00 |
| 18 | | | 44,795.00 | 46,562.00 | 47,323.00 | 48,084.00 | 97,690.00 | | 284,454.00 |
| 19 | | | | | | | 49,363.00 | | 49,363.00 |
| 20 | | 180,284.00 | 45,832.00 | 95,198.00 | 96,720.00 | 98,242.00 | | | 516,276.00 |
| 21 | | 45,589.00 | 92,700.00 | | | | 100,800.00 | | 239,089.00 |
| 22 | | | 234,345.00 | | 98,794.00 | 239,755.24 | 50,919.00 | | 623,813.24 |
| 23 | | | 142,161.00 | | | 152,028.00 | 154,311.00 | | 448,500.00 |
| 24 | | 47,145.00 | 47,906.00 | | 50,434.00 | 51,195.00 | 51,956.00 | 52,991.00 | 301,627.00 |
| 25 | | 47,664.00 | 96,848.00 | | | 51,714.00 | 209,896.00 | 53,509.00 | 459,631.00 |
| 26 | | | 195,772.00 | | | 78,348.00 | 79,489.50 | | 353,609.50 |
| 27 | | | 148,383.00 | | 51,990.00 | 105,502.00 | 53,511.00 | | 359,386.00 |
| 28 | | | | | 105,016.00 | | 216,120.00 | | 321,136.00 |
| 29 | | | 151,494.00 | | | 53,788.00 | 327,288.00 | | 532,570.00 |
| 30 | | 50,256.00 | 153,051.00 | 105,570.00 | 107,090.00 | 54,306.00 | 275,335.00 | | 745,608.00 |
| 31 | | 50,775.00 | | 106,606.00 | 108,128.00 | 54,825.00 | 83,377.50 | | 403,711.50 |
| 32 | | | 156,162.00 | 53,822.00 | | | 112,208.00 | | 322,192.00 |
| 33 | | | 52,573.00 | 54,340.00 | 55,101.00 | 55,862.00 | 113,246.00 | | 331,122.00 |
| 34 | | | 106,182.00 | | | | 228,564.00 | | 334,746.00 |
| 35 | | | 536,100.00 | 166,131.00 | 56,138.00 | 170,697.00 | 714,984.00 | 58,695.00 | 1,702,745.00 |
| Total | | 5,293,864.50 | 3,800,843.50 | 2,226,251.00 | 2,338,822.00 | 2,402,698.24 | 4,003,449.40 | 253,301.00 | 20,319,229.64 |
| | | | | | | | Plus 20+ Year Supplement | (131.777 Personnel at \$600) | 79,066.20 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 20,405,295.84 |
| | | | | | | | Divided by FTE | | 458.63 |
| | | | | | | | Equals Avg Salary | | 44,491.85 |
| | | | | | | | Less Formula Ceiling Reduction | | 562,821.90 |
| | | | | | | | Equals Adjusted Total | | 19,842,473.94 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GILMER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|-------|-------|-------|-------|-------|-------|--------------------------|-------|
| 0 | | 3.00 | | | | | 1.00 | | 4.00 |
| 1 | | 2.00 | | | | | | | 2.00 |
| 2 | | 4.00 | 1.00 | | 1.00 | | | | 6.00 |
| 3 | | | 1.00 | | | | | | 1.00 |
| 4 | | 1.00 | | 1.00 | | | | | 2.00 |
| 5 | | 2.00 | | | 1.00 | | | | 3.00 |
| 6 | | | | 2.00 | | | | | 2.00 |
| 7 | | | 2.00 | 1.00 | | | | | 3.00 |
| 8 | | | | | | | 1.00 | | 1.00 |
| 9 | | | 1.00 | 3.00 | | | | | 4.00 |
| 10 | | | 1.00 | 1.00 | 1.00 | | | | 3.00 |
| 11 | | | | 2.00 | | | 1.00 | | 3.00 |
| 12 | | | | | | | 1.00 | | 1.00 |
| 13 | | 1.00 | 2.00 | 1.00 | | | 2.00 | | 6.00 |
| 14 | | | 1.00 | 1.00 | | 1.00 | | | 3.00 |
| 15 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 16 | | | 1.00 | 1.00 | | | 2.00 | | 4.00 |
| 17 | | | | | | | 2.00 | | 2.00 |
| 18 | | | | | | | 1.00 | | 1.00 |
| 19 | | | | | 1.00 | | | | 1.00 |
| 20 | | | 1.00 | | | | | | 1.00 |
| 21 | | | | | 1.00 | 1.00 | | | 2.00 |
| 22 | | | | | | | 1.00 | | 1.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | 1.00 | 1.00 | 1.00 | | | | | 3.00 |
| 26 | | | | | 1.00 | | 1.00 | | 2.00 |
| 27 | | | 1.00 | | | | 1.00 | | 2.00 |
| 28 | | | | | 1.00 | | | | 1.00 |
| 29 | | | 1.00 | | | | 1.00 | | 2.00 |
| 30 | | | | 1.00 | | 0.50 | | | 1.50 |
| 31 | | | | | | | | | |
| 32 | | 1.00 | | | | | | | 1.00 |
| 33 | | | 1.00 | | | | | | 1.00 |
| 34 | | | | | | | | | |
| 35 | | | 1.00 | | | | | | 1.00 |
| Total | | 15.00 | 17.00 | 15.00 | 8.00 | 2.50 | 16.00 | | 73.50 |
| | | | | | | | | Less Ceiling Reduction - | -8.67 |
| | | | | | | | | Adjusted Total | 82.17 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GILMER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|--------------------------------------|--------------|
| 0 | | 103,365.00 | | | | | 39,266.00 | | 142,631.00 |
| 1 | | 69,946.00 | | | | | | | 69,946.00 |
| 2 | | 141,968.00 | 36,253.00 | | 38,781.00 | | | | 217,002.00 |
| 3 | | | 36,771.00 | | | | | | 36,771.00 |
| 4 | | 36,773.00 | | 39,302.00 | | | | | 76,075.00 |
| 5 | | 74,584.00 | | | 40,581.00 | | | | 115,165.00 |
| 6 | | | | 80,678.00 | | | | | 80,678.00 |
| 7 | | | 78,180.00 | 40,857.00 | | | | | 119,037.00 |
| 8 | | | | | | | 43,658.00 | | 43,658.00 |
| 9 | | | 40,127.00 | 125,682.00 | | | | | 165,809.00 |
| 10 | | | 40,646.00 | 42,414.00 | 43,175.00 | | | | 126,235.00 |
| 11 | | | | 85,866.00 | | | 45,215.00 | | 131,081.00 |
| 12 | | | | | | | 45,733.00 | | 45,733.00 |
| 13 | | 41,441.00 | 84,404.00 | 43,970.00 | | | 92,504.00 | | 262,319.00 |
| 14 | | | 42,720.00 | 44,488.00 | | 46,010.00 | | | 133,218.00 |
| 15 | | | 43,239.00 | | 45,767.00 | | 47,289.00 | | 136,295.00 |
| 16 | | | 43,757.00 | 45,525.00 | | | 95,614.00 | | 184,896.00 |
| 17 | | | | | | | 96,652.00 | | 96,652.00 |
| 18 | | | | | | | 48,845.00 | | 48,845.00 |
| 19 | | | | | 47,842.00 | | | | 47,842.00 |
| 20 | | | 45,832.00 | | | | | | 45,832.00 |
| 21 | | | | | 48,879.00 | 49,639.00 | | | 98,518.00 |
| 22 | | | | | | | 50,919.00 | | 50,919.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | 47,664.00 | 48,424.00 | 50,192.00 | | | | | 146,280.00 |
| 26 | | | | | 51,471.00 | | 52,993.00 | | 104,464.00 |
| 27 | | | 49,461.00 | | | | 53,511.00 | | 102,972.00 |
| 28 | | | | | 52,508.00 | | | | 52,508.00 |
| 29 | | | 50,498.00 | | | | 54,548.00 | | 105,046.00 |
| 30 | | | | 52,785.00 | | 27,153.00 | | | 79,938.00 |
| 31 | | | | | | | | | |
| 32 | | 51,293.00 | | | | | | | 51,293.00 |
| 33 | | | 52,573.00 | | | | | | 52,573.00 |
| 34 | | | | | | | | | |
| 35 | | | 53,610.00 | | | | | | 53,610.00 |
| Total | | 567,034.00 | 746,495.00 | 651,759.00 | 369,004.00 | 122,802.00 | 766,747.00 | | 3,223,841.00 |
| | | | | | | | Plus 20+ Year Supplement | (15 Personnel at \$600) | 9,000.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (4 Personnel at \$3500) | 14,000.00 |
| | | | | | | | | Equals Grand Totl | 3,246,841.00 |
| | | | | | | | | Divided by FTE | 73.50 |
| | | | | | | | | Equals Avg Salary | 44,174.71 |
| | | | | | | | | Less Formula Ceiling Reduction | -382,994.74 |
| | | | | | | | | Equals Adjusted Total | 3,629,835.74 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GRANT 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 | 2.50 | 3.00 | 1.00 | | | | 7.50 |
| 2 | | 2.00 | 1.00 | 1.00 | | | | | 4.00 |
| 3 | | 1.00 | | 1.00 | | | | | 2.00 |
| 4 | | 3.00 | | | | 1.00 | | | 4.00 |
| 5 | | | | | 1.00 | | | | 1.00 |
| 6 | | 3.00 | 1.00 | 1.00 | | 1.00 | 2.50 | | 8.50 |
| 7 | | 2.00 | | | | | | | 2.00 |
| 8 | | 1.00 | 1.00 | | | 3.00 | 2.50 | | 7.50 |
| 9 | | 0.50 | 1.00 | 1.00 | 0.50 | | 2.00 | | 5.00 |
| 10 | | | | 1.00 | 2.00 | 1.00 | 1.00 | | 5.00 |
| 11 | | | | 1.00 | | 1.00 | | | 2.00 |
| 12 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 13 | | | | 1.00 | 2.00 | | 5.00 | | 8.00 |
| 14 | | | 2.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 7.00 |
| 15 | | | 1.00 | | | | 2.00 | | 3.00 |
| 16 | | 1.00 | | | | | 0.50 | | 1.50 |
| 17 | | 1.00 | | 1.00 | | 1.00 | 0.80 | | 3.80 |
| 18 | | | 0.50 | 1.00 | | | 3.00 | | 4.50 |
| 19 | | | 1.00 | | 2.00 | | | | 3.00 |
| 20 | | | 3.00 | | 1.00 | | 1.00 | | 5.00 |
| 21 | | | 2.00 | 1.00 | | 1.00 | 1.00 | | 5.00 |
| 22 | | | | 1.00 | | | 1.00 | | 2.00 |
| 23 | | | | 1.00 | 1.00 | 1.00 | 2.00 | | 5.00 |
| 24 | | | | | | | 1.00 | | 1.00 |
| 25 | | | 1.00 | | | | 1.00 | | 2.00 |
| 26 | | | | | | | | | |
| 27 | | | 1.00 | | | | | | 1.00 |
| 28 | | | 1.00 | | | | | | 1.00 |
| 29 | | | 1.00 | | | | | | 1.00 |
| 30 | | | 3.00 | | | | | | 3.00 |
| 31 | | | | | | | 1.00 | | 1.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | | 2.00 | | 2.00 |
| 34 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 35 | | | 1.00 | | 1.00 | | 4.50 | | 6.50 |
| Total | | 18.50 | 26.00 | 18.00 | 12.50 | 12.00 | 37.80 | | 124.80 |
| | | | | | | | | Less Ceiling Reduction - | 0.81 |
| | | | | | | | | Adjusted Total | 123.99 |

WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GRANT COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|--------------|------------|------------|------------|---|---------------------------------|--------------|
| 0 | | 68,910.00 | | 36,983.00 | | | | | 105,893.00 |
| 1 | | 34,973.00 | 89,335.00 | 112,506.00 | 38,263.00 | | | | 275,077.00 |
| 2 | | 70,984.00 | 36,253.00 | 38,020.00 | | | | | 145,257.00 |
| 3 | | 36,011.00 | | 38,539.00 | | | | | 74,550.00 |
| 4 | | 110,319.00 | | | | 40,823.00 | | | 151,142.00 |
| 5 | | | | | 40,581.00 | | | | 40,581.00 |
| 6 | | 113,430.00 | 38,571.00 | 40,339.00 | | 41,860.00 | 106,552.50 | | 340,752.50 |
| 7 | | 76,658.00 | | | | | | | 76,658.00 |
| 8 | | 38,847.00 | 39,608.00 | | | 128,691.00 | 109,145.00 | | 316,291.00 |
| 9 | | 19,683.00 | 40,127.00 | 41,894.00 | 21,327.50 | | 88,354.00 | | 211,385.50 |
| 10 | | | | 42,414.00 | 86,350.00 | 43,936.00 | 44,696.00 | | 217,396.00 |
| 11 | | | | 42,933.00 | | 44,454.00 | | | 87,387.00 |
| 12 | | 40,923.00 | 41,683.00 | | | | 45,733.00 | | 128,339.00 |
| 13 | | | | 43,970.00 | 89,460.00 | | 231,260.00 | | 364,690.00 |
| 14 | | | 85,440.00 | 88,976.00 | 45,249.00 | 46,010.00 | 46,770.00 | | 312,445.00 |
| 15 | | | 43,239.00 | | | | 94,578.00 | | 137,817.00 |
| 16 | | 42,997.00 | | | | | 23,903.50 | | 66,900.50 |
| 17 | | 43,515.00 | | 46,044.00 | | 47,565.00 | 38,660.80 | | 175,784.80 |
| 18 | | | 22,397.50 | 46,562.00 | | | 146,535.00 | | 215,494.50 |
| 19 | | | 45,313.00 | | 95,684.00 | | | | 140,997.00 |
| 20 | | | 137,496.00 | | 48,360.00 | | 49,882.00 | | 235,738.00 |
| 21 | | | 92,700.00 | 48,118.00 | | 49,639.00 | 50,400.00 | | 240,857.00 |
| 22 | | | | 48,636.00 | | | 50,919.00 | | 99,555.00 |
| 23 | | | | 49,155.00 | 49,916.00 | 50,676.00 | 102,874.00 | | 252,621.00 |
| 24 | | | | | | | 51,956.00 | | 51,956.00 |
| 25 | | | 48,424.00 | | | | 52,474.00 | | 100,898.00 |
| 26 | | | | | | | | | |
| 27 | | | 49,461.00 | | | | | | 49,461.00 |
| 28 | | | 49,980.00 | | | | | | 49,980.00 |
| 29 | | | 50,498.00 | | | | | | 50,498.00 |
| 30 | | | 153,051.00 | | | | | | 153,051.00 |
| 31 | | | | | | | 55,585.00 | | 55,585.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | | 113,246.00 | | 113,246.00 |
| 34 | | | 53,091.00 | | | 56,380.00 | 114,282.00 | | 223,753.00 |
| 35 | | | 53,610.00 | | 56,138.00 | | 259,470.00 | | 369,218.00 |
| Total | | 697,250.00 | 1,170,277.50 | 765,089.00 | 571,328.50 | 550,034.00 | 1,877,275.80 | | 5,631,254.80 |
| | | | | | | | Plus 20+ Year Supplement | (35.5 Personnel at \$600) | 21,300.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 5,652,554.80 |
| | | | | | | | Divided by FTE | | 124.80 |
| | | | | | | | Equals Avg Salary | | 45,292.91 |
| | | | | | | | Less Formula Ceiling Reduction | | 36,687.26 |
| | | | | | | | Equals Adjusted Total | | 5,615,867.54 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GREENBRIER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 9.00 | | 2.00 | | | | | 11.00 |
| 1 | | 7.00 | | 5.00 | | | | | 12.00 |
| 2 | | 6.00 | | 4.00 | | | | | 10.00 |
| 3 | | 5.00 | 1.00 | 6.00 | 2.00 | | 1.00 | | 15.00 |
| 4 | | 3.50 | | 4.00 | 3.00 | | 1.00 | | 11.50 |
| 5 | | 6.00 | 3.00 | 1.00 | 3.00 | 1.00 | | | 14.00 |
| 6 | | 6.00 | 1.00 | 3.00 | 4.00 | 1.00 | | | 15.00 |
| 7 | | 2.00 | 5.00 | 5.00 | 2.00 | 2.00 | | | 16.00 |
| 8 | | 5.50 | 4.00 | 4.00 | 1.00 | 2.00 | | | 16.50 |
| 9 | | 4.00 | 4.00 | 4.00 | 2.00 | 1.00 | 3.00 | | 18.00 |
| 10 | | 2.00 | 4.00 | 6.00 | 4.00 | 3.00 | 3.00 | | 22.00 |
| 11 | | 1.00 | 4.00 | 3.00 | 3.00 | 3.00 | 2.00 | | 16.00 |
| 12 | | 2.00 | | 4.50 | | 3.00 | 3.00 | 1.00 | 13.50 |
| 13 | | 4.00 | 5.00 | | 3.00 | | 3.00 | | 15.00 |
| 14 | | 2.00 | 2.00 | 1.00 | 1.00 | 3.00 | 1.00 | | 10.00 |
| 15 | | 1.00 | 3.00 | 1.00 | 3.00 | 4.50 | 4.00 | | 16.50 |
| 16 | | 1.00 | 2.00 | 1.00 | 3.00 | 4.00 | 1.00 | | 12.00 |
| 17 | | 1.00 | 1.00 | | 2.00 | 2.00 | 4.00 | | 10.00 |
| 18 | | 1.00 | | 1.00 | 1.00 | 1.00 | | | 4.00 |
| 19 | | 1.00 | 6.00 | 1.00 | 1.00 | | 4.00 | | 13.00 |
| 20 | | | 2.00 | 1.00 | 2.00 | 1.00 | 1.00 | | 7.00 |
| 21 | | 1.00 | 1.00 | | 1.00 | | 4.00 | | 7.00 |
| 22 | | 1.00 | 3.00 | | 1.00 | | | | 5.00 |
| 23 | | | 1.00 | 2.00 | | | 2.00 | | 5.00 |
| 24 | | 1.00 | 2.00 | 0.50 | | 1.00 | 2.25 | 1.00 | 7.75 |
| 25 | | | 2.00 | | | 1.00 | 1.50 | | 4.50 |
| 26 | | | | 1.00 | | | 1.00 | | 2.00 |
| 27 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 28 | | | 2.00 | 1.00 | 1.00 | | 2.00 | | 6.00 |
| 29 | | | 1.00 | 1.00 | | 2.00 | 0.25 | 1.00 | 5.25 |
| 30 | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | 7.00 | | 13.00 |
| 31 | | | 2.00 | 0.50 | | | 3.00 | | 5.50 |
| 32 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 33 | | | | | | | 1.00 | 1.00 | 2.00 |
| 34 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 35 | | | 2.00 | | | 1.00 | 12.00 | | 15.00 |
| Total | | 74.00 | 69.00 | 64.50 | 44.00 | 40.50 | 70.00 | 4.00 | 366.00 |
| | | | | | | | | Less Ceiling Reduction - | 16.21 |
| | | | | | | | | Adjusted Total | 349.79 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

GREENBRIER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | | 310,095.00 | | 73,966.00 | | | | | 384,061.00 |
| 1 | | 244,811.00 | | 187,510.00 | | | | | 432,321.00 |
| 2 | | 212,952.00 | | 152,080.00 | | | | | 365,032.00 |
| 3 | | 180,055.00 | 36,771.00 | 231,234.00 | 78,600.00 | | 40,821.00 | | 567,481.00 |
| 4 | | 128,705.50 | | 157,208.00 | 120,189.00 | | 41,584.00 | | 447,686.50 |
| 5 | | 223,752.00 | 114,159.00 | 39,820.00 | 121,743.00 | 41,342.00 | | | 540,816.00 |
| 6 | | 226,860.00 | 38,571.00 | 121,017.00 | 164,400.00 | 41,860.00 | | | 592,708.00 |
| 7 | | 76,658.00 | 195,450.00 | 204,285.00 | 83,236.00 | 84,758.00 | | | 644,387.00 |
| 8 | | 213,658.50 | 158,432.00 | 165,504.00 | 42,137.00 | 85,794.00 | | | 665,525.50 |
| 9 | | 157,464.00 | 160,508.00 | 167,576.00 | 85,310.00 | 43,416.00 | 132,531.00 | | 746,805.00 |
| 10 | | 79,772.00 | 162,584.00 | 254,484.00 | 172,700.00 | 131,808.00 | 134,088.00 | | 935,436.00 |
| 11 | | 40,404.00 | 164,660.00 | 128,799.00 | 131,079.00 | 133,362.00 | 90,430.00 | | 688,734.00 |
| 12 | | 81,846.00 | | 195,529.50 | | 134,919.00 | 137,199.00 | 46,768.00 | 596,261.50 |
| 13 | | 165,764.00 | 211,010.00 | | 134,190.00 | | 138,756.00 | | 649,720.00 |
| 14 | | 83,920.00 | 85,440.00 | 44,488.00 | 45,249.00 | 138,030.00 | 46,770.00 | | 443,897.00 |
| 15 | | 42,478.00 | 129,717.00 | 45,007.00 | 137,301.00 | 209,376.00 | 189,156.00 | | 753,035.00 |
| 16 | | 42,997.00 | 87,514.00 | 45,525.00 | 138,858.00 | 188,188.00 | 47,807.00 | | 550,889.00 |
| 17 | | 43,515.00 | 44,276.00 | | 93,610.00 | 95,130.00 | 193,304.00 | | 469,835.00 |
| 18 | | 44,034.00 | | 46,562.00 | 47,323.00 | 48,084.00 | | | 186,003.00 |
| 19 | | 44,552.00 | 271,878.00 | 47,081.00 | 47,842.00 | | 197,452.00 | | 608,805.00 |
| 20 | | | 91,664.00 | 47,599.00 | 96,720.00 | 49,121.00 | 49,882.00 | | 334,986.00 |
| 21 | | 45,589.00 | 46,350.00 | | 48,879.00 | | 201,600.00 | | 342,418.00 |
| 22 | | 46,108.00 | 140,607.00 | | 49,397.00 | | | | 236,112.00 |
| 23 | | | 47,387.00 | 98,310.00 | | | 102,874.00 | | 248,571.00 |
| 24 | | 47,145.00 | 95,812.00 | 24,837.00 | | 51,195.00 | 116,901.00 | 52,991.00 | 388,881.00 |
| 25 | | | 96,848.00 | | | 51,714.00 | 78,711.00 | | 227,273.00 |
| 26 | | | | 50,711.00 | | | 52,993.00 | | 103,704.00 |
| 27 | | | 49,461.00 | | | 52,751.00 | 53,511.00 | | 155,723.00 |
| 28 | | | 99,960.00 | 51,748.00 | 52,508.00 | | 108,060.00 | | 312,276.00 |
| 29 | | | 50,498.00 | 52,266.00 | | 107,576.00 | 13,637.00 | 55,583.00 | 279,560.00 |
| 30 | | 50,256.00 | 102,034.00 | 52,785.00 | 53,545.00 | 54,306.00 | 385,469.00 | | 698,395.00 |
| 31 | | | 103,072.00 | 26,651.50 | | | 166,755.00 | | 296,478.50 |
| 32 | | | 52,054.00 | | | 55,343.00 | 56,104.00 | | 163,501.00 |
| 33 | | | | | | | 56,623.00 | 57,658.00 | 114,281.00 |
| 34 | | | 106,182.00 | | | 56,380.00 | 57,141.00 | | 219,703.00 |
| 35 | | | 107,220.00 | | | 56,899.00 | 691,920.00 | | 856,039.00 |
| Total | | 2,833,391.00 | 3,050,119.00 | 2,712,583.00 | 1,944,816.00 | 1,911,352.00 | 3,582,079.00 | 213,000.00 | 16,247,340.00 |
| | | | | | | | Plus 20+ Year Supplement | (78.5 Personnel at \$600) | 47,100.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (11 Personnel at \$3500) | 38,500.00 |
| | | | | | | | Equals Grand Totl | | 16,332,940.00 |
| | | | | | | | Divided by FTE | | 366.00 |
| | | | | | | | Equals Avg Salary | | 44,625.52 |
| | | | | | | | Less Formula Ceiling Reduction | | 723,379.68 |
| | | | | | | | Equals Adjusted Total | | 15,609,560.32 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HAMPSHIRE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 11.00 | | | | | | | 11.00 |
| 1 | | 5.00 | | 3.00 | 2.00 | | | | 10.00 |
| 2 | | 5.00 | | 2.00 | 1.00 | 1.00 | | | 9.00 |
| 3 | | 2.00 | 1.00 | 2.00 | | 1.00 | | | 6.00 |
| 4 | | 4.51 | 1.00 | 3.00 | 1.00 | 1.00 | | | 10.51 |
| 5 | | 2.00 | 1.00 | 1.00 | 3.00 | | | | 7.00 |
| 6 | | 1.00 | | 1.00 | | 1.00 | 2.00 | | 5.00 |
| 7 | | | 2.00 | 1.00 | | 1.00 | 1.00 | | 5.00 |
| 8 | | 2.00 | 1.00 | 3.00 | | | | | 6.00 |
| 9 | | 2.00 | | 3.00 | 2.00 | | 0.28 | | 7.28 |
| 10 | | 1.00 | | | 1.00 | 1.00 | | | 3.00 |
| 11 | | 5.00 | 4.00 | | | 2.00 | 1.00 | | 12.00 |
| 12 | | 1.00 | 3.00 | 3.00 | 1.80 | 2.00 | | | 10.80 |
| 13 | | | 1.00 | 1.00 | | | 1.00 | | 3.00 |
| 14 | | 1.00 | 1.00 | 1.00 | | | | | 3.00 |
| 15 | | | | 1.00 | 1.00 | | 2.00 | | 4.00 |
| 16 | | | 3.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 8.00 |
| 17 | 1.00 | | 3.00 | | | 2.00 | 3.85 | | 9.85 |
| 18 | | | 5.00 | | 1.00 | 2.00 | 2.00 | | 10.00 |
| 19 | | | 4.00 | | | 3.00 | 1.00 | | 8.00 |
| 20 | | | 2.00 | | 1.00 | 1.00 | 1.00 | | 5.00 |
| 21 | | 1.00 | 5.00 | | | | 1.00 | | 7.00 |
| 22 | | | 1.00 | 1.00 | | | | | 2.00 |
| 23 | | | 2.00 | | | 1.00 | 0.90 | | 3.90 |
| 24 | | | 1.00 | 1.00 | 1.00 | | 3.00 | | 6.00 |
| 25 | | | 2.00 | | | | 2.00 | | 4.00 |
| 26 | | | 1.00 | | | | 2.00 | | 3.00 |
| 27 | | | 1.00 | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 28 | | | | | 1.00 | 2.00 | 1.00 | | 4.00 |
| 29 | | | 2.80 | | | 1.00 | | | 3.80 |
| 30 | | | 2.00 | | | | 1.00 | | 3.00 |
| 31 | | | | | | | 2.00 | | 2.00 |
| 32 | | | | | 1.00 | | 2.00 | | 3.00 |
| 33 | | | 3.00 | 2.00 | 3.00 | | 1.00 | | 9.00 |
| 34 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 35 | | 1.00 | 5.00 | 1.00 | 2.00 | 3.00 | 3.65 | | 15.65 |
| Total | | 45.51 | 58.80 | 31.00 | 24.80 | 28.00 | 38.68 | | 226.79 |
| | | | | | | | | Less Ceiling Reduction - | 9.12 |
| | | | | | | | | Adjusted Total | 217.67 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HAMPSHIRE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | | 379,005.00 | | | | | | | 379,005.00 |
| 1 | | 174,865.00 | | 112,506.00 | 76,526.00 | | | | 363,897.00 |
| 2 | | 177,460.00 | | 76,040.00 | 38,781.00 | 39,542.00 | | | 331,823.00 |
| 3 | | 72,022.00 | 36,771.00 | 77,078.00 | | 40,060.00 | | | 225,931.00 |
| 4 | | 165,846.23 | 37,534.00 | 117,906.00 | 40,063.00 | 40,823.00 | | | 402,172.23 |
| 5 | | 74,584.00 | 38,053.00 | 39,820.00 | 121,743.00 | | | | 274,200.00 |
| 6 | | 37,810.00 | | 40,339.00 | | 41,860.00 | 85,242.00 | | 205,251.00 |
| 7 | | | 78,180.00 | 40,857.00 | | 42,379.00 | 43,140.00 | | 204,556.00 |
| 8 | | 77,694.00 | 39,608.00 | 124,128.00 | | | | | 241,430.00 |
| 9 | | 78,732.00 | | 125,682.00 | 85,310.00 | | 12,369.56 | | 302,093.56 |
| 10 | | 39,886.00 | | | 43,175.00 | 43,936.00 | | | 126,997.00 |
| 11 | | 202,020.00 | 164,660.00 | | | 88,908.00 | 45,215.00 | | 500,803.00 |
| 12 | | 40,923.00 | 125,049.00 | 130,353.00 | 79,581.60 | 89,946.00 | | | 465,852.60 |
| 13 | | | 42,202.00 | 43,970.00 | | | 46,252.00 | | 132,424.00 |
| 14 | | 41,960.00 | 42,720.00 | 44,488.00 | | | | | 129,168.00 |
| 15 | | | 45,007.00 | 45,007.00 | 45,767.00 | | 94,578.00 | | 185,352.00 |
| 16 | | | 131,271.00 | 45,525.00 | 46,286.00 | 47,047.00 | 95,614.00 | | 365,743.00 |
| 17 | | 43,515.00 | 132,828.00 | | | 95,130.00 | 186,055.10 | | 457,528.10 |
| 18 | | | 223,975.00 | | 47,323.00 | 96,168.00 | 97,690.00 | | 465,156.00 |
| 19 | | | 181,252.00 | | | 145,806.00 | 49,363.00 | | 376,421.00 |
| 20 | | | 91,664.00 | | 48,360.00 | 49,121.00 | 49,882.00 | | 239,027.00 |
| 21 | | 45,589.00 | 231,750.00 | | | | 50,400.00 | | 327,739.00 |
| 22 | | | 46,869.00 | 48,636.00 | | | | | 95,505.00 |
| 23 | | | 94,774.00 | | | 50,676.00 | 46,293.30 | | 191,743.30 |
| 24 | | | 47,906.00 | 49,674.00 | 50,434.00 | | 155,868.00 | | 303,882.00 |
| 25 | | | 96,848.00 | | | | 104,948.00 | | 201,796.00 |
| 26 | | | 48,943.00 | | | | 105,986.00 | | 154,929.00 |
| 27 | | | 49,461.00 | | | 51,990.00 | 53,511.00 | | 207,713.00 |
| 28 | | | | | 52,508.00 | 106,538.00 | 54,030.00 | | 213,076.00 |
| 29 | | | 141,394.40 | | | 53,788.00 | | | 195,182.40 |
| 30 | | | 102,034.00 | | | | 55,067.00 | | 157,101.00 |
| 31 | | | | | | | 111,170.00 | | 111,170.00 |
| 32 | | | | | 54,583.00 | | 112,208.00 | | 166,791.00 |
| 33 | | | 157,719.00 | 108,680.00 | 165,303.00 | | 56,623.00 | | 488,325.00 |
| 34 | | | 53,091.00 | | | 56,380.00 | 57,141.00 | | 166,612.00 |
| 35 | | 52,849.00 | 268,050.00 | 55,377.00 | 112,276.00 | 170,697.00 | 210,459.00 | | 869,708.00 |
| Total | | 1,704,760.23 | 2,704,606.40 | 1,326,066.00 | 1,160,009.60 | 1,351,556.00 | 1,979,104.96 | | 10,226,103.19 |
| | | | | | | | Plus 20+ Year Supplement | (71.8 Personnel at \$600) | 43,080.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 10,269,183.19 |
| | | | | | | | Divided by FTE | | 226.79 |
| | | | | | | | Equals Avg Salary | | 45,280.58 |
| | | | | | | | Less Formula Ceiling Reduction | | 412,958.89 |
| | | | | | | | Equals Adjusted Total | | 9,856,224.30 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HANCOCK COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 7.00 | | 1.00 | | | | | 8.00 |
| 1 | | 5.00 | | 1.00 | | | | | 6.00 |
| 2 | | 5.00 | 1.00 | 5.00 | | | | | 11.00 |
| 3 | | 3.00 | 1.00 | 2.00 | 1.00 | | | | 7.00 |
| 4 | | 10.00 | 1.00 | 1.00 | 2.00 | 3.00 | 1.00 | | 18.00 |
| 5 | | 3.00 | 3.00 | 4.00 | 2.00 | 1.00 | 1.00 | | 14.00 |
| 6 | | 2.00 | 3.00 | 3.00 | 1.00 | 1.00 | | | 10.00 |
| 7 | | 5.00 | 2.00 | 4.00 | 2.00 | 2.00 | 2.00 | | 17.00 |
| 8 | | 1.00 | 8.00 | 3.00 | 1.00 | 1.00 | | | 14.00 |
| 9 | | 1.00 | 1.00 | 1.00 | 3.00 | 5.00 | 2.00 | | 13.00 |
| 10 | | 3.00 | 4.00 | 2.00 | 4.00 | 3.00 | 4.00 | | 20.00 |
| 11 | | | 2.00 | 9.00 | 3.00 | 2.00 | 3.00 | | 19.00 |
| 12 | | 1.00 | 1.00 | 4.00 | 3.00 | 1.00 | 3.00 | | 13.00 |
| 13 | | 1.00 | 4.00 | 1.00 | 2.00 | 3.00 | 4.00 | | 15.00 |
| 14 | | 1.00 | 3.00 | | 2.00 | 1.00 | 2.00 | | 9.00 |
| 15 | | 2.00 | 2.00 | | 1.00 | 1.00 | 2.00 | | 8.00 |
| 16 | | | 1.00 | | | 5.00 | 8.00 | | 14.00 |
| 17 | | | | 1.00 | | 1.00 | 1.00 | | 3.00 |
| 18 | | | | 1.00 | | 1.00 | | | 2.00 |
| 19 | | | 2.00 | | 3.00 | 2.00 | 3.50 | | 10.50 |
| 20 | | | 1.00 | | | 3.00 | 2.00 | | 6.00 |
| 21 | | 1.00 | 4.00 | | 1.00 | 1.00 | 2.00 | | 9.00 |
| 22 | | 1.00 | | 2.00 | 1.00 | | 4.00 | | 8.00 |
| 23 | | | 1.00 | 1.00 | | 1.00 | 1.00 | | 4.00 |
| 24 | | | | | | 1.00 | 1.00 | | 2.00 |
| 25 | | | | | | | 3.00 | | 3.00 |
| 26 | | | 1.00 | | | | 1.00 | | 2.00 |
| 27 | | | 3.00 | | | 1.00 | 1.00 | | 5.00 |
| 28 | | | 2.00 | | | 1.00 | 3.00 | | 6.00 |
| 29 | | | 2.00 | 1.00 | | | 1.00 | | 4.00 |
| 30 | | | 2.00 | | | | | | 2.00 |
| 31 | | | | 1.00 | | 1.00 | 2.00 | | 4.00 |
| 32 | | | 2.00 | | 1.00 | | 2.85 | | 5.85 |
| 33 | | | 1.00 | | | | 2.00 | | 3.00 |
| 34 | | | 1.00 | | | | | | 1.00 |
| 35 | | | 1.00 | | 1.00 | | 3.00 | | 5.00 |
| Total | | 52.00 | 60.00 | 48.00 | 34.00 | 42.00 | 65.35 | | 301.35 |
| | | | | | | | | Less Ceiling Reduction - | 12.91 |
| | | | | | | | | Adjusted Total | 288.44 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HANCOCK COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 241,185.00 | | 36,983.00 | | | | | 278,168.00 |
| 1 | | 174,865.00 | | 37,502.00 | | | | | 212,367.00 |
| 2 | | 177,460.00 | 36,253.00 | 190,100.00 | | | | | 403,813.00 |
| 3 | | 108,033.00 | 36,771.00 | 77,078.00 | 39,300.00 | | | | 261,182.00 |
| 4 | | 367,730.00 | 37,534.00 | 39,302.00 | 80,126.00 | 122,469.00 | 41,584.00 | | 688,745.00 |
| 5 | | 111,876.00 | 114,159.00 | 159,280.00 | 81,162.00 | 41,342.00 | 42,103.00 | | 549,922.00 |
| 6 | | 75,620.00 | 115,713.00 | 121,017.00 | 41,100.00 | 41,860.00 | | | 395,310.00 |
| 7 | | 191,645.00 | 78,180.00 | 163,428.00 | 83,236.00 | 84,758.00 | 86,280.00 | | 687,527.00 |
| 8 | | 38,847.00 | 316,864.00 | 124,128.00 | 42,137.00 | 42,897.00 | | | 564,873.00 |
| 9 | | 39,366.00 | 40,127.00 | 41,894.00 | 127,965.00 | 217,080.00 | 88,354.00 | | 554,786.00 |
| 10 | | 119,658.00 | 162,584.00 | 84,828.00 | 172,700.00 | 131,808.00 | 178,784.00 | | 850,362.00 |
| 11 | | | 82,330.00 | 386,397.00 | 131,079.00 | 88,908.00 | 135,645.00 | | 824,359.00 |
| 12 | | 40,923.00 | 41,683.00 | 173,804.00 | 132,636.00 | 44,973.00 | 137,199.00 | | 571,218.00 |
| 13 | | 41,441.00 | 168,808.00 | 43,970.00 | 89,460.00 | 136,473.00 | 185,008.00 | | 665,160.00 |
| 14 | | 41,960.00 | 128,160.00 | | 90,498.00 | 46,010.00 | 93,540.00 | | 400,168.00 |
| 15 | | 84,956.00 | 86,478.00 | | 45,767.00 | 46,528.00 | 94,578.00 | | 358,307.00 |
| 16 | | | 43,757.00 | | | 235,235.00 | 382,456.00 | | 661,448.00 |
| 17 | | | | 46,044.00 | | 47,565.00 | 48,326.00 | | 141,935.00 |
| 18 | | | | 46,562.00 | | 48,084.00 | | | 94,646.00 |
| 19 | | | 90,626.00 | | 143,526.00 | 97,204.00 | 172,770.50 | | 504,126.50 |
| 20 | | | 45,832.00 | | | 147,363.00 | 99,764.00 | | 292,959.00 |
| 21 | | 45,589.00 | 185,400.00 | | 48,879.00 | 49,639.00 | 100,800.00 | | 430,307.00 |
| 22 | | 46,108.00 | | 97,272.00 | 49,397.00 | | 203,676.00 | | 396,453.00 |
| 23 | | | 47,387.00 | 49,155.00 | | 50,676.00 | 51,437.00 | | 198,655.00 |
| 24 | | | | | | 51,195.00 | 51,956.00 | | 103,151.00 |
| 25 | | | | | | | 157,422.00 | | 157,422.00 |
| 26 | | | 48,943.00 | | | | 52,993.00 | | 101,936.00 |
| 27 | | | 148,383.00 | | | 52,751.00 | 53,511.00 | | 254,645.00 |
| 28 | | | 99,960.00 | | | 53,269.00 | 162,090.00 | | 315,319.00 |
| 29 | | | 100,996.00 | 52,266.00 | | | 54,548.00 | | 207,810.00 |
| 30 | | | 102,034.00 | | | | | | 102,034.00 |
| 31 | | | | 53,303.00 | | 54,825.00 | 111,170.00 | | 219,298.00 |
| 32 | | | 104,108.00 | | 54,583.00 | | 159,896.40 | | 318,587.40 |
| 33 | | | 52,573.00 | | | | 113,246.00 | | 165,819.00 |
| 34 | | | 53,091.00 | | | | | | 53,091.00 |
| 35 | | | 53,610.00 | | 56,138.00 | | 172,980.00 | | 282,728.00 |
| Total | | 1,947,262.00 | 2,622,344.00 | 2,024,313.00 | 1,509,689.00 | 1,932,912.00 | 3,232,116.90 | | 13,268,636.90 |
| | | | | | | | Plus 20+ Year Supplement | (56 Personnel at \$600) | 33,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (15 Personnel at \$3500) | 52,500.00 |
| | | | | | | | Equals Grand Totl | | 13,354,736.90 |
| | | | | | | | Divided by FTE | | 301.35 |
| | | | | | | | Equals Avg Salary | | 44,316.37 |
| | | | | | | | Less Formula Ceiling Reduction | | 572,124.34 |
| | | | | | | | Equals Adjusted Total | | 12,782,612.56 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HARDY COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 9.00 | | 2.00 | | | | | 11.00 |
| 1 | | 3.00 | | | 1.00 | | | 1.00 | 5.00 |
| 2 | | 1.00 | | 1.00 | | 1.00 | | | 3.00 |
| 3 | | 7.00 | 3.00 | | | | | | 10.00 |
| 4 | | 4.00 | 1.00 | 1.00 | | 3.00 | 1.00 | | 10.00 |
| 5 | | 2.00 | 1.00 | 1.00 | | | | 1.00 | 5.00 |
| 6 | | 1.00 | | | | | 2.00 | | 3.00 |
| 7 | | | 2.00 | 1.00 | | | | | 3.00 |
| 8 | | 2.00 | 2.00 | | | | 3.00 | | 7.00 |
| 9 | | | 3.00 | 2.00 | 4.00 | 1.00 | 1.00 | | 11.00 |
| 10 | | | 2.00 | 3.00 | 1.00 | 1.00 | | | 7.00 |
| 11 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 12 | | | 2.00 | | 1.00 | 1.00 | 2.00 | | 6.00 |
| 13 | | | 4.00 | | 1.00 | 2.00 | | | 7.00 |
| 14 | | 1.00 | | 3.00 | | 1.00 | 4.00 | | 9.00 |
| 15 | | | | 1.00 | | 1.00 | 2.00 | | 4.00 |
| 16 | | | 1.00 | 2.00 | 1.00 | | 3.00 | | 7.00 |
| 17 | | | 2.00 | | | 1.00 | 2.00 | | 5.00 |
| 18 | | | 2.00 | | 2.00 | | 1.00 | | 5.00 |
| 19 | | | | 1.00 | | 2.00 | | | 3.00 |
| 20 | | | 1.00 | | 1.00 | 1.00 | 2.00 | | 5.00 |
| 21 | | | 1.00 | | 2.00 | 2.00 | 2.00 | | 7.00 |
| 22 | | | 1.00 | | | 1.00 | 2.40 | | 4.40 |
| 23 | | | | | | | | | |
| 24 | | | | | 1.00 | | 1.00 | | 2.00 |
| 25 | | | | | | 1.00 | | | 1.00 |
| 26 | | | 1.00 | | | | 2.00 | | 3.00 |
| 27 | | | | | | 1.00 | | | 1.00 |
| 28 | | | | | | | 2.00 | | 2.00 |
| 29 | | | | | | 1.00 | 1.00 | | 2.00 |
| 30 | | | | | | | 2.00 | | 2.00 |
| 31 | | | | | | | 1.00 | | 1.00 |
| 32 | | | | | 1.00 | | 3.00 | | 4.00 |
| 33 | | | 1.00 | | | | | | 1.00 |
| 34 | | | | 0.25 | | | 3.00 | | 3.25 |
| 35 | | | 2.00 | 1.00 | | | 1.00 | | 4.00 |
| Total | | 31.00 | 33.00 | 19.25 | 17.00 | 21.00 | 43.40 | 2.00 | 166.65 |
| | | | | | | | | Less Ceiling Reduction - | -0.18 |
| | | | | | | | | Adjusted Total | 166.83 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HARDY COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 310,095.00 | | 73,966.00 | | | | | 384,061.00 |
| 1 | | 104,919.00 | | | 38,263.00 | | | 40,819.00 | 184,001.00 |
| 2 | | 35,492.00 | | 38,020.00 | | 39,542.00 | | | 113,054.00 |
| 3 | | 252,077.00 | 110,313.00 | | | | | | 362,390.00 |
| 4 | | 147,092.00 | 37,534.00 | 39,302.00 | | 122,469.00 | 41,584.00 | | 387,981.00 |
| 5 | | 74,584.00 | 38,053.00 | 39,820.00 | | | | 43,138.00 | 195,595.00 |
| 6 | | 37,810.00 | | | | | 85,242.00 | | 123,052.00 |
| 7 | | | 78,180.00 | 40,857.00 | | | | | 119,037.00 |
| 8 | | 77,694.00 | 79,216.00 | | | | 130,974.00 | | 287,884.00 |
| 9 | | | 120,381.00 | 83,788.00 | 170,620.00 | 43,416.00 | 44,177.00 | | 462,382.00 |
| 10 | | | 81,292.00 | 127,242.00 | 43,175.00 | 43,936.00 | | | 295,645.00 |
| 11 | | 40,404.00 | 41,165.00 | | 43,693.00 | | | | 125,262.00 |
| 12 | | | 83,366.00 | | 44,212.00 | 44,973.00 | 91,466.00 | | 264,017.00 |
| 13 | | | 168,808.00 | | 44,730.00 | 90,982.00 | | | 304,520.00 |
| 14 | | 41,960.00 | | 133,464.00 | | 46,010.00 | 187,080.00 | | 408,514.00 |
| 15 | | | | 45,007.00 | | 46,528.00 | 94,578.00 | | 186,113.00 |
| 16 | | | 43,757.00 | 91,050.00 | 46,286.00 | | 143,421.00 | | 324,514.00 |
| 17 | | | 88,552.00 | | | 47,565.00 | 96,652.00 | | 232,769.00 |
| 18 | | | 89,590.00 | | 94,646.00 | | 48,845.00 | | 233,081.00 |
| 19 | | | | 47,081.00 | | 97,204.00 | | | 144,285.00 |
| 20 | | | 45,832.00 | | 48,360.00 | 49,121.00 | 99,764.00 | | 243,077.00 |
| 21 | | | 46,350.00 | | 97,758.00 | 99,278.00 | 100,800.00 | | 344,186.00 |
| 22 | | | 46,869.00 | | | 50,158.00 | 122,205.60 | | 219,232.60 |
| 23 | | | | | | | | | |
| 24 | | | | | 50,434.00 | | 51,956.00 | | 102,390.00 |
| 25 | | | | | | 51,714.00 | | | 51,714.00 |
| 26 | | | 48,943.00 | | | | 105,986.00 | | 154,929.00 |
| 27 | | | | | | 52,751.00 | | | 52,751.00 |
| 28 | | | | | | | 108,060.00 | | 108,060.00 |
| 29 | | | | | | 53,788.00 | 54,548.00 | | 108,336.00 |
| 30 | | | | | | | 110,134.00 | | 110,134.00 |
| 31 | | | | | | | 55,585.00 | | 55,585.00 |
| 32 | | | | | 54,583.00 | | 168,312.00 | | 222,895.00 |
| 33 | | | 52,573.00 | | | | | | 52,573.00 |
| 34 | | | | 13,714.75 | | | 171,423.00 | | 185,137.75 |
| 35 | | | 107,220.00 | 55,377.00 | | | 57,660.00 | | 220,257.00 |
| Total | | 1,122,127.00 | 1,407,994.00 | 828,688.75 | 776,760.00 | 979,435.00 | 2,170,452.60 | 83,957.00 | 7,369,414.35 |
| | | | | | | | Plus 20+ Year Supplement | (37 Personnel at \$600) | 22,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (4 Personnel at \$3500) | 14,000.00 |
| | | | | | | | Equals Grand Totl | | 7,405,614.35 |
| | | | | | | | Divided by FTE | | 166.65 |
| | | | | | | | Equals Avg Salary | | 44,438.13 |
| | | | | | | | Less Formula Ceiling Reduction | | -7,998.86 |
| | | | | | | | Equals Adjusted Total | | 7,413,613.21 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HARRISON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|--------|--------|--------|--------|-------|--------|--------------------------|--------|
| 0 | | 19.00 | 1.00 | 4.00 | | | | | 24.00 |
| 1 | | 8.00 | | 5.00 | 1.00 | | 1.00 | 1.00 | 16.00 |
| 2 | | 9.75 | | 11.00 | 3.00 | 1.00 | | 1.00 | 25.75 |
| 3 | | 8.50 | 3.00 | 12.00 | 2.00 | 2.00 | | | 27.50 |
| 4 | | 13.00 | | 17.00 | 7.80 | 1.00 | 3.00 | | 41.80 |
| 5 | | 9.00 | 4.00 | 15.00 | 7.00 | 2.00 | 4.00 | | 41.00 |
| 6 | | 6.00 | 3.00 | 6.00 | 2.00 | 2.00 | 3.00 | | 22.00 |
| 7 | | 11.00 | 3.00 | 9.00 | 2.00 | 4.95 | 2.00 | | 31.95 |
| 8 | | 9.00 | 4.00 | 13.00 | 8.00 | 5.75 | 6.00 | | 45.75 |
| 9 | | 7.50 | 4.00 | 6.00 | 6.00 | 4.50 | 6.00 | | 34.00 |
| 10 | | 9.00 | 6.00 | 3.00 | 7.00 | 6.00 | 5.00 | | 36.00 |
| 11 | | 7.00 | 4.00 | 2.00 | 7.00 | 3.00 | 9.00 | 1.00 | 33.00 |
| 12 | | 6.00 | 6.00 | 6.00 | 10.00 | 4.00 | 6.20 | 1.00 | 39.20 |
| 13 | 1.00 | 6.00 | 9.00 | 9.00 | 11.00 | 2.00 | 10.75 | | 48.75 |
| 14 | | 2.00 | 3.50 | 3.50 | 6.00 | 6.00 | 6.50 | | 27.50 |
| 15 | | 1.00 | 7.50 | 7.00 | 3.00 | 5.00 | 5.80 | | 29.30 |
| 16 | | 2.00 | 6.50 | 5.00 | 3.00 | 3.00 | 7.00 | | 26.50 |
| 17 | | 1.00 | 8.00 | 2.00 | 1.00 | 3.00 | 10.00 | | 25.00 |
| 18 | | 5.00 | 1.00 | 4.00 | 4.00 | | 2.75 | | 16.75 |
| 19 | | 3.50 | 6.00 | 4.00 | 1.00 | 1.00 | 3.90 | | 19.40 |
| 20 | | 1.00 | 3.00 | 2.00 | 2.00 | 2.00 | 4.00 | | 14.00 |
| 21 | | 2.00 | 4.00 | 2.00 | 1.00 | 4.00 | 2.00 | | 15.00 |
| 22 | | | 4.00 | | 3.00 | 1.00 | 3.00 | 1.00 | 12.00 |
| 23 | | 1.00 | 2.00 | 1.00 | | 5.00 | 4.00 | | 13.00 |
| 24 | | | 3.00 | 1.00 | 2.00 | 1.00 | 4.80 | | 11.80 |
| 25 | | | 7.00 | | 2.00 | 3.00 | 4.95 | | 16.95 |
| 26 | | 1.00 | 3.00 | | 5.50 | 2.00 | 2.00 | 1.00 | 14.50 |
| 27 | | 1.00 | 1.00 | 1.00 | 1.00 | 3.00 | 4.00 | 1.00 | 12.00 |
| 28 | | 1.00 | 2.00 | | | | 5.45 | | 8.45 |
| 29 | | 1.00 | 2.00 | 2.00 | 1.00 | 3.00 | 8.00 | | 17.00 |
| 30 | | | 3.00 | 1.00 | | 1.00 | 6.00 | 1.00 | 12.00 |
| 31 | | 1.00 | 1.00 | | 2.00 | 1.00 | 4.00 | | 9.00 |
| 32 | | | 4.00 | | 1.00 | 2.00 | 5.00 | | 12.00 |
| 33 | | | | | 2.00 | 3.00 | 6.50 | | 11.50 |
| 34 | | 2.00 | 1.00 | | | 5.00 | 6.00 | 1.00 | 15.00 |
| 35 | | | 6.00 | | 1.00 | 5.00 | 27.50 | 2.00 | 41.50 |
| Total | 1.00 | 154.25 | 125.50 | 153.50 | 115.30 | 97.20 | 189.10 | 11.00 | 846.85 |
| | | | | | | | | Less Ceiling Reduction - | 68.97 |
| | | | | | | | | Adjusted Total | 777.88 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

HARRISON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|--------------|--------------|---|-----------------------------------|---------------|
| 0 | | 654,645.00 | 35,216.00 | 147,932.00 | | | | | 837,793.00 |
| 1 | | 279,784.00 | | 187,510.00 | 38,263.00 | | 39,784.00 | 40,819.00 | 586,160.00 |
| 2 | | 346,047.00 | | 418,220.00 | 116,343.00 | 39,542.00 | | 41,338.00 | 961,490.00 |
| 3 | | 306,093.50 | 110,313.00 | 462,468.00 | 78,600.00 | 80,120.00 | | | 1,037,594.50 |
| 4 | | 478,049.00 | | 668,134.00 | 312,491.40 | 40,823.00 | 124,752.00 | | 1,624,249.40 |
| 5 | | 335,628.00 | 152,212.00 | 597,300.00 | 284,067.00 | 82,684.00 | 168,412.00 | | 1,620,303.00 |
| 6 | | 226,860.00 | 115,713.00 | 242,034.00 | 82,200.00 | 83,720.00 | 127,863.00 | | 878,390.00 |
| 7 | | 421,619.00 | 117,270.00 | 367,713.00 | 83,236.00 | 209,776.05 | 86,280.00 | | 1,285,894.05 |
| 8 | | 349,623.00 | 158,432.00 | 537,888.00 | 337,096.00 | 246,657.75 | 261,948.00 | | 1,891,644.75 |
| 9 | | 295,245.00 | 160,508.00 | 251,364.00 | 255,930.00 | 195,372.00 | 265,062.00 | | 1,423,481.00 |
| 10 | | 358,974.00 | 243,876.00 | 127,242.00 | 302,225.00 | 263,616.00 | 223,480.00 | | 1,519,413.00 |
| 11 | | 282,828.00 | 164,660.00 | 85,866.00 | 305,851.00 | 133,362.00 | 406,935.00 | 46,250.00 | 1,425,752.00 |
| 12 | | 245,538.00 | 250,098.00 | 260,706.00 | 442,120.00 | 179,892.00 | 283,544.60 | 46,768.00 | 1,708,666.60 |
| 13 | 37,255.00 | 248,646.00 | 379,818.00 | 395,730.00 | 492,030.00 | 90,982.00 | 497,209.00 | | 2,141,670.00 |
| 14 | | 83,920.00 | 149,520.00 | 155,708.00 | 271,494.00 | 276,060.00 | 304,005.00 | | 1,240,707.00 |
| 15 | | 42,478.00 | 324,292.50 | 315,049.00 | 137,301.00 | 232,640.00 | 274,276.20 | | 1,326,036.70 |
| 16 | | 85,994.00 | 284,420.50 | 227,625.00 | 138,858.00 | 141,141.00 | 334,649.00 | | 1,212,687.50 |
| 17 | | 43,515.00 | 354,208.00 | 92,088.00 | 46,805.00 | 142,695.00 | 483,260.00 | | 1,162,571.00 |
| 18 | | 220,170.00 | 44,795.00 | 186,248.00 | 189,292.00 | | 134,323.75 | | 774,828.75 |
| 19 | | 155,932.00 | 271,878.00 | 188,324.00 | 47,842.00 | 48,602.00 | 192,515.70 | | 905,093.70 |
| 20 | | 45,071.00 | 137,496.00 | 95,198.00 | 96,720.00 | 98,242.00 | 199,528.00 | | 672,255.00 |
| 21 | | 91,178.00 | 185,400.00 | 96,236.00 | 48,879.00 | 198,556.00 | 100,800.00 | | 721,049.00 |
| 22 | | | 187,476.00 | | 148,191.00 | 50,158.00 | 152,757.00 | 51,954.00 | 590,536.00 |
| 23 | | 46,627.00 | 94,774.00 | 49,155.00 | | 253,380.00 | 205,748.00 | | 649,684.00 |
| 24 | | | 143,718.00 | 49,674.00 | 100,868.00 | 51,195.00 | 249,388.80 | | 594,843.80 |
| 25 | | | 338,968.00 | | 101,906.00 | 155,142.00 | 259,746.30 | | 855,762.30 |
| 26 | | 48,182.00 | 146,829.00 | | 283,090.50 | 104,464.00 | 105,986.00 | 54,028.00 | 742,579.50 |
| 27 | | 48,701.00 | 49,461.00 | 51,229.00 | 51,990.00 | 158,253.00 | 214,044.00 | 54,546.00 | 628,224.00 |
| 28 | | 49,219.00 | 99,960.00 | | | | 294,463.50 | | 443,642.50 |
| 29 | | 49,738.00 | 100,996.00 | 104,532.00 | 53,027.00 | 161,364.00 | 436,384.00 | | 906,041.00 |
| 30 | | | 153,051.00 | 52,785.00 | | 54,306.00 | 330,402.00 | 56,102.00 | 646,646.00 |
| 31 | | 50,775.00 | 51,536.00 | | 108,128.00 | 54,825.00 | 222,340.00 | | 487,604.00 |
| 32 | | | 208,216.00 | | 54,583.00 | 110,686.00 | 280,520.00 | | 654,005.00 |
| 33 | | | | | 110,202.00 | 167,586.00 | 368,049.50 | | 645,837.50 |
| 34 | | 104,660.00 | 53,091.00 | | | 281,900.00 | 342,846.00 | 58,176.00 | 840,673.00 |
| 35 | | | 321,660.00 | | 56,138.00 | 284,495.00 | 1,585,650.00 | 117,390.00 | 2,365,333.00 |
| Total | 37,255.00 | 5,995,739.50 | 5,589,862.00 | 6,413,958.00 | 5,175,766.90 | 4,672,236.80 | 9,556,952.35 | 567,371.00 | 38,009,141.55 |
| | | | | | | | Plus 20+ Year Supplement | (206.55 Personnel at \$600) | 123,930.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (19.25 Personnel at \$3500) | 67,375.00 |
| | | | | | | | Equals Grand Totl | | 38,200,446.55 |
| | | | | | | | Divided by FTE | | 846.85 |
| | | | | | | | Equals Avg Salary | | 45,108.87 |
| | | | | | | | Less Formula Ceiling Reduction | | 3,111,158.76 |
| | | | | | | | Equals Adjusted Total | | 35,089,287.79 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

JACKSON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 6.50 | | 2.50 | | | | | 9.00 |
| 1 | | 5.50 | | 1.00 | 1.00 | 1.00 | | | 8.50 |
| 2 | | 8.00 | 2.00 | | | 1.00 | 1.00 | | 12.00 |
| 3 | | 6.00 | 1.00 | 1.00 | | 1.00 | 1.00 | | 10.00 |
| 4 | | 3.50 | | 1.00 | 1.00 | 1.00 | 2.00 | | 8.50 |
| 5 | | 9.00 | 1.50 | 3.00 | 3.00 | | 1.00 | | 17.50 |
| 6 | | 6.00 | | | 2.50 | 1.00 | 3.00 | | 12.50 |
| 7 | | 2.00 | 2.00 | 1.00 | 2.00 | 1.00 | | | 8.00 |
| 8 | | 5.00 | | 3.00 | 1.00 | 2.00 | | | 11.00 |
| 9 | | 3.00 | 5.00 | | 5.00 | | 3.00 | | 16.00 |
| 10 | | 4.00 | 2.00 | | 2.00 | 2.00 | 4.00 | | 14.00 |
| 11 | | 3.00 | 1.00 | 1.00 | 1.00 | 4.00 | 1.00 | | 11.00 |
| 12 | | 4.00 | 8.00 | 2.00 | 2.00 | 3.00 | 6.00 | 1.00 | 26.00 |
| 13 | | 1.00 | 3.00 | 1.00 | 1.00 | | 2.00 | | 8.00 |
| 14 | | | 3.00 | | 1.00 | 1.00 | 3.00 | | 8.00 |
| 15 | | | | 2.00 | | 3.00 | 2.00 | | 7.00 |
| 16 | | 2.00 | 1.00 | 1.00 | 3.00 | 1.00 | 5.00 | 1.00 | 14.00 |
| 17 | | | 1.00 | 1.00 | 1.00 | 2.00 | 4.00 | | 9.00 |
| 18 | | 2.00 | 3.00 | | 1.00 | | 5.00 | | 11.00 |
| 19 | | | 3.00 | 1.00 | 1.00 | 2.00 | 4.00 | | 11.00 |
| 20 | | 2.00 | | | | 2.00 | 4.00 | | 8.00 |
| 21 | | | 1.00 | 1.00 | 1.00 | 1.00 | 3.00 | | 7.00 |
| 22 | | | 3.00 | 1.00 | 1.00 | 2.00 | 4.00 | | 11.00 |
| 23 | | | 2.00 | | 1.00 | 1.00 | 1.00 | | 5.00 |
| 24 | | | 3.00 | 2.00 | 1.50 | | 3.00 | | 9.50 |
| 25 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 26 | | 1.00 | 1.00 | | | 1.00 | 2.40 | | 5.40 |
| 27 | | | | | | 1.00 | 2.00 | | 3.00 |
| 28 | | | 1.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 6.00 |
| 29 | | | 3.00 | | 1.00 | 1.00 | 4.00 | | 9.00 |
| 30 | | | 4.00 | | | 1.00 | 3.00 | | 8.00 |
| 31 | | | 3.00 | | | 1.00 | 2.00 | | 6.00 |
| 32 | | | | | 1.00 | 1.00 | 2.00 | | 4.00 |
| 33 | | | | | 1.00 | | 2.00 | | 3.00 |
| 34 | | | | | | | 2.00 | | 2.00 |
| 35 | | | 8.00 | | 2.00 | 3.00 | 10.50 | 1.00 | 24.50 |
| Total | | 73.50 | 67.50 | 26.50 | 39.00 | 43.00 | 94.90 | 3.00 | 347.40 |
| | | | | | | | | Less Ceiling Reduction - | 9.95 |
| | | | | | | | | Adjusted Total | 337.45 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

JACKSON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 223,957.50 | | 92,457.50 | | | | | 316,415.00 |
| 1 | | 192,351.50 | | 37,502.00 | 38,263.00 | 39,023.00 | | | 307,139.50 |
| 2 | | 283,936.00 | 72,506.00 | | | 39,542.00 | 40,303.00 | | 436,287.00 |
| 3 | | 216,066.00 | 36,771.00 | 38,539.00 | | 40,060.00 | 40,821.00 | | 372,257.00 |
| 4 | | 128,705.50 | | 39,302.00 | 40,063.00 | 40,823.00 | 83,168.00 | | 332,061.50 |
| 5 | | 335,628.00 | 57,079.50 | 119,460.00 | 121,743.00 | | 42,103.00 | | 676,013.50 |
| 6 | | 226,860.00 | | | 102,750.00 | 41,860.00 | 127,863.00 | | 499,333.00 |
| 7 | | 76,658.00 | 78,180.00 | 40,857.00 | 83,236.00 | 42,379.00 | | | 321,310.00 |
| 8 | | 194,235.00 | | 124,128.00 | 42,137.00 | 85,794.00 | | | 446,294.00 |
| 9 | | 118,098.00 | 200,635.00 | | 213,275.00 | | 132,531.00 | | 664,539.00 |
| 10 | | 159,544.00 | 81,292.00 | | 86,350.00 | 87,872.00 | 178,784.00 | | 593,842.00 |
| 11 | | 121,212.00 | 41,165.00 | 42,933.00 | 43,693.00 | 177,816.00 | 45,215.00 | | 472,034.00 |
| 12 | | 163,692.00 | 333,464.00 | 86,902.00 | 88,424.00 | 134,919.00 | 274,398.00 | 46,768.00 | 1,128,567.00 |
| 13 | | 41,441.00 | 126,606.00 | 43,970.00 | 44,730.00 | | 92,504.00 | | 349,251.00 |
| 14 | | | 128,160.00 | | 45,249.00 | 46,010.00 | 140,310.00 | | 359,729.00 |
| 15 | | | | 90,014.00 | | 139,584.00 | 94,578.00 | | 324,176.00 |
| 16 | | 85,994.00 | 43,757.00 | 45,525.00 | 138,858.00 | 47,047.00 | 239,035.00 | 48,842.00 | 649,058.00 |
| 17 | | | 44,276.00 | 46,044.00 | 46,805.00 | 95,130.00 | 193,304.00 | | 425,559.00 |
| 18 | | 88,068.00 | 134,385.00 | | 47,323.00 | | 244,225.00 | | 514,001.00 |
| 19 | | | 135,939.00 | 47,081.00 | 47,842.00 | 97,204.00 | 197,452.00 | | 525,518.00 |
| 20 | | 90,142.00 | | | | 98,242.00 | 199,528.00 | | 387,912.00 |
| 21 | | | 46,350.00 | 48,118.00 | 48,879.00 | 49,639.00 | 151,200.00 | | 344,186.00 |
| 22 | | | 140,607.00 | 48,636.00 | 49,397.00 | 100,316.00 | 203,676.00 | | 542,632.00 |
| 23 | | | 94,774.00 | | 49,916.00 | 50,676.00 | 51,437.00 | | 246,803.00 |
| 24 | | | 143,718.00 | 99,348.00 | 75,651.00 | | 155,868.00 | | 474,585.00 |
| 25 | | | 96,848.00 | | | 51,714.00 | 52,474.00 | | 201,036.00 |
| 26 | | 48,182.00 | 48,943.00 | | | 52,232.00 | 127,183.20 | | 276,540.20 |
| 27 | | | | | | 52,751.00 | 107,022.00 | | 159,773.00 |
| 28 | | | 49,980.00 | 51,748.00 | 52,508.00 | 53,269.00 | 108,060.00 | | 315,565.00 |
| 29 | | | 151,494.00 | | | 53,027.00 | 53,788.00 | | 476,501.00 |
| 30 | | | 204,068.00 | | | | 54,306.00 | | 423,575.00 |
| 31 | | | 154,608.00 | | | | 54,825.00 | | 320,603.00 |
| 32 | | | | | 54,583.00 | 55,343.00 | 112,208.00 | | 222,134.00 |
| 33 | | | | | 55,101.00 | | 113,246.00 | | 168,347.00 |
| 34 | | | | | | | 114,282.00 | | 114,282.00 |
| 35 | | | 428,880.00 | | 112,276.00 | 170,697.00 | 605,430.00 | 58,695.00 | 1,375,978.00 |
| Total | | 2,794,770.50 | 3,074,485.50 | 1,142,564.50 | 1,782,079.00 | 2,052,861.00 | 4,762,771.20 | 154,305.00 | 15,763,836.70 |
| | | | | | | | Plus 20+ Year Supplement | (96 Personnel at \$600) | 57,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (14.5 Personnel at \$3500) | 50,750.00 |
| | | | | | | | Equals Grand Totl | | 15,872,186.70 |
| | | | | | | | Divided by FTE | | 347.40 |
| | | | | | | | Equals Avg Salary | | 45,688.51 |
| | | | | | | | Less Formula Ceiling Reduction | | 454,600.67 |
| | | | | | | | Equals Adjusted Total | | 15,417,586.03 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

JEFFERSON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 32.50 | 1.00 | 6.00 | | 1.00 | 1.00 | | 41.50 |
| 1 | | 20.00 | | 6.00 | | | 1.00 | | 27.00 |
| 2 | | 16.00 | | 5.00 | | 1.00 | 1.00 | | 23.00 |
| 3 | | 14.00 | 3.00 | 1.00 | 1.00 | | | | 19.00 |
| 4 | 1.00 | 11.00 | 3.00 | 10.00 | 2.00 | 1.00 | 1.00 | | 29.00 |
| 5 | | 13.00 | 5.00 | 5.00 | 3.00 | 1.00 | 0.50 | | 27.50 |
| 6 | | 9.00 | 2.00 | 5.00 | 4.00 | | 1.00 | | 21.00 |
| 7 | | 12.00 | 4.00 | 2.00 | 2.00 | 1.00 | | | 21.00 |
| 8 | | 12.00 | 3.00 | 3.00 | 2.00 | | 2.00 | | 22.00 |
| 9 | | 4.50 | 4.00 | 7.00 | 4.00 | 3.00 | | 1.00 | 23.50 |
| 10 | | 12.00 | 7.00 | 3.00 | 3.00 | 4.00 | 2.00 | | 31.00 |
| 11 | | 7.00 | 4.00 | 3.00 | 3.00 | 6.00 | 3.00 | | 26.00 |
| 12 | | 8.00 | 3.00 | 6.00 | 3.00 | 4.00 | 8.00 | | 32.00 |
| 13 | | 5.00 | 8.00 | 5.00 | 1.00 | 1.00 | 2.00 | 0.50 | 22.50 |
| 14 | | 6.00 | 6.00 | 5.00 | 5.00 | 2.00 | 5.00 | | 29.00 |
| 15 | | 5.00 | 6.00 | 4.00 | 4.00 | 1.00 | 4.00 | | 24.00 |
| 16 | | 1.00 | 2.00 | 3.00 | 4.00 | 4.00 | 5.00 | | 19.00 |
| 17 | | 3.00 | 6.00 | 3.00 | 3.00 | 4.00 | 2.00 | 1.00 | 22.00 |
| 18 | | 2.00 | 3.00 | 3.00 | 2.00 | 3.00 | 2.00 | | 12.00 |
| 19 | | | 6.00 | 3.00 | 6.00 | 5.00 | 4.00 | | 24.00 |
| 20 | | | 6.00 | 1.00 | 2.00 | 2.00 | 3.00 | | 14.00 |
| 21 | | | 3.00 | 2.00 | | | 4.00 | | 9.00 |
| 22 | | | 3.00 | 1.00 | 1.00 | 2.00 | | | 7.00 |
| 23 | | | 4.00 | | 1.00 | 4.00 | 2.00 | | 11.00 |
| 24 | | | 4.00 | 1.00 | | 4.00 | 5.00 | 1.00 | 15.00 |
| 25 | | | 2.00 | 2.00 | 1.00 | | 6.00 | | 11.00 |
| 26 | | | 3.00 | 3.00 | 3.00 | | 2.00 | 1.00 | 9.00 |
| 27 | | | 2.00 | 2.00 | | 1.00 | | | 5.00 |
| 28 | | | 1.00 | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 29 | | | 3.00 | 1.00 | | 4.00 | 3.00 | | 11.00 |
| 30 | | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 5.00 |
| 31 | | | 2.00 | | 2.00 | 1.00 | 1.00 | | 6.00 |
| 32 | | | 2.00 | | | 3.00 | 1.00 | 1.00 | 7.00 |
| 33 | | | 4.00 | | | 1.00 | 1.00 | | 6.00 |
| 34 | | | 3.00 | | | 1.00 | 2.00 | | 6.00 |
| 35 | | 1.00 | 8.00 | 3.00 | 2.00 | 3.00 | 19.00 | 3.00 | 39.00 |
| Total | 1.00 | 194.00 | 127.00 | 99.00 | 66.00 | 70.00 | 95.50 | 8.50 | 661.00 |
| | | | | | | | | Less Ceiling Reduction - | 15.21 |
| | | | | | | | | Adjusted Total | 645.79 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

JEFFERSON COUNTY BOARD OF EDUCATION

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|--------------|--------------|---|--------------------------------|---------------|
| 0 | | 1,119,787.50 | 35,216.00 | 221,898.00 | | 38,505.00 | 39,266.00 | | 1,454,672.50 |
| 1 | | 699,460.00 | | 225,012.00 | | | 39,784.00 | | 964,256.00 |
| 2 | | 567,872.00 | | 190,100.00 | | 39,542.00 | 40,303.00 | | 837,817.00 |
| 3 | | 504,154.00 | 110,313.00 | 38,539.00 | 39,300.00 | | | | 692,306.00 |
| 4 | 34,302.00 | 404,503.00 | 112,602.00 | 393,020.00 | 80,126.00 | 40,823.00 | 41,584.00 | | 1,106,960.00 |
| 5 | | 484,796.00 | 190,265.00 | 199,100.00 | 121,743.00 | 41,342.00 | 21,051.50 | | 1,058,297.50 |
| 6 | | 340,290.00 | 77,142.00 | 201,695.00 | 164,400.00 | | 42,621.00 | | 826,148.00 |
| 7 | | 459,948.00 | 156,360.00 | 81,714.00 | 83,236.00 | 42,379.00 | | | 823,637.00 |
| 8 | | 466,164.00 | 118,824.00 | 124,128.00 | 84,274.00 | | 87,316.00 | | 880,706.00 |
| 9 | | 177,147.00 | 160,508.00 | 293,258.00 | 170,620.00 | 130,248.00 | | 45,212.00 | 976,993.00 |
| 10 | | 478,632.00 | 284,522.00 | 127,242.00 | 129,525.00 | 175,744.00 | 89,392.00 | | 1,285,057.00 |
| 11 | | 282,828.00 | 164,660.00 | 128,799.00 | 131,079.00 | 266,724.00 | 135,645.00 | | 1,109,735.00 |
| 12 | | 327,384.00 | 125,049.00 | 260,706.00 | 132,636.00 | 179,892.00 | 365,864.00 | | 1,391,531.00 |
| 13 | | 207,205.00 | 337,616.00 | 219,850.00 | 44,730.00 | 45,491.00 | 92,504.00 | 23,643.50 | 971,039.50 |
| 14 | | 251,760.00 | 256,320.00 | 222,440.00 | 226,245.00 | 92,020.00 | 233,850.00 | | 1,282,635.00 |
| 15 | | 212,390.00 | 259,434.00 | 180,028.00 | 183,068.00 | 46,528.00 | 189,156.00 | | 1,070,604.00 |
| 16 | | 42,997.00 | 87,514.00 | 136,575.00 | 185,144.00 | 188,188.00 | 239,035.00 | | 879,453.00 |
| 17 | | 130,545.00 | 265,656.00 | 138,132.00 | 140,415.00 | 190,260.00 | 96,652.00 | 49,361.00 | 1,011,021.00 |
| 18 | | 88,068.00 | 134,385.00 | | 94,646.00 | 144,252.00 | 97,690.00 | | 559,041.00 |
| 19 | | | 271,878.00 | 141,243.00 | 287,052.00 | 243,010.00 | 197,452.00 | | 1,140,635.00 |
| 20 | | | 274,992.00 | 47,599.00 | 96,720.00 | 98,242.00 | 149,646.00 | | 667,199.00 |
| 21 | | | 139,050.00 | 96,236.00 | | | 201,600.00 | | 436,886.00 |
| 22 | | | 140,607.00 | 48,636.00 | 49,397.00 | 100,316.00 | | | 338,956.00 |
| 23 | | | 189,548.00 | | 49,916.00 | 202,704.00 | 102,874.00 | | 545,042.00 |
| 24 | | | 191,624.00 | 49,674.00 | | 204,780.00 | 259,780.00 | 52,991.00 | 758,849.00 |
| 25 | | | 96,848.00 | 100,384.00 | 50,953.00 | | 314,844.00 | | 563,029.00 |
| 26 | | | 146,829.00 | | 154,413.00 | | 105,986.00 | 54,028.00 | 461,256.00 |
| 27 | | | 98,922.00 | 102,458.00 | | 52,751.00 | | | 254,131.00 |
| 28 | | | 49,980.00 | | 52,508.00 | 53,269.00 | 54,030.00 | | 209,787.00 |
| 29 | | | 151,494.00 | 52,266.00 | | 215,152.00 | 163,644.00 | | 582,556.00 |
| 30 | | | 51,017.00 | 52,785.00 | 53,545.00 | 54,306.00 | 55,067.00 | | 266,720.00 |
| 31 | | | 103,072.00 | | 108,128.00 | 54,825.00 | 55,585.00 | | 321,610.00 |
| 32 | | | 104,108.00 | | | 166,029.00 | 56,104.00 | 57,139.00 | 383,380.00 |
| 33 | | | 210,292.00 | | | 55,862.00 | 56,623.00 | | 322,777.00 |
| 34 | | | 159,273.00 | | | 56,380.00 | 114,282.00 | | 329,935.00 |
| 35 | | 52,849.00 | 428,880.00 | 166,131.00 | 112,276.00 | 170,697.00 | 1,095,540.00 | 176,085.00 | 2,202,458.00 |
| Total | 34,302.00 | 7,298,779.50 | 5,684,800.00 | 4,239,648.00 | 3,026,095.00 | 3,390,261.00 | 4,834,770.50 | 458,459.50 | 28,967,115.50 |
| | | | | | | | Plus 20+ Year Supplement | (141 Personnel at \$600) | 84,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (6 Personnel at \$3500) | 21,000.00 |
| | | | | | | | Equals Grand Totl | | 29,072,715.50 |
| | | | | | | | Divided by FTE | | 661.00 |
| | | | | | | | Equals Avg Salary | | 43,982.93 |
| | | | | | | | Less Formula Ceiling Reduction | | 668,980.37 |
| | | | | | | | Equals Adjusted Total | | 28,403,735.13 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

KANAWHA COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------|--------|--------|--------|--------|--------|--------------------------|----------|
| 0 | | 54.50 | 3.00 | 9.50 | 1.00 | | 1.00 | | 69.00 |
| 1 | | 55.00 | 2.00 | 13.50 | 4.00 | 1.00 | 1.00 | | 76.50 |
| 2 | | 57.10 | 8.00 | 9.35 | 5.00 | 3.00 | | 1.00 | 83.45 |
| 3 | | 61.50 | 11.00 | 23.00 | 5.00 | 3.00 | 2.00 | | 105.50 |
| 4 | | 33.00 | 8.50 | 21.50 | 11.85 | 5.85 | 9.00 | | 89.70 |
| 5 | | 32.10 | 5.50 | 15.00 | 5.00 | 6.00 | 5.85 | 1.00 | 70.45 |
| 6 | | 25.50 | 6.00 | 16.50 | 10.60 | 10.00 | 10.00 | 2.00 | 80.60 |
| 7 | | 21.00 | 13.00 | 13.00 | 10.00 | 11.00 | 13.00 | 1.00 | 82.00 |
| 8 | | 19.00 | 14.50 | 14.50 | 19.00 | 5.00 | 15.00 | | 87.00 |
| 9 | | 21.00 | 4.00 | 9.00 | 9.00 | 4.00 | 7.00 | | 54.00 |
| 10 | | 19.00 | 16.00 | 6.00 | 5.00 | 5.00 | 12.50 | | 63.50 |
| 11 | | 11.00 | 10.50 | 8.45 | 13.00 | 9.00 | 7.00 | | 58.95 |
| 12 | | 12.00 | 9.00 | 7.50 | 12.00 | 4.00 | 13.00 | 2.00 | 59.50 |
| 13 | | 8.00 | 15.00 | 14.00 | 6.00 | 6.00 | 5.00 | 2.50 | 56.50 |
| 14 | | 8.00 | 10.00 | 7.00 | 8.00 | 11.00 | 10.50 | 2.00 | 56.50 |
| 15 | | 10.50 | 10.00 | 3.00 | 6.00 | 4.00 | 9.00 | | 42.50 |
| 16 | | 4.00 | 16.00 | 5.00 | 14.50 | 8.00 | 8.00 | | 55.50 |
| 17 | | 2.00 | 13.00 | 3.00 | 7.00 | 4.00 | 11.00 | 0.50 | 40.50 |
| 18 | | 7.00 | 11.00 | 3.00 | 7.00 | 3.00 | 7.85 | | 38.85 |
| 19 | | 3.00 | 13.00 | 5.00 | 6.00 | 6.00 | 12.00 | | 45.00 |
| 20 | | 1.00 | 10.00 | 2.00 | 5.00 | 8.00 | 20.65 | 2.00 | 48.65 |
| 21 | | 5.00 | 14.00 | 3.00 | 7.35 | 4.85 | 13.00 | 1.00 | 48.20 |
| 22 | | 1.50 | 10.00 | | 5.85 | 6.00 | 12.50 | 1.00 | 36.85 |
| 23 | | 1.00 | 11.00 | | 1.00 | 2.00 | 2.00 | 1.00 | 18.00 |
| 24 | | 1.00 | 6.00 | 1.50 | 3.00 | 3.00 | 8.00 | | 22.50 |
| 25 | | 2.00 | 14.00 | 2.00 | 6.00 | 5.00 | 5.00 | 1.00 | 35.00 |
| 26 | | 1.00 | 11.35 | | 3.00 | 5.00 | 10.50 | | 30.85 |
| 27 | | 1.00 | 9.50 | 2.00 | 3.00 | 4.00 | 9.00 | | 28.50 |
| 28 | | | 7.00 | | 1.00 | 3.00 | 10.50 | | 21.50 |
| 29 | | | 7.00 | 1.00 | 1.00 | 2.00 | 8.00 | | 19.00 |
| 30 | | | 11.00 | | 2.00 | 2.00 | 12.00 | | 27.00 |
| 31 | | | 13.00 | 3.00 | 4.00 | 3.00 | 11.50 | | 34.50 |
| 32 | | | 12.00 | 1.00 | 3.00 | 1.00 | 10.00 | | 27.00 |
| 33 | | | 12.00 | 1.00 | | 7.00 | 7.00 | | 27.00 |
| 34 | | 1.00 | 10.00 | | 4.00 | 4.00 | 16.00 | 1.00 | 36.00 |
| 35 | | 2.00 | 41.50 | 2.00 | 3.00 | 23.84 | 85.33 | 4.50 | 162.17 |
| Total | | 480.70 | 398.35 | 225.30 | 217.15 | 192.54 | 400.68 | 23.50 | 1,938.22 |
| | | | | | | | | Less Ceiling Reduction - | 81.80 |
| | | | | | | | | Adjusted Total | 1,856.42 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

KANAWHA COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|---------------|---------------|--------------|--------------|--------------|---|-----------------------------------|---------------|
| 0 | | 1,877,797.50 | 105,648.00 | 351,338.50 | 37,744.00 | | 39,266.00 | | 2,411,794.00 |
| 1 | | 1,923,515.00 | 71,468.00 | 506,277.00 | 153,052.00 | 39,023.00 | 39,784.00 | | 2,733,119.00 |
| 2 | | 2,026,593.20 | 290,024.00 | 355,487.00 | 193,905.00 | 118,626.00 | | 41,338.00 | 3,025,973.20 |
| 3 | | 2,214,676.50 | 404,481.00 | 886,397.00 | 196,500.00 | 120,180.00 | 81,642.00 | | 3,903,876.50 |
| 4 | | 1,213,509.00 | 319,039.00 | 844,993.00 | 474,746.55 | 238,814.55 | 374,256.00 | | 3,465,358.10 |
| 5 | | 1,197,073.20 | 209,291.50 | 597,300.00 | 202,905.00 | 248,052.00 | 246,302.55 | 43,138.00 | 2,744,062.25 |
| 6 | | 964,155.00 | 231,426.00 | 665,593.50 | 435,660.00 | 418,600.00 | 426,210.00 | 87,312.00 | 3,228,956.50 |
| 7 | | 804,909.00 | 508,170.00 | 531,141.00 | 416,180.00 | 466,169.00 | 560,820.00 | 44,175.00 | 3,331,564.00 |
| 8 | | 738,093.00 | 574,316.00 | 599,952.00 | 800,603.00 | 214,485.00 | 654,870.00 | | 3,582,319.00 |
| 9 | | 826,686.00 | 160,508.00 | 377,046.00 | 383,895.00 | 173,664.00 | 309,239.00 | | 2,231,038.00 |
| 10 | | 757,834.00 | 650,336.00 | 254,484.00 | 215,875.00 | 219,680.00 | 558,700.00 | | 2,656,909.00 |
| 11 | | 444,444.00 | 432,232.50 | 362,783.85 | 568,009.00 | 400,086.00 | 316,505.00 | | 2,524,060.35 |
| 12 | | 491,076.00 | 375,147.00 | 325,882.50 | 530,544.00 | 179,892.00 | 594,529.00 | 93,536.00 | 2,590,606.50 |
| 13 | | 331,528.00 | 633,030.00 | 615,580.00 | 268,380.00 | 272,946.00 | 231,260.00 | 118,217.50 | 2,470,941.50 |
| 14 | | 335,680.00 | 427,200.00 | 311,416.00 | 361,992.00 | 506,110.00 | 491,085.00 | 95,610.00 | 2,529,093.00 |
| 15 | | 446,019.00 | 432,390.00 | 135,021.00 | 274,602.00 | 186,112.00 | 425,601.00 | | 1,899,745.00 |
| 16 | | 171,988.00 | 700,112.00 | 227,625.00 | 671,147.00 | 376,376.00 | 382,456.00 | | 2,529,704.00 |
| 17 | | 87,030.00 | 575,588.00 | 138,132.00 | 327,635.00 | 190,260.00 | 531,586.00 | 24,680.50 | 1,874,911.50 |
| 18 | | 308,238.00 | 492,745.00 | 139,686.00 | 331,261.00 | 144,252.00 | 383,433.25 | | 1,799,615.25 |
| 19 | | 133,656.00 | 589,069.00 | 235,405.00 | 287,052.00 | 291,612.00 | 592,356.00 | | 2,129,150.00 |
| 20 | | 45,071.00 | 458,320.00 | 95,198.00 | 241,800.00 | 392,968.00 | 1,030,063.30 | 101,834.00 | 2,365,254.30 |
| 21 | | 227,945.00 | 648,900.00 | 144,354.00 | 359,260.65 | 240,749.15 | 655,200.00 | 51,435.00 | 2,327,843.80 |
| 22 | | 69,162.00 | 468,690.00 | | 288,972.45 | 300,948.00 | 636,487.50 | 51,954.00 | 1,816,213.95 |
| 23 | | 46,627.00 | 521,257.00 | | 49,916.00 | 101,352.00 | 102,874.00 | 52,472.00 | 874,498.00 |
| 24 | | 47,145.00 | 287,436.00 | 74,511.00 | 151,302.00 | 153,585.00 | 415,648.00 | | 1,129,627.00 |
| 25 | | 95,328.00 | 677,936.00 | 100,384.00 | 305,718.00 | 258,570.00 | 262,370.00 | 53,509.00 | 1,753,815.00 |
| 26 | | 48,182.00 | 555,503.05 | | 154,413.00 | 261,160.00 | 556,426.50 | | 1,575,684.55 |
| 27 | | 48,701.00 | 469,879.50 | 102,458.00 | 155,970.00 | 211,004.00 | 481,599.00 | | 1,469,611.50 |
| 28 | | | 349,860.00 | | 52,508.00 | 159,807.00 | 567,315.00 | | 1,129,490.00 |
| 29 | | | 353,486.00 | 52,266.00 | 53,027.00 | 107,576.00 | 436,384.00 | | 1,002,739.00 |
| 30 | | | 561,187.00 | | 107,090.00 | 108,612.00 | 660,804.00 | | 1,437,693.00 |
| 31 | | | 669,968.00 | 159,909.00 | 216,256.00 | 164,475.00 | 639,227.50 | | 1,849,835.50 |
| 32 | | | 624,648.00 | 53,822.00 | 163,749.00 | 55,343.00 | 561,040.00 | | 1,458,602.00 |
| 33 | | | 630,876.00 | 54,340.00 | | 391,034.00 | 396,361.00 | | 1,472,611.00 |
| 34 | | 52,330.00 | 530,910.00 | | 222,480.00 | 225,520.00 | 914,256.00 | 58,176.00 | 2,003,672.00 |
| 35 | | 105,698.00 | 2,224,815.00 | 110,754.00 | 168,414.00 | 1,356,472.16 | 4,920,127.80 | 264,127.50 | 9,150,408.46 |
| Total | | 18,080,689.40 | 18,215,892.55 | 9,409,536.35 | 9,822,563.65 | 9,294,114.86 | 20,476,084.40 | 1,181,514.50 | 86,480,395.71 |
| | | | | | | | Plus 20+ Year Supplement | (564.93 Personnel at \$600) | 338,958.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (18 Personnel at \$3500) | 63,000.00 |
| | | | | | | | Equals Grand Totl | | 86,882,353.71 |
| | | | | | | | Divided by FTE | | 1,938.22 |
| | | | | | | | Equals Avg Salary | | 44,825.85 |
| | | | | | | | Less Formula Ceiling Reduction | | 3,666,754.53 |
| | | | | | | | Equals Adjusted Total | | 83,215,599.18 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LEWIS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 4.00 | | 4.00 | | | | | 8.00 |
| 1 | | 8.00 | 1.00 | 3.00 | | | | | 12.00 |
| 2 | | 5.00 | | 2.00 | | | | | 7.00 |
| 3 | | 6.00 | | 4.00 | | 1.00 | | | 11.00 |
| 4 | | 6.00 | | 6.00 | 1.00 | 2.00 | | | 15.00 |
| 5 | | 3.00 | | 2.00 | 1.00 | 1.00 | | | 7.00 |
| 6 | 0.60 | 4.00 | 1.00 | 3.00 | 1.00 | 3.00 | | | 12.60 |
| 7 | | | 2.00 | 1.00 | 1.00 | 1.00 | 2.00 | 1.00 | 8.00 |
| 8 | | | | 2.00 | 2.00 | | 1.00 | | 5.00 |
| 9 | | 2.00 | | | 2.00 | 1.00 | 2.00 | | 7.00 |
| 10 | | | 1.00 | 1.00 | 1.00 | | | | 3.00 |
| 11 | | | 2.00 | | | | 2.00 | | 4.00 |
| 12 | | 2.00 | 1.00 | 1.00 | | | 1.00 | | 5.00 |
| 13 | | | | | | | 2.00 | | 2.00 |
| 14 | | | 1.00 | | 2.00 | 1.00 | | | 4.00 |
| 15 | | | 1.00 | | 1.00 | 1.00 | | | 3.00 |
| 16 | 0.60 | | 3.00 | | | | 3.30 | | 6.90 |
| 17 | | | 1.00 | | 1.00 | | 3.00 | | 5.00 |
| 18 | | 1.00 | 4.00 | | | | | | 5.00 |
| 19 | | | 2.00 | 1.00 | | 1.00 | 2.00 | | 6.00 |
| 20 | | | 1.00 | 1.00 | 1.00 | | | | 3.00 |
| 21 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 22 | | | | 2.00 | | 1.00 | | | 3.00 |
| 23 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 24 | | | 2.00 | | 1.00 | | | | 3.00 |
| 25 | | | 2.00 | | | 2.00 | 1.10 | 1.00 | 6.10 |
| 26 | | | | | 1.50 | | | | 1.50 |
| 27 | | | | | | 1.00 | 1.00 | | 2.00 |
| 28 | | | | | | 1.00 | 2.00 | | 3.00 |
| 29 | | | | 1.00 | 1.00 | | 3.00 | | 5.00 |
| 30 | | | 1.00 | | | | | | 1.00 |
| 31 | | | 1.00 | | | | | | 1.00 |
| 32 | | | 3.00 | | | 1.00 | 1.00 | | 5.00 |
| 33 | | | 1.00 | | | 2.00 | | | 3.00 |
| 34 | | | | | 1.00 | | 1.00 | | 2.00 |
| 35 | | | 2.00 | 1.00 | 1.00 | 3.00 | 3.00 | 1.00 | 11.00 |
| Total | 1.20 | 41.00 | 36.00 | 35.00 | 19.50 | 25.00 | 33.40 | 3.00 | 194.10 |
| | | | | | | | | Less Ceiling Reduction - | 12.27 |
| | | | | | | | | Adjusted Total | 181.83 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LEWIS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|------------|--------------|---|---------------------------------|--------------|
| 0 | | 137,820.00 | | 147,932.00 | | | | | 285,752.00 |
| 1 | | 279,784.00 | 35,734.00 | 112,506.00 | | | | | 428,024.00 |
| 2 | | 177,460.00 | | 76,040.00 | | | | | 253,500.00 |
| 3 | | 216,066.00 | | 154,156.00 | | 40,060.00 | | | 410,282.00 |
| 4 | | 220,638.00 | | 235,812.00 | 40,063.00 | 81,646.00 | | | 578,159.00 |
| 5 | | 111,876.00 | | 79,640.00 | 40,581.00 | 41,342.00 | | | 273,439.00 |
| 6 | 20,974.80 | 151,240.00 | 38,571.00 | 121,017.00 | 41,100.00 | 125,580.00 | | | 498,482.80 |
| 7 | | | 78,180.00 | 40,857.00 | 41,618.00 | 42,379.00 | 86,280.00 | 44,175.00 | 333,489.00 |
| 8 | | | | 82,752.00 | 84,274.00 | | 43,658.00 | | 210,684.00 |
| 9 | | 78,732.00 | | | 85,310.00 | 43,416.00 | 88,354.00 | | 295,812.00 |
| 10 | | | 40,646.00 | 42,414.00 | 43,175.00 | | | | 126,235.00 |
| 11 | | | 82,330.00 | | | | 90,430.00 | | 172,760.00 |
| 12 | | 81,846.00 | 41,683.00 | 43,451.00 | | | 45,733.00 | | 212,713.00 |
| 13 | | | | | | | 92,504.00 | | 92,504.00 |
| 14 | | | 42,720.00 | | 90,498.00 | 46,010.00 | | | 179,228.00 |
| 15 | | | 43,239.00 | | 45,767.00 | 46,528.00 | | | 135,534.00 |
| 16 | 22,943.40 | | 131,271.00 | | | | 157,763.10 | | 311,977.50 |
| 17 | | | 44,276.00 | | 46,805.00 | | 144,978.00 | | 236,059.00 |
| 18 | | 44,034.00 | 179,180.00 | | | | | | 223,214.00 |
| 19 | | | 90,626.00 | 47,081.00 | | 48,602.00 | 98,726.00 | | 285,035.00 |
| 20 | | | 45,832.00 | 47,599.00 | 48,360.00 | | | | 141,791.00 |
| 21 | | | 46,350.00 | | | 49,639.00 | 100,800.00 | | 196,789.00 |
| 22 | | | | 97,272.00 | | 50,158.00 | | | 147,430.00 |
| 23 | | | 94,774.00 | | | 50,676.00 | 51,437.00 | | 196,887.00 |
| 24 | | | 95,812.00 | | 50,434.00 | | | | 146,246.00 |
| 25 | | | 96,848.00 | | | 103,428.00 | 57,721.40 | 53,509.00 | 311,506.40 |
| 26 | | | | | 77,206.50 | | | | 77,206.50 |
| 27 | | | | | | 52,751.00 | 53,511.00 | | 106,262.00 |
| 28 | | | | | | 53,269.00 | 108,060.00 | | 161,329.00 |
| 29 | | | | 52,266.00 | 53,027.00 | | 163,644.00 | | 268,937.00 |
| 30 | | | 51,017.00 | | | | | | 51,017.00 |
| 31 | | | 51,536.00 | | | | | | 51,536.00 |
| 32 | | | 156,162.00 | | | 55,343.00 | 56,104.00 | | 267,609.00 |
| 33 | | | 52,573.00 | | | 111,724.00 | | | 164,297.00 |
| 34 | | | | | 55,620.00 | | 57,141.00 | | 112,761.00 |
| 35 | | | 107,220.00 | 55,377.00 | 56,138.00 | 170,697.00 | 172,980.00 | 58,695.00 | 621,107.00 |
| Total | 43,918.20 | 1,499,496.00 | 1,646,580.00 | 1,436,172.00 | 899,976.50 | 1,213,248.00 | 1,669,824.50 | 156,379.00 | 8,565,594.20 |
| | | | | | | | Plus 20+ Year Supplement | (48.5 Personnel at \$600) | 29,100.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 8,594,694.20 |
| | | | | | | | Divided by FTE | | 194.10 |
| | | | | | | | Equals Avg Salary | | 44,279.72 |
| | | | | | | | Less Formula Ceiling Reduction | | 543,312.16 |
| | | | | | | | Equals Adjusted Total | | 8,051,382.04 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LINCOLN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 11.00 | | 1.00 | | | | | 12.00 |
| 1 | | 3.00 | | | 1.00 | | | | 4.00 |
| 2 | | 9.00 | | 2.00 | 1.00 | | | | 12.00 |
| 3 | | 1.00 | 1.00 | 5.00 | | | | | 7.00 |
| 4 | | 7.00 | 2.00 | 2.00 | 1.00 | | | | 12.00 |
| 5 | | 2.00 | 2.00 | 3.00 | 1.00 | 1.00 | | | 9.00 |
| 6 | | 1.00 | 1.00 | 4.00 | 3.00 | 1.00 | 1.00 | | 11.00 |
| 7 | | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 6.00 |
| 8 | | 5.00 | 5.00 | | 1.00 | 1.00 | | | 12.00 |
| 9 | | 4.00 | | | | 4.00 | 1.00 | | 9.00 |
| 10 | | 3.00 | 2.00 | 2.00 | 2.00 | | 5.00 | 0.50 | 14.50 |
| 11 | | 1.00 | | 3.00 | 3.00 | 1.00 | 1.50 | | 9.50 |
| 12 | | | 2.00 | 1.00 | 3.00 | 1.00 | | | 7.00 |
| 13 | | 1.00 | 3.00 | 2.00 | 2.00 | 1.00 | | | 9.00 |
| 14 | | | 3.00 | 1.00 | 1.00 | | 1.20 | | 6.20 |
| 15 | | | | 2.00 | | 1.00 | | | 3.00 |
| 16 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 17 | | 1.00 | | | 1.00 | | | | 2.00 |
| 18 | | 1.00 | 2.00 | | 2.00 | | 3.00 | | 8.00 |
| 19 | | | 2.00 | 1.00 | 2.00 | 1.00 | | 0.39 | 6.39 |
| 20 | | 1.00 | 2.00 | | 1.00 | 2.00 | 2.00 | | 8.00 |
| 21 | | 1.00 | 1.00 | | | 2.00 | 2.00 | | 6.00 |
| 22 | | 2.00 | 2.00 | | | | | | 4.00 |
| 23 | | | 2.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 6.00 |
| 24 | | | 3.00 | | 1.00 | | | | 4.00 |
| 25 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 26 | | | 3.00 | 2.00 | | | 1.50 | | 6.50 |
| 27 | | | 3.00 | 4.00 | | 1.00 | 2.00 | | 10.00 |
| 28 | | | 1.00 | | | | 2.00 | | 3.00 |
| 29 | | | 2.10 | | 1.00 | 2.00 | 2.20 | | 7.30 |
| 30 | | | | 1.00 | 3.00 | 1.00 | 1.00 | | 6.00 |
| 31 | | | 1.00 | | 2.00 | | 2.00 | | 5.00 |
| 32 | | | | | | | 6.00 | | 6.00 |
| 33 | | | 3.00 | | | | 3.00 | | 6.00 |
| 34 | | | | | | 1.00 | 2.00 | | 3.00 |
| 35 | | | 1.00 | | 1.00 | | 13.00 | | 15.00 |
| Total | | 55.00 | 52.10 | 39.00 | 35.00 | 24.00 | 56.40 | 0.89 | 262.39 |
| | | | | | | | | Less Ceiling Reduction - | 16.81 |
| | | | | | | | | Adjusted Total | 245.58 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LINCOLN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | | 379,005.00 | | 36,983.00 | | | | | 415,988.00 |
| 1 | | 104,919.00 | | | 38,263.00 | | | | 143,182.00 |
| 2 | | 319,428.00 | | 76,040.00 | 38,781.00 | | | | 434,249.00 |
| 3 | | 36,011.00 | 36,771.00 | 192,695.00 | | | | | 265,477.00 |
| 4 | | 257,411.00 | 75,068.00 | 78,604.00 | 40,063.00 | | | | 451,146.00 |
| 5 | | 74,584.00 | 76,106.00 | 119,460.00 | 40,581.00 | 41,342.00 | | | 352,073.00 |
| 6 | | 37,810.00 | 38,571.00 | 161,356.00 | 123,300.00 | 41,860.00 | 42,621.00 | | 445,518.00 |
| 7 | | | 39,090.00 | 81,714.00 | 41,618.00 | 42,379.00 | 43,140.00 | | 247,941.00 |
| 8 | | 194,235.00 | 198,040.00 | | 42,137.00 | 42,897.00 | | | 477,309.00 |
| 9 | | 157,464.00 | | | | 173,664.00 | 44,177.00 | | 375,305.00 |
| 10 | | 119,658.00 | 81,292.00 | 84,828.00 | 86,350.00 | | 223,480.00 | 22,865.50 | 618,473.50 |
| 11 | | 40,404.00 | | 128,799.00 | 131,079.00 | 44,454.00 | 67,822.50 | | 412,558.50 |
| 12 | | | 83,366.00 | 43,451.00 | 132,636.00 | 44,973.00 | | | 304,426.00 |
| 13 | | 41,441.00 | 126,606.00 | 87,940.00 | 89,460.00 | 45,491.00 | | | 390,938.00 |
| 14 | | | 128,160.00 | 44,488.00 | 45,249.00 | | 56,124.00 | | 274,021.00 |
| 15 | | | 90,014.00 | | | 46,528.00 | | | 136,542.00 |
| 16 | | 42,997.00 | 43,757.00 | | | | 47,807.00 | | 134,561.00 |
| 17 | | 43,515.00 | | | 46,805.00 | | | | 90,320.00 |
| 18 | | 44,034.00 | 89,590.00 | | 94,646.00 | | 146,535.00 | | 374,805.00 |
| 19 | | | 90,626.00 | 47,081.00 | 95,684.00 | 48,602.00 | | 19,655.22 | 301,648.22 |
| 20 | | 45,071.00 | 91,664.00 | | 48,360.00 | 98,242.00 | 99,764.00 | | 383,101.00 |
| 21 | | 45,589.00 | 46,350.00 | | | 99,278.00 | 100,800.00 | | 292,017.00 |
| 22 | | 92,216.00 | 93,738.00 | | | | | | 185,954.00 |
| 23 | | | 94,774.00 | 49,155.00 | 49,916.00 | 50,676.00 | 51,437.00 | | 295,958.00 |
| 24 | | | 143,718.00 | | 50,434.00 | | | | 194,152.00 |
| 25 | | | 48,424.00 | | | 51,714.00 | 104,948.00 | | 205,086.00 |
| 26 | | | 146,829.00 | 101,422.00 | | | 79,489.50 | | 327,740.50 |
| 27 | | | 148,383.00 | 204,916.00 | | 52,751.00 | 107,022.00 | | 513,072.00 |
| 28 | | | 49,980.00 | | | | 108,060.00 | | 158,040.00 |
| 29 | | | 106,045.80 | | 53,027.00 | 107,576.00 | 120,005.60 | | 386,654.40 |
| 30 | | | | 52,785.00 | 160,635.00 | 54,306.00 | 55,067.00 | | 322,793.00 |
| 31 | | | 51,536.00 | | 108,128.00 | | 111,170.00 | | 270,834.00 |
| 32 | | | | | | | 336,624.00 | | 336,624.00 |
| 33 | | | 157,719.00 | | | | 169,869.00 | | 327,588.00 |
| 34 | | | | | | 56,380.00 | 114,282.00 | | 170,662.00 |
| 35 | | | 53,610.00 | | 56,138.00 | | 749,580.00 | | 859,328.00 |
| Total | | 2,075,792.00 | 2,339,813.80 | 1,681,731.00 | 1,613,290.00 | 1,143,113.00 | 2,979,824.60 | 42,520.72 | 11,876,085.12 |
| | | | | | | | Plus 20+ Year Supplement | (85.6 Personnel at \$600) | 51,360.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (8 Personnel at \$3500) | 28,000.00 |
| | | | | | | | Equals Grand Totl | | 11,955,445.12 |
| | | | | | | | Divided by FTE | | 262.39 |
| | | | | | | | Equals Avg Salary | | 45,563.65 |
| | | | | | | | Less Formula Ceiling Reduction | | 765,924.96 |
| | | | | | | | Equals Adjusted Total | | 11,189,520.16 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LOGAN COUNTY SCHOOL SYSTEM

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | 1.00 | 20.00 | | 2.00 | | | | | 23.00 |
| 1 | | 10.00 | | 2.00 | | | | | 12.00 |
| 2 | | 18.00 | | 4.00 | 1.00 | | 1.00 | | 24.00 |
| 3 | | 14.00 | | 2.00 | | | | | 16.00 |
| 4 | | 16.00 | 1.00 | 6.00 | 1.00 | 1.00 | | | 25.00 |
| 5 | | 11.00 | 4.00 | 10.00 | | 1.00 | 1.00 | | 27.00 |
| 6 | | 4.00 | 5.00 | 1.00 | 3.00 | 1.00 | 3.00 | | 17.00 |
| 7 | | 6.00 | 6.00 | 3.00 | 4.00 | 3.00 | 1.00 | | 23.00 |
| 8 | | 4.00 | 4.00 | 3.00 | 2.00 | 0.50 | 2.00 | | 15.50 |
| 9 | | 1.00 | 3.00 | 3.00 | 3.00 | 2.00 | 2.00 | | 14.00 |
| 10 | | 2.00 | 4.00 | 5.00 | 4.00 | 3.00 | 4.00 | | 22.00 |
| 11 | | 7.00 | 4.00 | 2.00 | 2.00 | | 2.00 | | 17.00 |
| 12 | | 2.00 | 3.00 | 3.00 | 3.00 | 2.00 | 4.00 | | 17.00 |
| 13 | | 1.00 | 2.00 | 1.00 | 4.00 | 1.00 | 2.00 | | 11.00 |
| 14 | | 1.00 | 2.00 | 1.00 | 1.00 | | 1.00 | | 6.00 |
| 15 | | 4.00 | 3.00 | 1.00 | 1.00 | 1.00 | 3.00 | | 13.00 |
| 16 | | 2.00 | | 3.00 | | 2.00 | 2.50 | | 9.50 |
| 17 | | | 2.00 | | | 1.00 | 4.00 | | 7.00 |
| 18 | | 1.00 | 1.00 | | | 1.90 | 1.10 | | 5.00 |
| 19 | | 2.00 | 2.00 | | | 1.00 | | | 5.00 |
| 20 | | | 3.00 | | 1.00 | | | | 4.00 |
| 21 | | 1.00 | 1.00 | 1.00 | | | 1.00 | | 4.00 |
| 22 | | | 3.00 | 1.00 | | | | | 4.00 |
| 23 | | | | | | | 4.00 | | 4.00 |
| 24 | | 1.00 | 3.00 | | | | 1.00 | | 5.00 |
| 25 | | | 1.00 | | | | 2.00 | | 3.00 |
| 26 | | | | | 1.00 | | 3.00 | | 4.00 |
| 27 | | | 2.00 | | | | 4.00 | | 6.00 |
| 28 | | | 2.00 | | | 1.00 | 3.00 | | 6.00 |
| 29 | | 2.00 | 2.00 | | | 1.00 | 5.00 | | 10.00 |
| 30 | | | 2.00 | | | | 4.00 | | 6.00 |
| 31 | | | 6.00 | 1.00 | | | 4.00 | | 11.00 |
| 32 | | | 3.00 | | 2.00 | | 2.00 | | 7.00 |
| 33 | | | 2.00 | | | | 1.00 | | 3.00 |
| 34 | | | | | 1.00 | | 2.00 | | 3.00 |
| 35 | | 1.00 | 4.00 | | | 3.00 | 17.00 | | 25.00 |
| Total | 1.00 | 131.00 | 80.00 | 55.00 | 34.00 | 26.40 | 86.60 | | 414.00 |
| | | | | | | | | Less Ceiling Reduction - | 10.67 |
| | | | | | | | | Adjusted Total | 403.33 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

LOGAN COUNTY SCHOOL SYSTEM

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | 32,746.00 | 689,100.00 | | 73,966.00 | | | | | 795,812.00 |
| 1 | | 349,730.00 | | 75,004.00 | | | | | 424,734.00 |
| 2 | | 638,856.00 | | 152,080.00 | 38,781.00 | | 40,303.00 | | 870,020.00 |
| 3 | | 504,154.00 | | 77,078.00 | | | | | 581,232.00 |
| 4 | | 588,368.00 | 37,534.00 | 235,812.00 | 40,063.00 | 40,823.00 | | | 942,600.00 |
| 5 | | 410,212.00 | 152,212.00 | 398,200.00 | | 41,342.00 | 42,103.00 | | 1,044,069.00 |
| 6 | | 151,240.00 | 192,855.00 | 40,339.00 | 123,300.00 | 41,860.00 | 127,863.00 | | 677,457.00 |
| 7 | | 229,974.00 | 234,540.00 | 122,571.00 | 166,472.00 | 127,137.00 | 43,140.00 | | 923,834.00 |
| 8 | | 155,388.00 | 158,432.00 | 124,128.00 | 84,274.00 | 21,448.50 | 87,316.00 | | 630,986.50 |
| 9 | | 39,366.00 | 120,381.00 | 125,682.00 | 127,965.00 | 86,832.00 | 88,354.00 | | 588,580.00 |
| 10 | | 79,772.00 | 162,584.00 | 212,070.00 | 172,700.00 | 131,808.00 | 178,784.00 | | 937,718.00 |
| 11 | | 282,828.00 | 164,660.00 | 85,866.00 | 87,386.00 | | 90,430.00 | | 711,170.00 |
| 12 | | 81,846.00 | 125,049.00 | 130,353.00 | 132,636.00 | 89,946.00 | 182,932.00 | | 742,762.00 |
| 13 | | 41,441.00 | 84,404.00 | 43,970.00 | 178,920.00 | 45,491.00 | 92,504.00 | | 486,730.00 |
| 14 | | 41,960.00 | 85,440.00 | 44,488.00 | 45,249.00 | | 46,770.00 | | 263,907.00 |
| 15 | | 169,912.00 | 129,717.00 | 45,007.00 | 45,767.00 | 46,528.00 | 141,867.00 | | 578,798.00 |
| 16 | | 85,994.00 | | 136,575.00 | | 94,094.00 | 119,517.50 | | 436,180.50 |
| 17 | | | 88,552.00 | | | 47,565.00 | 193,304.00 | | 329,421.00 |
| 18 | | 44,034.00 | 44,795.00 | | | 91,359.60 | 53,729.50 | | 233,918.10 |
| 19 | | 89,104.00 | 90,626.00 | | | 48,602.00 | | | 228,332.00 |
| 20 | | | 137,496.00 | | 48,360.00 | | | | 185,856.00 |
| 21 | | 45,589.00 | 46,350.00 | 48,118.00 | | | 50,400.00 | | 190,457.00 |
| 22 | | | 140,607.00 | 48,636.00 | | | | | 189,243.00 |
| 23 | | | | | | | 205,748.00 | | 205,748.00 |
| 24 | | 47,145.00 | 143,718.00 | | | | 51,956.00 | | 242,819.00 |
| 25 | | | 48,424.00 | | | | 104,948.00 | | 153,372.00 |
| 26 | | | | | 51,471.00 | | 158,979.00 | | 210,450.00 |
| 27 | | | 98,922.00 | | | | 214,044.00 | | 312,966.00 |
| 28 | | | 99,960.00 | | | 53,269.00 | 162,090.00 | | 315,319.00 |
| 29 | | 99,476.00 | 100,996.00 | | | 53,788.00 | 272,740.00 | | 527,000.00 |
| 30 | | | 102,034.00 | | | | 220,268.00 | | 322,302.00 |
| 31 | | | 309,216.00 | 53,303.00 | | | 222,340.00 | | 584,859.00 |
| 32 | | | 156,162.00 | | 109,166.00 | | 112,208.00 | | 377,536.00 |
| 33 | | | 105,146.00 | | | | 56,623.00 | | 161,769.00 |
| 34 | | | | | 55,620.00 | | 114,282.00 | | 169,902.00 |
| 35 | | 52,849.00 | 214,440.00 | | | 170,697.00 | 980,220.00 | | 1,418,206.00 |
| Total | 32,746.00 | 4,918,338.00 | 3,575,252.00 | 2,273,246.00 | 1,508,130.00 | 1,232,590.10 | 4,455,763.00 | | 17,996,065.10 |
| | | | | | | | Plus 20+ Year Supplement | (87 Personnel at \$600) | 52,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 18,051,765.10 |
| | | | | | | | Divided by FTE | | 414.00 |
| | | | | | | | Equals Avg Salary | | 43,603.30 |
| | | | | | | | Less Formula Ceiling Reduction | | 465,247.21 |
| | | | | | | | Equals Adjusted Total | | 17,586,517.89 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

MARION COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------|-------|--------|-------|-------|--------|--------------------------|--------|
| 0 | | 7.00 | 1.00 | 8.00 | 1.00 | | 1.00 | | 18.00 |
| 1 | | 14.00 | 2.00 | 7.00 | 2.00 | | | | 25.00 |
| 2 | | 7.00 | | 8.00 | | 2.00 | | | 17.00 |
| 3 | | 10.00 | 1.00 | 11.00 | 3.00 | 3.00 | | | 28.00 |
| 4 | | 11.00 | 3.00 | 12.00 | 3.00 | 3.00 | 3.00 | | 35.00 |
| 5 | | 5.00 | 2.00 | 5.00 | 6.00 | 3.00 | 2.00 | | 23.00 |
| 6 | | 9.00 | | 7.00 | 5.00 | 1.00 | 1.00 | | 23.00 |
| 7 | | 6.00 | 4.00 | 8.00 | 4.00 | 3.00 | | | 25.00 |
| 8 | | 6.00 | 4.00 | 9.00 | 2.00 | 2.00 | 3.00 | | 26.00 |
| 9 | | 4.00 | 2.00 | 2.00 | 8.00 | 3.00 | 5.00 | | 24.00 |
| 10 | | 6.00 | 6.00 | 2.00 | 2.00 | 2.00 | 6.00 | | 24.00 |
| 11 | | 6.00 | 8.00 | 3.00 | 6.00 | 2.00 | 5.00 | | 30.00 |
| 12 | | 2.00 | 3.00 | 6.00 | 5.00 | 4.00 | 1.00 | | 21.00 |
| 13 | | 2.00 | 6.00 | 2.00 | 2.00 | 2.00 | 2.00 | | 16.00 |
| 14 | | 3.00 | 6.00 | 2.00 | 6.00 | 6.00 | 3.00 | | 26.00 |
| 15 | | 2.00 | 8.00 | 3.00 | | 2.00 | 6.00 | | 21.00 |
| 16 | | 3.00 | 4.00 | 2.00 | 4.00 | 2.00 | 4.00 | | 19.00 |
| 17 | | 1.00 | 2.00 | 1.00 | 2.00 | 6.00 | | | 12.00 |
| 18 | | | 6.00 | 3.00 | 2.00 | 2.00 | 5.00 | 1.00 | 19.00 |
| 19 | | 1.00 | 3.00 | 2.00 | 1.00 | 5.00 | 2.00 | | 14.00 |
| 20 | | 2.00 | 3.40 | 3.00 | 2.00 | 4.00 | 4.80 | | 19.20 |
| 21 | | | 3.00 | 1.00 | 2.00 | 5.00 | 3.00 | | 14.00 |
| 22 | | 2.00 | | | 3.00 | 1.00 | 5.00 | | 11.00 |
| 23 | | | 1.00 | 3.00 | 1.00 | | 4.00 | | 9.00 |
| 24 | | | | 1.00 | 2.00 | 1.00 | 6.00 | | 10.00 |
| 25 | | | 3.00 | 2.00 | | | 2.00 | 1.00 | 8.00 |
| 26 | | | 1.00 | | 1.00 | | 1.00 | 1.00 | 4.00 |
| 27 | | | 1.00 | 1.00 | | | 2.00 | | 4.00 |
| 28 | | 1.00 | | | | | 1.00 | 1.00 | 3.00 |
| 29 | | 3.00 | 2.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 10.00 |
| 30 | | | 1.00 | 1.00 | 1.75 | 3.00 | 1.00 | | 7.75 |
| 31 | | 1.00 | 2.00 | 1.00 | 1.00 | | 2.00 | | 7.00 |
| 32 | | | 1.00 | | 1.00 | 2.00 | 1.00 | | 5.00 |
| 33 | | | 3.00 | | 1.00 | | 3.00 | | 7.00 |
| 34 | | | 3.00 | | | | 4.00 | | 7.00 |
| 35 | | 2.00 | 4.00 | 1.00 | 2.00 | 6.00 | 16.00 | | 31.00 |
| Total | | 116.00 | 99.40 | 118.00 | 82.75 | 76.00 | 106.80 | 4.00 | 602.95 |
| | | | | | | | | Less Ceiling Reduction - | 36.26 |
| | | | | | | | | Adjusted Total | 566.69 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MARION COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|----------------------------------|---------------|
| 0 | | 241,185.00 | 35,216.00 | 295,864.00 | 37,744.00 | | 39,266.00 | | 649,275.00 |
| 1 | | 489,622.00 | 71,468.00 | 262,514.00 | 76,526.00 | | | | 900,130.00 |
| 2 | | 248,444.00 | | 304,160.00 | | 79,084.00 | | | 631,688.00 |
| 3 | | 360,110.00 | 36,771.00 | 423,929.00 | 117,900.00 | 120,180.00 | | | 1,058,890.00 |
| 4 | | 404,503.00 | 112,602.00 | 471,624.00 | 120,189.00 | 122,469.00 | 124,752.00 | | 1,356,139.00 |
| 5 | | 186,460.00 | 76,106.00 | 199,100.00 | 243,486.00 | 124,026.00 | 84,206.00 | | 913,384.00 |
| 6 | | 340,290.00 | | 282,373.00 | 205,500.00 | 41,860.00 | 42,621.00 | | 912,644.00 |
| 7 | | 229,974.00 | 156,360.00 | 326,856.00 | 166,472.00 | 127,137.00 | | | 1,006,799.00 |
| 8 | | 233,082.00 | 158,432.00 | 372,384.00 | 84,274.00 | 85,794.00 | 130,974.00 | | 1,064,940.00 |
| 9 | | 157,464.00 | 80,254.00 | 83,788.00 | 341,240.00 | 130,248.00 | 220,885.00 | | 1,013,879.00 |
| 10 | | 239,316.00 | 243,876.00 | 84,828.00 | 86,350.00 | 87,872.00 | 268,176.00 | | 1,010,418.00 |
| 11 | | 242,424.00 | 329,320.00 | 128,799.00 | 262,158.00 | 88,908.00 | 226,075.00 | | 1,277,684.00 |
| 12 | | 81,846.00 | 125,049.00 | 260,706.00 | 221,060.00 | 179,892.00 | 45,733.00 | | 914,286.00 |
| 13 | | 82,882.00 | 253,212.00 | 87,940.00 | 89,460.00 | 90,982.00 | 92,504.00 | | 696,980.00 |
| 14 | | 125,880.00 | 256,320.00 | 88,976.00 | 271,494.00 | 276,060.00 | 140,310.00 | | 1,159,040.00 |
| 15 | | 84,956.00 | 345,912.00 | 135,021.00 | | 93,056.00 | 283,734.00 | | 942,679.00 |
| 16 | | 128,991.00 | 175,028.00 | 91,050.00 | 185,144.00 | 94,094.00 | 191,228.00 | | 865,535.00 |
| 17 | | 43,515.00 | 88,552.00 | 46,044.00 | 93,610.00 | 285,390.00 | | | 557,111.00 |
| 18 | | | 268,770.00 | 139,686.00 | 94,646.00 | 96,168.00 | 244,225.00 | 49,880.00 | 893,375.00 |
| 19 | | 44,552.00 | 135,939.00 | 94,162.00 | 47,842.00 | 243,010.00 | 98,726.00 | | 664,231.00 |
| 20 | | 90,142.00 | 155,828.80 | 142,797.00 | 96,720.00 | 196,484.00 | 239,433.60 | | 921,405.40 |
| 21 | | | 139,050.00 | 48,118.00 | 97,758.00 | 248,195.00 | 151,200.00 | | 684,321.00 |
| 22 | | 92,216.00 | | | 148,191.00 | 50,158.00 | 254,595.00 | | 545,160.00 |
| 23 | | | 47,387.00 | 147,465.00 | 49,916.00 | | 205,748.00 | | 450,516.00 |
| 24 | | | | 49,674.00 | 100,868.00 | 51,195.00 | 311,736.00 | | 513,473.00 |
| 25 | | | 145,272.00 | 100,384.00 | | | 104,948.00 | 53,509.00 | 404,113.00 |
| 26 | | | 48,943.00 | | 51,471.00 | | 52,993.00 | 54,028.00 | 207,435.00 |
| 27 | | | 49,461.00 | 51,229.00 | | | 107,022.00 | | 207,712.00 |
| 28 | | 49,219.00 | | | | | 54,030.00 | 55,065.00 | 158,314.00 |
| 29 | | 149,214.00 | 100,996.00 | 52,266.00 | 53,027.00 | 53,788.00 | 109,096.00 | | 518,387.00 |
| 30 | | | 51,017.00 | 52,785.00 | 93,703.75 | 162,918.00 | 55,067.00 | | 415,490.75 |
| 31 | | 50,775.00 | 103,072.00 | 53,303.00 | 54,064.00 | | 111,170.00 | | 372,384.00 |
| 32 | | | 52,054.00 | | 54,583.00 | 110,686.00 | 56,104.00 | | 273,427.00 |
| 33 | | | 157,719.00 | | 55,101.00 | | 169,869.00 | | 382,689.00 |
| 34 | | | 159,273.00 | | | | 228,564.00 | | 387,837.00 |
| 35 | | 105,698.00 | 214,440.00 | 55,377.00 | 112,276.00 | 341,394.00 | 922,560.00 | | 1,751,745.00 |
| Total | | 4,502,760.00 | 4,373,699.80 | 4,933,202.00 | 3,712,773.75 | 3,581,048.00 | 5,367,550.60 | 212,482.00 | 26,683,516.15 |
| | | | | | | | Plus 20+ Year Supplement | (132.2 Personnel at \$600) | 79,320.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (11 Personnel at \$3500) | 38,500.00 |
| | | | | | | | Equals Grand Totl | | 26,801,336.15 |
| | | | | | | | Divided by FTE | | 602.95 |
| | | | | | | | Equals Avg Salary | | 44,450.35 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,611,769.69 |
| | | | | | | | Equals Adjusted Total | | 25,189,566.46 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MARSHALL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 9.00 | | | | | | | 9.00 |
| 1 | | 6.00 | | 2.00 | | | | | 8.00 |
| 2 | | 7.00 | 1.00 | 2.00 | 1.00 | | | | 11.00 |
| 3 | | 4.00 | 3.00 | 5.00 | | 2.00 | 2.80 | | 16.80 |
| 4 | | 5.00 | 2.00 | 7.00 | 2.00 | 2.80 | | | 18.80 |
| 5 | | 6.00 | 4.00 | 5.00 | 3.00 | 1.00 | | | 19.00 |
| 6 | | 8.00 | 3.00 | 1.00 | 1.00 | 2.00 | 2.00 | | 17.00 |
| 7 | | 5.00 | 1.00 | 7.00 | | 1.00 | 3.00 | 1.00 | 18.00 |
| 8 | | 3.00 | 9.00 | 1.00 | 7.00 | 1.00 | 4.00 | 1.00 | 26.00 |
| 9 | | 3.00 | 4.00 | 2.00 | 4.00 | 1.00 | | | 14.00 |
| 10 | | | | 2.00 | 5.00 | 2.00 | 2.00 | | 11.00 |
| 11 | | 4.00 | 6.00 | | 1.00 | 1.00 | 4.00 | | 16.00 |
| 12 | | 1.00 | 3.00 | 1.00 | 1.00 | 5.00 | 2.00 | | 13.00 |
| 13 | | 4.00 | 8.00 | 1.00 | 2.00 | 2.00 | 5.00 | | 22.00 |
| 14 | | 5.00 | 6.00 | 3.00 | 2.00 | 3.00 | 3.00 | | 22.00 |
| 15 | | 1.00 | 4.00 | 1.00 | 1.00 | 1.00 | 7.00 | | 15.00 |
| 16 | | 2.00 | 4.00 | 1.00 | 1.00 | 3.00 | 2.00 | | 13.00 |
| 17 | | 1.00 | 2.00 | 1.00 | 4.00 | 1.00 | 2.00 | | 11.00 |
| 18 | | | | 3.00 | 2.00 | 3.00 | 1.00 | | 9.00 |
| 19 | | | 4.00 | 2.00 | | | 5.00 | | 11.00 |
| 20 | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 6.00 |
| 21 | | 1.00 | | | | 2.00 | 6.00 | | 9.00 |
| 22 | | 1.00 | 2.00 | 2.00 | 1.00 | 1.00 | 2.00 | | 9.00 |
| 23 | | | 1.00 | | 1.00 | 1.00 | 4.00 | | 7.00 |
| 24 | | | | | | | 2.00 | | 2.00 |
| 25 | | | 2.00 | 1.00 | | 2.00 | 2.00 | | 7.00 |
| 26 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 27 | | | | | | | 1.00 | | 1.00 |
| 28 | | 1.00 | 1.00 | | 1.00 | | 1.00 | | 4.00 |
| 29 | | | 1.00 | | 1.00 | 1.00 | 3.00 | | 6.00 |
| 30 | | | 1.00 | 1.00 | | | 2.00 | | 4.00 |
| 31 | | | | | | | 5.00 | | 5.00 |
| 32 | | | 2.00 | | | 2.00 | 1.00 | | 5.00 |
| 33 | | | | | 2.00 | 2.00 | 4.00 | | 8.00 |
| 34 | | | | 1.00 | | | 3.00 | | 4.00 |
| 35 | | | 3.00 | | | 1.00 | 6.00 | | 10.00 |
| Total | | 78.00 | 79.00 | 53.00 | 44.00 | 45.80 | 88.80 | 2.00 | 390.60 |
| | | | | | | | | Less Ceiling Reduction - | 57.54 |
| | | | | | | | | Adjusted Total | 333.06 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MARSHALL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------------|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 310,095.00 | | | | | | | 310,095.00 |
| 1 | | 209,838.00 | | 75,004.00 | | | | | 284,842.00 |
| 2 | | 248,444.00 | 36,253.00 | 76,040.00 | 38,781.00 | | | | 399,518.00 |
| 3 | | 144,044.00 | 110,313.00 | 192,695.00 | | 80,120.00 | 114,298.80 | | 641,470.80 |
| 4 | | 183,865.00 | 75,068.00 | 275,114.00 | 80,126.00 | 114,304.40 | | | 728,477.40 |
| 5 | | 223,752.00 | 152,212.00 | 199,100.00 | 121,743.00 | 41,342.00 | | | 738,149.00 |
| 6 | | 302,480.00 | 115,713.00 | 40,339.00 | 41,100.00 | 83,720.00 | 85,242.00 | | 668,594.00 |
| 7 | | 191,645.00 | 39,090.00 | 285,999.00 | | 42,379.00 | 129,420.00 | 44,175.00 | 732,708.00 |
| 8 | | 116,541.00 | 356,472.00 | 41,376.00 | 294,959.00 | 42,897.00 | 174,632.00 | 44,693.00 | 1,071,570.00 |
| 9 | | 118,098.00 | 160,508.00 | 83,788.00 | 170,620.00 | 43,416.00 | | | 576,430.00 |
| 10 | | | | 84,828.00 | 215,875.00 | 87,872.00 | 89,392.00 | | 477,967.00 |
| 11 | 161,616.00 | | 246,990.00 | | 43,693.00 | 44,454.00 | 180,860.00 | | 677,613.00 |
| 12 | 40,923.00 | | 125,049.00 | 43,451.00 | 44,212.00 | 224,865.00 | 91,466.00 | | 569,966.00 |
| 13 | 165,764.00 | | 337,616.00 | 43,970.00 | 89,460.00 | 90,982.00 | 231,260.00 | | 959,052.00 |
| 14 | 209,800.00 | | 256,320.00 | 133,464.00 | 90,498.00 | 138,030.00 | 140,310.00 | | 968,422.00 |
| 15 | 42,478.00 | | 172,956.00 | 45,007.00 | 45,767.00 | 46,528.00 | 331,023.00 | | 683,759.00 |
| 16 | 85,994.00 | | 175,028.00 | 45,525.00 | 46,286.00 | 141,141.00 | 95,614.00 | | 589,588.00 |
| 17 | 43,515.00 | | 88,552.00 | 46,044.00 | 187,220.00 | 47,565.00 | 96,652.00 | | 509,548.00 |
| 18 | | | | 139,686.00 | 94,646.00 | 144,252.00 | 48,845.00 | | 427,429.00 |
| 19 | | | 181,252.00 | 94,162.00 | | | 246,815.00 | | 522,229.00 |
| 20 | 45,071.00 | | 45,832.00 | 47,599.00 | 48,360.00 | 49,121.00 | 49,882.00 | | 285,865.00 |
| 21 | 45,589.00 | | | | | 99,278.00 | 302,400.00 | | 447,267.00 |
| 22 | 46,108.00 | | 93,738.00 | 97,272.00 | 49,397.00 | 50,158.00 | 101,838.00 | | 438,511.00 |
| 23 | | | 47,387.00 | | 49,916.00 | 50,676.00 | 205,748.00 | | 353,727.00 |
| 24 | | | | | | | 103,912.00 | | 103,912.00 |
| 25 | | | 96,848.00 | 50,192.00 | | 103,428.00 | 104,948.00 | | 355,416.00 |
| 26 | | | 48,943.00 | | | 52,232.00 | 52,993.00 | | 154,168.00 |
| 27 | | | | | | | 53,511.00 | | 53,511.00 |
| 28 | | 49,219.00 | 49,980.00 | | 52,508.00 | | 54,030.00 | | 205,737.00 |
| 29 | | | 50,498.00 | | 53,027.00 | 53,788.00 | 163,644.00 | | 320,957.00 |
| 30 | | | 51,017.00 | 52,785.00 | | | 110,134.00 | | 213,936.00 |
| 31 | | | | | | | 277,925.00 | | 277,925.00 |
| 32 | | | 104,108.00 | | | 110,686.00 | 56,104.00 | | 270,898.00 |
| 33 | | | | | 110,202.00 | 111,724.00 | 226,492.00 | | 448,418.00 |
| 34 | | | | 54,859.00 | | | 171,423.00 | | 226,282.00 |
| 35 | | | 160,830.00 | | | 56,899.00 | 345,960.00 | | 563,689.00 |
| Total | | 2,984,879.00 | 3,378,573.00 | 2,248,299.00 | 1,968,396.00 | 2,151,857.40 | 4,436,773.80 | 88,868.00 | 17,257,646.20 |
| | | | | | | | Plus 20+ Year Supplement | (77 Personnel at \$600) | 46,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 17,310,846.20 |
| | | | | | | | Divided by FTE | | 390.60 |
| | | | | | | | Equals Avg Salary | | 44,318.60 |
| | | | | | | | Less Formula Ceiling Reduction | | 2,550,092.24 |
| | | | | | | | Equals Adjusted Total | | 14,760,753.96 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MASON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 7.00 | 1.00 | 2.00 | | | | | 10.00 |
| 1 | | 6.00 | 1.00 | 1.00 | | | 1.00 | 1.00 | 10.00 |
| 2 | | 11.00 | | 3.00 | | | | | 14.00 |
| 3 | | 13.00 | 1.00 | 1.00 | 1.00 | 1.00 | | | 17.00 |
| 4 | | 9.00 | | 4.00 | 2.00 | 2.00 | | | 17.00 |
| 5 | | 8.00 | 3.00 | 3.00 | | 2.00 | | | 16.00 |
| 6 | | 4.00 | | 2.00 | 1.00 | 3.00 | 1.00 | | 11.00 |
| 7 | | 4.00 | 1.00 | 3.00 | 1.00 | 2.00 | 1.00 | | 12.00 |
| 8 | | | 2.00 | 2.00 | | 1.00 | | 1.00 | 6.00 |
| 9 | | 1.00 | 3.00 | | 2.00 | 4.00 | | | 10.00 |
| 10 | | 2.00 | 1.00 | | 3.00 | 3.00 | 2.00 | | 11.00 |
| 11 | | 6.00 | 2.00 | 1.00 | 1.00 | 2.00 | 4.00 | | 16.00 |
| 12 | | 2.00 | 2.00 | | 3.00 | 2.00 | 2.00 | | 11.00 |
| 13 | | 1.00 | 3.00 | 3.00 | 2.00 | 1.00 | 2.00 | | 12.00 |
| 14 | | 1.00 | 6.00 | 1.00 | 3.00 | | | | 11.00 |
| 15 | | 3.00 | 2.00 | | 1.00 | | 2.00 | | 8.00 |
| 16 | | 1.00 | 2.00 | 1.00 | | 1.00 | | | 5.00 |
| 17 | | 1.00 | 7.00 | | | | 2.00 | | 10.00 |
| 18 | | | | 1.00 | 1.00 | 1.00 | 5.00 | | 8.00 |
| 19 | | | 3.00 | | | 1.00 | 1.00 | | 5.00 |
| 20 | | 2.00 | | 1.00 | 1.00 | | | | 4.00 |
| 21 | | | | | | 1.00 | 1.00 | | 2.00 |
| 22 | | | 3.00 | | 2.00 | | 2.00 | | 7.00 |
| 23 | | | | 2.00 | | 1.00 | 2.00 | | 5.00 |
| 24 | | | 1.00 | | 2.00 | | 2.00 | | 5.00 |
| 25 | | | 1.00 | | | | 2.00 | | 3.00 |
| 26 | | | | | | 1.00 | 1.00 | | 2.00 |
| 27 | | | 3.00 | 1.00 | | 1.00 | | 1.00 | 6.00 |
| 28 | | 1.00 | 2.00 | | | | 3.00 | | 6.00 |
| 29 | | | | | | 3.00 | 6.00 | | 9.00 |
| 30 | | | | | | 1.00 | 3.00 | | 4.00 |
| 31 | | | 2.00 | | 2.00 | 1.00 | 1.00 | | 6.00 |
| 32 | | | | | | 1.00 | 2.00 | 1.00 | 4.00 |
| 33 | | 2.00 | 1.00 | 1.00 | | | 3.00 | | 7.00 |
| 34 | | 1.00 | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 35 | | | 4.00 | | | 1.00 | 7.00 | | 12.00 |
| Total | | 85.00 | 58.00 | 33.00 | 28.00 | 38.00 | 60.00 | 4.00 | 306.00 |
| | | | | | | | | Less Ceiling Reduction - | 10.82 |
| | | | | | | | | Adjusted Total | 295.18 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MASON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 241,185.00 | 35,216.00 | 73,966.00 | | | | | 350,367.00 |
| 1 | | 209,838.00 | 35,734.00 | 37,502.00 | | | 39,784.00 | 40,819.00 | 363,677.00 |
| 2 | | 390,412.00 | | 114,060.00 | | | | | 504,472.00 |
| 3 | | 468,143.00 | 36,771.00 | 38,539.00 | 39,300.00 | 40,060.00 | | | 622,813.00 |
| 4 | | 330,957.00 | | 157,208.00 | 80,126.00 | 81,646.00 | | | 649,937.00 |
| 5 | | 298,336.00 | 114,159.00 | 119,460.00 | | 82,684.00 | | | 614,639.00 |
| 6 | | 151,240.00 | | 80,678.00 | 41,100.00 | 125,580.00 | 42,621.00 | | 441,219.00 |
| 7 | | 153,316.00 | 39,090.00 | 122,571.00 | 41,618.00 | 84,758.00 | 43,140.00 | | 484,493.00 |
| 8 | | | 79,216.00 | 82,752.00 | | 42,897.00 | | 44,693.00 | 249,558.00 |
| 9 | | 39,366.00 | 120,381.00 | | 85,310.00 | 173,664.00 | | | 418,721.00 |
| 10 | | 79,772.00 | 40,646.00 | | 129,525.00 | 131,808.00 | 89,392.00 | | 471,143.00 |
| 11 | | 242,424.00 | 82,330.00 | 42,933.00 | 43,693.00 | 88,908.00 | 180,860.00 | | 681,148.00 |
| 12 | | 81,846.00 | 83,366.00 | | 132,636.00 | 89,946.00 | 91,466.00 | | 479,260.00 |
| 13 | | 41,441.00 | 126,606.00 | 131,910.00 | 89,460.00 | 45,491.00 | 92,504.00 | | 527,412.00 |
| 14 | | 41,960.00 | 256,320.00 | 44,488.00 | 135,747.00 | | | | 478,515.00 |
| 15 | | 127,434.00 | 86,478.00 | | 45,767.00 | | 94,578.00 | | 354,257.00 |
| 16 | | 42,997.00 | 87,514.00 | 45,525.00 | | 47,047.00 | | | 223,083.00 |
| 17 | | 43,515.00 | 309,932.00 | | | | 96,652.00 | | 450,099.00 |
| 18 | | | | 46,562.00 | 47,323.00 | 48,084.00 | 244,225.00 | | 386,194.00 |
| 19 | | | 135,939.00 | | | 48,602.00 | 49,363.00 | | 233,904.00 |
| 20 | | 90,142.00 | | 47,599.00 | 48,360.00 | | | | 186,101.00 |
| 21 | | | | | | 49,639.00 | 50,400.00 | | 100,039.00 |
| 22 | | | 140,607.00 | | 98,794.00 | | 101,838.00 | | 341,239.00 |
| 23 | | | | 98,310.00 | | 50,676.00 | 102,874.00 | | 251,860.00 |
| 24 | | | 47,906.00 | | 100,868.00 | | 103,912.00 | | 252,686.00 |
| 25 | | | 48,424.00 | | | | 104,948.00 | | 153,372.00 |
| 26 | | | | | | 52,232.00 | 52,993.00 | | 105,225.00 |
| 27 | | | 148,383.00 | 51,229.00 | | 52,751.00 | | 54,546.00 | 306,909.00 |
| 28 | | 49,219.00 | 99,960.00 | | | | 162,090.00 | | 311,269.00 |
| 29 | | | | | | 161,364.00 | 327,288.00 | | 488,652.00 |
| 30 | | | | | | 54,306.00 | 165,201.00 | | 219,507.00 |
| 31 | | | 103,072.00 | | 108,128.00 | 54,825.00 | 55,585.00 | | 321,610.00 |
| 32 | | | | | | 55,343.00 | 112,208.00 | 57,139.00 | 224,690.00 |
| 33 | | 103,624.00 | 52,573.00 | 54,340.00 | | | 169,869.00 | | 380,406.00 |
| 34 | | | 53,091.00 | | | 56,380.00 | 114,282.00 | | 223,753.00 |
| 35 | | | 214,440.00 | | | 56,899.00 | 403,620.00 | | 674,959.00 |
| Total | | 3,227,167.00 | 2,578,154.00 | 1,389,632.00 | 1,267,755.00 | 1,775,590.00 | 3,091,693.00 | 197,197.00 | 13,527,188.00 |
| | | | | | | | Plus 20+ Year Supplement | (70 Personnel at \$600) | 42,000.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 13,572,688.00 |
| | | | | | | | Divided by FTE | | 306.00 |
| | | | | | | | Equals Avg Salary | | 44,355.19 |
| | | | | | | | Less Formula Ceiling Reduction | | 479,923.16 |
| | | | | | | | Equals Adjusted Total | | 13,092,764.84 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

MERCER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|---------------|---------------|--------------|--------------|--------------|---------------|--------------------------|---------------|
| 0 | 0.50 | 10.50 | | 2.00 | | | | | 13.00 |
| 1 | | 28.50 | | 3.00 | | | 1.00 | | 32.50 |
| 2 | 0.50 | 24.00 | 2.00 | 8.50 | | | | | 35.00 |
| 3 | 0.50 | 12.00 | 1.50 | 2.50 | | | | | 16.50 |
| 4 | | 18.00 | 4.00 | 7.50 | 1.00 | 1.00 | | | 31.50 |
| 5 | | 15.00 | 2.00 | 8.50 | 1.00 | 5.00 | 1.00 | | 32.50 |
| 6 | | 9.00 | 3.00 | 3.00 | 3.00 | 2.00 | 2.00 | | 22.00 |
| 7 | | 10.00 | 4.00 | 8.00 | 2.00 | 3.00 | | | 27.00 |
| 8 | | 5.50 | 4.00 | 7.00 | 4.00 | 2.00 | 1.00 | | 23.50 |
| 9 | | 7.00 | 5.00 | 6.00 | 3.00 | 1.00 | 1.00 | | 23.00 |
| 10 | | 4.50 | 8.00 | 6.00 | 3.00 | 4.00 | 1.00 | | 26.50 |
| 11 | | 5.00 | 3.00 | 5.00 | 2.00 | 4.00 | 1.50 | 0.60 | 21.10 |
| 12 | | 6.50 | 9.00 | | 5.00 | 1.00 | | 1.00 | 22.50 |
| 13 | | 6.00 | 7.00 | 2.00 | 4.00 | 5.00 | 5.00 | | 29.00 |
| 14 | | 4.00 | 7.00 | 4.00 | | 2.00 | 5.00 | | 22.00 |
| 15 | | 2.00 | 6.00 | 3.00 | 2.00 | 3.00 | 5.00 | 0.50 | 21.50 |
| 16 | | 2.00 | 3.00 | 3.00 | 2.00 | | 7.00 | | 17.00 |
| 17 | | 3.00 | 2.00 | 2.00 | | | 4.00 | 1.00 | 12.00 |
| 18 | | 1.50 | 3.00 | 1.00 | 1.00 | 2.00 | 2.00 | 1.00 | 11.50 |
| 19 | | 1.00 | 8.00 | 2.00 | 2.00 | 2.00 | 6.00 | 1.00 | 22.00 |
| 20 | | 2.50 | 2.00 | 2.00 | 2.00 | 1.00 | 6.00 | | 15.50 |
| 21 | | 2.00 | 1.00 | 1.00 | 3.00 | 2.00 | 3.00 | 1.00 | 13.00 |
| 22 | | | 4.00 | 4.00 | | 2.00 | 5.00 | | 15.00 |
| 23 | | 2.00 | 2.00 | | 3.00 | 2.00 | 3.00 | | 12.00 |
| 24 | | | 4.50 | 1.00 | 2.00 | | 3.00 | | 10.50 |
| 25 | | | 4.00 | | | | 3.00 | | 7.00 |
| 26 | | 1.00 | 2.00 | | | | 2.00 | | 5.00 |
| 27 | | 1.00 | 1.00 | | | 1.00 | | | 3.00 |
| 28 | | | | | | 4.00 | 3.00 | | 7.00 |
| 29 | | | | | 1.00 | 1.00 | 3.00 | | 5.00 |
| 30 | | 1.00 | 3.00 | | | 2.00 | 1.00 | 1.00 | 8.00 |
| 31 | | | 1.00 | | 2.00 | 1.00 | 3.00 | | 7.00 |
| 32 | | 2.00 | 4.00 | 1.00 | 2.00 | 2.00 | 4.00 | | 15.00 |
| 33 | | 1.00 | 2.00 | 1.00 | | 3.00 | 4.00 | | 11.00 |
| 34 | | 2.00 | 3.00 | | | 1.00 | 3.00 | | 9.00 |
| 35 | | 5.00 | 8.00 | 3.00 | 1.00 | 9.00 | 13.20 | 1.00 | 40.20 |
| Total | 1.50 | 194.50 | 123.00 | 97.00 | 51.00 | 68.00 | 101.70 | 8.10 | 644.80 |
| | | | | | | | | Less Ceiling Reduction - | 6.36 |
| | | | | | | | | Adjusted Total | 638.44 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

MERCER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|--------------|--------------|---|--------------------------------|---------------|
| 0 | 16,373.00 | 361,777.50 | | 73,966.00 | | | | | 452,116.50 |
| 1 | | 996,730.50 | | 112,506.00 | | | 39,784.00 | | 1,149,020.50 |
| 2 | 16,701.00 | 851,808.00 | 72,506.00 | 323,170.00 | | | | | 1,264,185.00 |
| 3 | 16,865.00 | 432,132.00 | 55,156.50 | 96,347.50 | | | | | 600,501.00 |
| 4 | | 661,914.00 | 150,136.00 | 294,765.00 | 40,063.00 | 40,823.00 | | | 1,187,701.00 |
| 5 | | 559,380.00 | 76,106.00 | 338,470.00 | 40,581.00 | 206,710.00 | 42,103.00 | | 1,263,350.00 |
| 6 | | 340,290.00 | 115,713.00 | 121,017.00 | 123,300.00 | 83,720.00 | 85,242.00 | | 869,282.00 |
| 7 | | 383,290.00 | 156,360.00 | 326,856.00 | 83,236.00 | 127,137.00 | | | 1,076,879.00 |
| 8 | | 213,658.50 | 158,432.00 | 289,632.00 | 168,548.00 | 85,794.00 | 43,658.00 | | 959,722.50 |
| 9 | | 275,562.00 | 200,635.00 | 251,364.00 | 127,965.00 | 43,416.00 | 44,177.00 | | 943,119.00 |
| 10 | | 179,487.00 | 325,168.00 | 254,484.00 | 129,525.00 | 175,744.00 | 44,696.00 | | 1,109,104.00 |
| 11 | | 202,020.00 | 123,495.00 | 214,665.00 | 87,386.00 | 177,816.00 | 67,822.50 | 27,750.00 | 900,954.50 |
| 12 | | 265,999.50 | 375,147.00 | | 221,060.00 | 44,973.00 | | 46,768.00 | 953,947.50 |
| 13 | | 248,646.00 | 295,414.00 | 87,940.00 | 178,920.00 | 227,455.00 | 231,260.00 | | 1,269,635.00 |
| 14 | | 167,840.00 | 299,040.00 | 177,952.00 | | 92,020.00 | 233,850.00 | | 970,702.00 |
| 15 | | 84,956.00 | 259,434.00 | 135,021.00 | 91,534.00 | 139,584.00 | 236,445.00 | 24,162.00 | 971,136.00 |
| 16 | | 85,994.00 | 131,271.00 | 136,575.00 | 92,572.00 | | 334,649.00 | | 781,061.00 |
| 17 | | 130,545.00 | 88,552.00 | 92,088.00 | | | 193,304.00 | 49,361.00 | 553,850.00 |
| 18 | | 66,051.00 | 134,385.00 | 46,562.00 | 47,323.00 | 96,168.00 | 97,690.00 | 49,880.00 | 538,059.00 |
| 19 | | 44,552.00 | 362,504.00 | 94,162.00 | 95,684.00 | 97,204.00 | 296,178.00 | 50,398.00 | 1,040,682.00 |
| 20 | | 112,677.50 | 91,664.00 | 95,198.00 | 96,720.00 | 49,121.00 | 299,292.00 | | 744,672.50 |
| 21 | | 91,178.00 | 46,350.00 | 48,118.00 | 146,637.00 | 99,278.00 | 151,200.00 | 51,435.00 | 634,196.00 |
| 22 | | | 187,476.00 | 194,544.00 | | 100,316.00 | 254,595.00 | | 736,931.00 |
| 23 | | 93,254.00 | 94,774.00 | | 149,748.00 | 101,352.00 | 154,311.00 | | 593,439.00 |
| 24 | | | 215,577.00 | 49,674.00 | 100,868.00 | | 155,868.00 | | 521,987.00 |
| 25 | | | 193,696.00 | | | | 157,422.00 | | 351,118.00 |
| 26 | | 48,182.00 | 97,886.00 | | | | 105,986.00 | | 252,054.00 |
| 27 | | 48,701.00 | 49,461.00 | | | 52,751.00 | | | 150,913.00 |
| 28 | | | | | | 213,076.00 | 162,090.00 | | 375,166.00 |
| 29 | | | | | 53,027.00 | 53,788.00 | 163,644.00 | | 270,459.00 |
| 30 | | 50,256.00 | 153,051.00 | | | 108,612.00 | 55,067.00 | 56,102.00 | 423,088.00 |
| 31 | | | 51,536.00 | | 108,128.00 | 54,825.00 | 166,755.00 | | 381,244.00 |
| 32 | | 102,586.00 | 208,216.00 | 53,822.00 | 109,166.00 | 110,686.00 | 224,416.00 | | 808,892.00 |
| 33 | | 51,812.00 | 105,146.00 | 54,340.00 | | 167,586.00 | 226,492.00 | | 605,376.00 |
| 34 | | 104,660.00 | 159,273.00 | | | 56,380.00 | 171,423.00 | | 491,736.00 |
| 35 | | 264,245.00 | 428,880.00 | 166,131.00 | 56,138.00 | 512,091.00 | 761,112.00 | 58,695.00 | 2,247,292.00 |
| Total | 49,939.00 | 7,520,184.50 | 5,462,440.50 | 4,129,369.50 | 2,348,129.00 | 3,318,426.00 | 5,200,531.50 | 414,551.00 | 28,443,571.00 |
| | | | | | | | Plus 20+ Year Supplement | (162 Personnel at \$600) | 97,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (13 Personnel at \$3500) | 45,500.00 |
| | | | | | | | Equals Grand Totl | | 28,586,271.00 |
| | | | | | | | Divided by FTE | | 644.80 |
| | | | | | | | Equals Avg Salary | | 44,333.55 |
| | | | | | | | Less Formula Ceiling Reduction | | 281,961.38 |
| | | | | | | | Equals Adjusted Total | | 28,304,309.62 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MINERAL COUNTY PUBLIC SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 12.50 | | 0.50 | | | | | 13.00 |
| 1 | | 7.00 | | 7.00 | | | | | 14.00 |
| 2 | | 4.50 | 1.00 | 2.00 | 1.00 | | | | 8.50 |
| 3 | | 2.00 | | 3.00 | 1.50 | | | | 6.50 |
| 4 | | 4.00 | 2.00 | 3.00 | 2.00 | 4.00 | | | 15.00 |
| 5 | | 1.00 | 1.00 | 5.00 | 3.50 | 4.50 | 2.00 | | 17.00 |
| 6 | | 1.00 | | 2.00 | 1.00 | 1.00 | 2.00 | | 7.00 |
| 7 | | 1.00 | 1.00 | 2.00 | 4.00 | | | | 8.00 |
| 8 | | 3.00 | 1.00 | 2.00 | 5.00 | 2.00 | | | 13.00 |
| 9 | | | 2.00 | | 3.00 | 2.00 | 1.00 | | 8.00 |
| 10 | | 3.00 | 2.00 | | 4.00 | 6.00 | 1.50 | | 16.50 |
| 11 | | 1.00 | 1.00 | 1.00 | 2.00 | 1.00 | 3.00 | | 9.00 |
| 12 | | 1.00 | 2.00 | 2.00 | 3.00 | 1.00 | | | 9.00 |
| 13 | | | 4.00 | 1.00 | 3.00 | 2.00 | 4.00 | | 14.00 |
| 14 | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | 2.00 | | 8.00 |
| 15 | | 1.00 | 3.00 | 1.00 | 2.00 | | 1.00 | | 8.00 |
| 16 | | 1.00 | 1.00 | 2.00 | 1.00 | 2.00 | | | 7.00 |
| 17 | | 2.00 | 3.00 | 1.00 | 2.00 | | | | 8.00 |
| 18 | | | 4.00 | | | 1.00 | 3.00 | | 8.00 |
| 19 | | 1.00 | 4.57 | 2.00 | | 1.00 | 3.00 | 1.00 | 12.57 |
| 20 | | 1.00 | | | | 4.50 | 2.00 | | 7.50 |
| 21 | | 1.00 | 3.00 | | 1.00 | 2.00 | 5.00 | | 12.00 |
| 22 | | | 2.00 | 2.00 | | 1.00 | 2.40 | | 7.40 |
| 23 | | | 2.00 | | 1.00 | 0.50 | 1.50 | | 5.00 |
| 24 | | 1.00 | 1.00 | 1.00 | | 1.00 | 4.00 | | 8.00 |
| 25 | | | 1.00 | | | | 4.00 | | 5.00 |
| 26 | | | 2.00 | | 1.00 | | 3.00 | | 6.00 |
| 27 | | | 2.00 | | 1.00 | | 2.00 | | 5.00 |
| 28 | | | 2.00 | | | 1.00 | | | 3.00 |
| 29 | | | 3.00 | | | | 1.00 | | 4.00 |
| 30 | | | 1.00 | | | 2.00 | 5.00 | | 8.00 |
| 31 | | | 1.00 | | | 2.00 | 1.00 | | 4.00 |
| 32 | | | | | | | 2.50 | | 2.50 |
| 33 | | | 1.00 | | | | | | 1.00 |
| 34 | | | 1.00 | | | 2.00 | 3.00 | | 6.00 |
| 35 | | | | | 3.00 | 2.50 | 8.00 | 1.00 | 14.50 |
| Total | | 50.00 | 56.57 | 40.50 | 46.00 | 47.00 | 66.90 | 2.00 | 308.97 |
| | | | | | | | | Less Ceiling Reduction - | 12.01 |
| | | | | | | | | Adjusted Total | 296.96 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MINERAL COUNTY PUBLIC SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 430,687.50 | | 18,491.50 | | | | | 449,179.00 |
| 1 | | 244,811.00 | | 262,514.00 | | | | | 507,325.00 |
| 2 | | 159,714.00 | 36,253.00 | 76,040.00 | 38,781.00 | | | | 310,788.00 |
| 3 | | 72,022.00 | | 115,617.00 | 58,950.00 | | | | 246,589.00 |
| 4 | | 147,092.00 | 75,068.00 | 117,906.00 | 80,126.00 | 163,292.00 | | | 583,484.00 |
| 5 | | 37,292.00 | 38,053.00 | 199,100.00 | 142,033.50 | 186,039.00 | 84,206.00 | | 686,723.50 |
| 6 | | 37,810.00 | | 80,678.00 | 41,100.00 | 41,860.00 | 85,242.00 | | 286,690.00 |
| 7 | | 38,329.00 | 39,090.00 | 81,714.00 | 166,472.00 | | | | 325,605.00 |
| 8 | | 116,541.00 | 39,608.00 | 82,752.00 | 210,685.00 | 85,794.00 | | | 535,380.00 |
| 9 | | | 80,254.00 | | 127,965.00 | 86,832.00 | 44,177.00 | | 339,228.00 |
| 10 | | 119,658.00 | 81,292.00 | | 172,700.00 | 263,616.00 | 67,044.00 | | 704,310.00 |
| 11 | | 40,404.00 | 41,165.00 | 42,933.00 | 87,386.00 | 44,454.00 | 135,645.00 | | 391,987.00 |
| 12 | | 40,923.00 | 83,366.00 | 86,902.00 | 132,636.00 | 44,973.00 | | | 388,800.00 |
| 13 | | | 168,808.00 | 43,970.00 | 134,190.00 | 90,982.00 | 185,008.00 | | 622,958.00 |
| 14 | | 41,960.00 | 85,440.00 | 44,488.00 | 45,249.00 | 46,010.00 | 93,540.00 | | 356,687.00 |
| 15 | | 42,478.00 | 129,717.00 | 45,007.00 | 91,534.00 | | 47,289.00 | | 356,025.00 |
| 16 | | 42,997.00 | 43,757.00 | 91,050.00 | 46,286.00 | 94,094.00 | | | 318,184.00 |
| 17 | | 87,030.00 | 132,828.00 | 46,044.00 | 93,610.00 | | | | 359,512.00 |
| 18 | | | 179,180.00 | | | 48,084.00 | 146,535.00 | | 373,799.00 |
| 19 | | 44,552.00 | 207,080.41 | 94,162.00 | | 48,602.00 | 148,089.00 | 50,398.00 | 592,883.41 |
| 20 | | 45,071.00 | | | | 221,044.50 | 99,764.00 | | 365,879.50 |
| 21 | | 45,589.00 | 139,050.00 | | 48,879.00 | 99,278.00 | 252,000.00 | | 584,796.00 |
| 22 | | | 93,738.00 | 97,272.00 | | 50,158.00 | 122,205.60 | | 363,373.60 |
| 23 | | | 94,774.00 | | 49,916.00 | 25,338.00 | 77,155.50 | | 247,183.50 |
| 24 | | 47,145.00 | 47,906.00 | 49,674.00 | | 51,195.00 | 207,824.00 | | 403,744.00 |
| 25 | | | 48,424.00 | | | | 209,896.00 | | 258,320.00 |
| 26 | | | 97,886.00 | | 51,471.00 | | 158,979.00 | | 308,336.00 |
| 27 | | | 98,922.00 | | 51,990.00 | | 107,022.00 | | 257,934.00 |
| 28 | | | 99,960.00 | | | 53,269.00 | | | 153,229.00 |
| 29 | | | 151,494.00 | | | | 54,548.00 | | 206,042.00 |
| 30 | | | 51,017.00 | | | 108,612.00 | 275,335.00 | | 434,964.00 |
| 31 | | | 51,536.00 | | | 109,650.00 | 55,585.00 | | 216,771.00 |
| 32 | | | | | | | 140,260.00 | | 140,260.00 |
| 33 | | | 52,573.00 | | | | | | 52,573.00 |
| 34 | | | 53,091.00 | | | 112,760.00 | 171,423.00 | | 337,274.00 |
| 35 | | | | | 168,414.00 | 142,247.50 | 461,280.00 | 58,695.00 | 830,636.50 |
| Total | | 1,882,105.50 | 2,541,330.41 | 1,676,314.50 | 2,040,373.50 | 2,218,184.00 | 3,430,052.10 | 109,093.00 | 13,897,453.01 |
| | | | | | | | Plus 20+ Year Supplement | (79 Personnel at \$600) | 47,400.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (24 Personnel at \$3500) | 84,000.00 |
| | | | | | | | Equals Grand Totl | | 14,028,853.01 |
| | | | | | | | Divided by FTE | | 308.97 |
| | | | | | | | Equals Avg Salary | | 45,405.23 |
| | | | | | | | Less Formula Ceiling Reduction | | 545,316.81 |
| | | | | | | | Equals Adjusted Total | | 13,483,536.20 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MINGO COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 13.00 | | 1.00 | | | | | 14.00 |
| 1 | | 12.00 | | | | | | | 12.00 |
| 2 | | 14.00 | | 6.00 | | | | | 20.00 |
| 3 | | 9.00 | | 4.00 | | 1.00 | 1.00 | | 15.00 |
| 4 | | 10.00 | 4.00 | 5.00 | 2.00 | | 1.00 | | 22.00 |
| 5 | | 8.50 | 2.00 | 5.00 | | 1.00 | | | 16.50 |
| 6 | | 7.00 | 1.00 | 4.00 | 2.00 | | 1.00 | | 15.00 |
| 7 | | 2.00 | 4.00 | 1.00 | 1.00 | | | | 8.00 |
| 8 | | 1.00 | 1.00 | | 1.00 | 1.00 | | | 4.00 |
| 9 | | 5.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 10.00 |
| 10 | | 0.50 | 4.50 | 4.00 | 2.00 | 3.00 | 3.00 | | 17.00 |
| 11 | | 2.00 | | 2.00 | 3.00 | 2.00 | | | 9.00 |
| 12 | | | 3.00 | 1.00 | 4.00 | | 4.50 | | 12.50 |
| 13 | | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 5.00 |
| 14 | | | 5.00 | 1.00 | 1.00 | 1.00 | 4.00 | 1.00 | 13.00 |
| 15 | | 1.00 | 1.00 | | 1.00 | | 2.00 | 1.00 | 6.00 |
| 16 | | | 2.00 | 1.00 | 2.00 | 1.00 | 1.00 | | 7.00 |
| 17 | | | 1.00 | | | 2.00 | | 1.00 | 4.00 |
| 18 | | | 2.50 | 2.00 | | | 1.00 | | 5.50 |
| 19 | | | 1.00 | | | | 0.50 | | 1.50 |
| 20 | | | 1.00 | | | | 1.00 | | 2.00 |
| 21 | | | | | | 1.00 | 3.00 | | 4.00 |
| 22 | | | 1.00 | | 1.00 | | 2.00 | | 4.00 |
| 23 | | | | 1.00 | 1.00 | | 1.00 | | 3.00 |
| 24 | | | | | 0.50 | 1.00 | 3.00 | | 4.50 |
| 25 | | 1.00 | | 1.00 | | | 0.50 | 1.00 | 3.50 |
| 26 | | | | | | | 6.00 | | 6.00 |
| 27 | | 2.00 | | | 2.00 | | 6.00 | 0.50 | 10.50 |
| 28 | | 1.00 | 1.00 | | 0.50 | | 5.00 | | 7.50 |
| 29 | | | | 1.00 | | | 5.20 | | 6.20 |
| 30 | | | 2.00 | 1.00 | | 0.50 | 4.25 | 1.00 | 8.75 |
| 31 | | | 2.00 | 1.00 | | 1.00 | | | 4.00 |
| 32 | | | 2.00 | | 1.00 | | 3.00 | | 6.00 |
| 33 | | | 1.00 | | | | 1.00 | | 2.00 |
| 34 | | | | 1.00 | | 1.00 | 1.00 | | 3.00 |
| 35 | | | 4.50 | 2.00 | | 1.00 | 8.00 | 1.00 | 16.50 |
| Total | | 89.00 | 48.50 | 47.00 | 27.00 | 19.50 | 70.95 | 6.50 | 308.45 |
| | | | | | | | | Less Ceiling Reduction - | 12.60 |
| | | | | | | | | Adjusted Total | 295.85 |

WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MINGO COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|------------|---|---------------------------------|---------------|
| 0 | | 447,915.00 | | 36,983.00 | | | | | 484,898.00 |
| 1 | | 419,676.00 | | | | | | | 419,676.00 |
| 2 | | 496,888.00 | | 228,120.00 | | | | | 725,008.00 |
| 3 | | 324,099.00 | | 154,156.00 | | 40,060.00 | 40,821.00 | | 559,136.00 |
| 4 | | 367,730.00 | 150,136.00 | 196,510.00 | 80,126.00 | | 41,584.00 | | 836,086.00 |
| 5 | | 316,982.00 | 76,106.00 | 199,100.00 | | 41,342.00 | | | 633,530.00 |
| 6 | | 264,670.00 | 38,571.00 | 161,356.00 | 82,200.00 | | 42,621.00 | | 589,418.00 |
| 7 | | 76,658.00 | 156,360.00 | 40,857.00 | 41,618.00 | | | | 315,493.00 |
| 8 | | 38,847.00 | 39,608.00 | | 42,137.00 | 42,897.00 | | | 163,489.00 |
| 9 | | 196,830.00 | 40,127.00 | 41,894.00 | 42,655.00 | 43,416.00 | 44,177.00 | | 409,099.00 |
| 10 | | 19,943.00 | 182,907.00 | 169,656.00 | 86,350.00 | 131,808.00 | 134,088.00 | | 724,752.00 |
| 11 | | 80,808.00 | | 85,866.00 | 131,079.00 | 88,908.00 | | | 386,661.00 |
| 12 | | | 125,049.00 | 43,451.00 | 176,848.00 | | 205,798.50 | | 551,146.50 |
| 13 | | | 42,202.00 | 43,970.00 | 44,730.00 | 45,491.00 | 46,252.00 | | 222,645.00 |
| 14 | | | 213,600.00 | 44,488.00 | 45,249.00 | 46,010.00 | 187,080.00 | 47,805.00 | 584,232.00 |
| 15 | | 42,478.00 | 43,239.00 | | 45,767.00 | | 94,578.00 | 48,324.00 | 274,386.00 |
| 16 | | | 87,514.00 | 45,525.00 | 92,572.00 | 47,047.00 | 47,807.00 | | 320,465.00 |
| 17 | | | 44,276.00 | | | 95,130.00 | | 49,361.00 | 188,767.00 |
| 18 | | | 111,987.50 | 93,124.00 | | | 48,845.00 | | 253,956.50 |
| 19 | | | 45,313.00 | | | | 24,681.50 | | 69,994.50 |
| 20 | | | 45,832.00 | | | | 49,882.00 | | 95,714.00 |
| 21 | | | | | | 49,639.00 | 151,200.00 | | 200,839.00 |
| 22 | | | 46,869.00 | | 49,397.00 | | 101,838.00 | | 198,104.00 |
| 23 | | | | 49,155.00 | 49,916.00 | | 51,437.00 | | 150,508.00 |
| 24 | | | | | 25,217.00 | 51,195.00 | 155,868.00 | | 232,280.00 |
| 25 | | 47,664.00 | | 50,192.00 | | | 26,237.00 | 53,509.00 | 177,602.00 |
| 26 | | | | | | | 317,958.00 | | 317,958.00 |
| 27 | | 97,402.00 | | | 103,980.00 | | 321,066.00 | 27,273.00 | 549,721.00 |
| 28 | | 49,219.00 | 49,980.00 | | 26,254.00 | | 270,150.00 | | 395,603.00 |
| 29 | | | | 52,266.00 | | | 283,649.60 | | 335,915.60 |
| 30 | | | 102,034.00 | 52,785.00 | | 27,153.00 | 234,034.75 | 56,102.00 | 472,108.75 |
| 31 | | | 103,072.00 | 53,303.00 | | 54,825.00 | | | 211,200.00 |
| 32 | | | 104,108.00 | | 54,583.00 | | 168,312.00 | | 327,003.00 |
| 33 | | | 52,573.00 | | | | 56,623.00 | | 109,196.00 |
| 34 | | | | 54,859.00 | | 56,380.00 | 57,141.00 | | 168,380.00 |
| 35 | | | 241,245.00 | 110,754.00 | | 56,899.00 | 461,280.00 | 58,695.00 | 928,873.00 |
| Total | | 3,287,809.00 | 2,142,708.50 | 2,008,370.00 | 1,220,678.00 | 918,200.00 | 3,665,009.35 | 341,069.00 | 13,583,843.85 |
| | | | | | | | Plus 20+ Year Supplement | (75.7 Personnel at \$600) | 45,420.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (9 Personnel at \$3500) | 31,500.00 |
| | | | | | | | Equals Grand Totl | | 13,660,763.85 |
| | | | | | | | Divided by FTE | | 308.45 |
| | | | | | | | Equals Avg Salary | | 44,288.42 |
| | | | | | | | Less Formula Ceiling Reduction | | 558,034.09 |
| | | | | | | | Equals Adjusted Total | | 13,102,729.76 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

MONONGALIA COUNTY SCHOOLS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|--------|--------|--------|--------|--------|-----------------------------|--------|
| 0 | | 12.00 | 1.00 | 17.50 | 2.00 | 1.00 | 1.00 | 1.00 | 35.50 |
| 1 | | 10.00 | | 22.50 | 4.00 | 5.00 | 3.00 | | 44.50 |
| 2 | | 6.00 | | 16.00 | 3.00 | 3.00 | 3.00 | 1.00 | 32.00 |
| 3 | | 10.50 | 2.00 | 15.00 | 5.00 | 5.00 | 8.00 | 1.00 | 46.50 |
| 4 | | 11.00 | 1.00 | 14.00 | 5.00 | 6.00 | 6.00 | | 43.00 |
| 5 | | 12.00 | 1.00 | 16.00 | 5.00 | 8.00 | 5.00 | | 47.00 |
| 6 | | 1.00 | 3.00 | 9.00 | 11.00 | 9.00 | 8.00 | 1.00 | 42.00 |
| 7 | | 3.00 | 5.00 | 8.00 | 7.00 | 5.00 | 7.00 | | 35.00 |
| 8 | | 2.00 | 3.00 | 11.00 | 4.00 | 8.00 | 10.00 | | 38.00 |
| 9 | | 3.00 | | 5.00 | 5.00 | 2.00 | 8.00 | 1.00 | 24.00 |
| 10 | | 1.00 | 2.00 | 6.00 | 1.00 | 8.00 | 7.00 | | 25.00 |
| 11 | | 4.00 | 5.00 | 4.00 | 8.00 | 8.00 | 10.00 | | 39.00 |
| 12 | | 1.00 | 1.00 | 6.00 | 6.00 | 7.00 | 6.00 | | 27.00 |
| 13 | | 1.00 | 2.00 | 2.00 | 5.00 | 5.00 | 9.00 | 1.00 | 25.00 |
| 14 | | | 6.00 | 4.00 | 4.00 | 6.00 | 10.00 | 2.00 | 32.00 |
| 15 | | 2.00 | 7.00 | 5.00 | 3.00 | 4.00 | 7.00 | | 28.00 |
| 16 | | 0.50 | 3.00 | 1.00 | 4.00 | 3.00 | 7.50 | 1.00 | 20.00 |
| 17 | | | 5.00 | 1.00 | 3.00 | 6.00 | 6.00 | | 21.00 |
| 18 | | | 3.00 | 2.00 | 2.00 | 3.00 | 5.50 | | 15.50 |
| 19 | | | 6.00 | 1.00 | 2.00 | 3.00 | 5.00 | | 17.00 |
| 20 | | 1.00 | 7.00 | 3.00 | 2.00 | 8.00 | 6.00 | | 27.00 |
| 21 | | 1.00 | 7.00 | 1.00 | 2.50 | 3.00 | 6.00 | | 20.50 |
| 22 | | | 5.00 | 1.00 | 3.00 | 3.00 | 8.00 | 1.00 | 21.00 |
| 23 | | | 3.00 | 1.00 | 3.00 | 5.00 | 4.00 | 1.00 | 17.00 |
| 24 | | | 4.00 | 1.00 | | 5.00 | 4.00 | | 14.00 |
| 25 | | | 4.00 | 1.00 | | 2.00 | 5.00 | 2.00 | 14.00 |
| 26 | | | 4.00 | 3.00 | 1.00 | 5.00 | 5.00 | | 18.00 |
| 27 | | | | 1.00 | | | 2.00 | 1.00 | 4.00 |
| 28 | | | 6.00 | | 1.00 | 1.00 | 4.00 | 1.00 | 13.00 |
| 29 | | 1.00 | 3.00 | 1.00 | | 2.00 | 5.00 | | 12.00 |
| 30 | | | 3.00 | 1.00 | | | 2.00 | | 6.00 |
| 31 | | | 4.00 | 1.00 | | 2.00 | 1.25 | | 8.25 |
| 32 | | | | 1.00 | 1.00 | 3.00 | 4.00 | | 9.00 |
| 33 | | | 2.00 | | 1.00 | | 3.00 | | 6.00 |
| 34 | | | 1.00 | 1.00 | | 1.00 | 3.00 | | 6.00 |
| 35 | | | 3.00 | 2.00 | | 3.00 | 10.00 | 1.00 | 19.00 |
| Total | | 83.00 | 112.00 | 185.00 | 103.50 | 148.00 | 204.25 | 16.00 | 851.75 |
| | | | | | | | | Less Ceiling Reduction - | 19.62 |
| | | | | | | | | Adjusted Total | 832.13 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

MONONGALIA COUNTY SCHOOLS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|----------------------------------|---------------|
| 0 | | 413,460.00 | 35,216.00 | 647,202.50 | 75,488.00 | 38,505.00 | 39,266.00 | 40,301.00 | 1,289,438.50 |
| 1 | | 349,730.00 | | 843,795.00 | 153,052.00 | 195,115.00 | 119,352.00 | | 1,661,044.00 |
| 2 | | 212,952.00 | | 608,320.00 | 116,343.00 | 118,626.00 | 120,909.00 | 41,338.00 | 1,218,488.00 |
| 3 | | 378,115.50 | 73,542.00 | 578,085.00 | 196,500.00 | 200,300.00 | 326,568.00 | 41,856.00 | 1,794,966.50 |
| 4 | | 404,503.00 | 37,534.00 | 550,228.00 | 200,315.00 | 244,938.00 | 249,504.00 | | 1,687,022.00 |
| 5 | | 447,504.00 | 38,053.00 | 637,120.00 | 202,905.00 | 330,736.00 | 210,515.00 | | 1,866,833.00 |
| 6 | | 37,810.00 | 115,713.00 | 363,051.00 | 452,100.00 | 376,740.00 | 340,968.00 | 43,656.00 | 1,730,038.00 |
| 7 | | 114,987.00 | 195,450.00 | 326,856.00 | 291,326.00 | 211,895.00 | 301,980.00 | | 1,442,494.00 |
| 8 | | 77,694.00 | 118,824.00 | 455,136.00 | 168,548.00 | 343,176.00 | 436,580.00 | | 1,599,958.00 |
| 9 | | 118,098.00 | | 209,470.00 | 213,275.00 | 86,832.00 | 353,416.00 | 45,212.00 | 1,026,303.00 |
| 10 | | 39,886.00 | 81,292.00 | 254,484.00 | 43,175.00 | 351,488.00 | 312,872.00 | | 1,083,197.00 |
| 11 | | 161,616.00 | 205,825.00 | 171,732.00 | 349,544.00 | 355,632.00 | 452,150.00 | | 1,696,499.00 |
| 12 | | 40,923.00 | 41,683.00 | 260,706.00 | 265,272.00 | 314,811.00 | 274,398.00 | | 1,197,793.00 |
| 13 | | 41,441.00 | 84,404.00 | 87,940.00 | 223,650.00 | 227,455.00 | 416,268.00 | 47,287.00 | 1,128,445.00 |
| 14 | | | 256,320.00 | 177,952.00 | 180,996.00 | 276,060.00 | 467,700.00 | 95,610.00 | 1,454,638.00 |
| 15 | | 84,956.00 | 302,673.00 | 225,035.00 | 137,301.00 | 186,112.00 | 331,023.00 | | 1,267,100.00 |
| 16 | | 21,498.50 | 131,271.00 | 45,525.00 | 185,144.00 | 141,141.00 | 358,552.50 | 48,842.00 | 931,974.00 |
| 17 | | | 221,380.00 | 46,044.00 | 140,415.00 | 285,390.00 | 289,956.00 | | 983,185.00 |
| 18 | | | 134,385.00 | 93,124.00 | 94,646.00 | 144,252.00 | 268,647.50 | | 735,054.50 |
| 19 | | | 271,878.00 | 47,081.00 | 95,684.00 | 145,806.00 | 246,815.00 | | 807,264.00 |
| 20 | | 45,071.00 | 320,824.00 | 142,797.00 | 96,720.00 | 392,968.00 | 299,292.00 | | 1,297,672.00 |
| 21 | | 45,589.00 | 324,450.00 | 48,118.00 | 122,197.50 | 148,917.00 | 302,400.00 | | 991,671.50 |
| 22 | | | 234,345.00 | 48,636.00 | 148,191.00 | 150,474.00 | 407,352.00 | 51,954.00 | 1,040,952.00 |
| 23 | | | 142,161.00 | 49,155.00 | 149,748.00 | 253,380.00 | 205,748.00 | 52,472.00 | 852,664.00 |
| 24 | | | 191,624.00 | 49,674.00 | | 255,975.00 | 207,824.00 | | 705,097.00 |
| 25 | | | 193,696.00 | 50,192.00 | | 103,428.00 | 262,370.00 | 107,018.00 | 716,704.00 |
| 26 | | | 195,772.00 | 152,133.00 | 51,471.00 | 261,160.00 | 264,965.00 | | 925,501.00 |
| 27 | | | | 51,229.00 | | | 107,022.00 | 54,546.00 | 212,797.00 |
| 28 | | | 299,880.00 | | 52,508.00 | 53,269.00 | 216,120.00 | 55,065.00 | 676,842.00 |
| 29 | | 49,738.00 | 151,494.00 | 52,266.00 | | 107,576.00 | 272,740.00 | | 633,814.00 |
| 30 | | | 153,051.00 | 52,785.00 | | | 110,134.00 | | 315,970.00 |
| 31 | | | 206,144.00 | 53,303.00 | | 109,650.00 | 69,481.25 | | 438,578.25 |
| 32 | | | | 53,822.00 | 54,583.00 | 166,029.00 | 224,416.00 | | 498,850.00 |
| 33 | | | 105,146.00 | | 55,101.00 | | 169,869.00 | | 330,116.00 |
| 34 | | | 53,091.00 | 54,859.00 | | 56,380.00 | 171,423.00 | | 335,753.00 |
| 35 | | | 160,830.00 | 110,754.00 | | 170,697.00 | 576,600.00 | 58,695.00 | 1,077,576.00 |
| Total | | 3,085,572.00 | 5,077,951.00 | 7,598,609.50 | 4,516,198.50 | 6,804,913.00 | 9,785,196.25 | 783,852.00 | 37,652,292.25 |
| | | | | | | | Plus 20+ Year Supplement | (187.5 Personnel at \$600) | 112,500.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (32.5 Personnel at \$3500) | 113,750.00 |
| | | | | | | | Equals Grand Totl | | 37,878,542.25 |
| | | | | | | | Divided by FTE | | 851.75 |
| | | | | | | | Equals Avg Salary | | 44,471.43 |
| | | | | | | | Less Formula Ceiling Reduction | | 872,529.46 |
| | | | | | | | Equals Adjusted Total | | 37,006,012.79 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MONROE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 4.42 | | 2.00 | | | | | 6.42 |
| 1 | | 3.00 | | 0.50 | | | | | 3.50 |
| 2 | | 5.50 | | | | | | | 5.50 |
| 3 | | 2.95 | | 1.00 | | | | | 3.95 |
| 4 | | 2.00 | | 1.00 | | 1.00 | | | 4.00 |
| 5 | | 2.00 | 2.00 | | 1.00 | 1.00 | | | 6.00 |
| 6 | | 1.00 | | 1.00 | | | | | 2.00 |
| 7 | | 4.00 | 2.00 | | | | | 1.00 | 7.00 |
| 8 | | 1.95 | | 2.00 | 1.00 | | | | 4.95 |
| 9 | | | 1.00 | 1.00 | 2.00 | | | | 4.00 |
| 10 | | 2.00 | | 1.50 | | 1.00 | | | 4.50 |
| 11 | | | | 1.00 | 2.00 | 2.00 | | | 5.00 |
| 12 | | 1.00 | 4.00 | | | 2.00 | | | 7.00 |
| 13 | | 1.00 | 2.00 | 3.00 | | | | | 6.00 |
| 14 | | 1.00 | | | 2.00 | 1.00 | | | 4.00 |
| 15 | | 1.00 | | | 1.00 | | 1.00 | | 3.00 |
| 16 | | | | 2.00 | 1.00 | | 2.00 | | 5.00 |
| 17 | | | 2.00 | | | | 0.25 | | 2.25 |
| 18 | 1.00 | | 2.00 | | | | 2.00 | | 5.00 |
| 19 | | | | | | 1.00 | 2.00 | | 3.00 |
| 20 | | | | 1.00 | | | | | 1.00 |
| 21 | | | 1.00 | | 1.00 | 2.00 | | | 4.00 |
| 22 | | | 1.00 | | | 1.00 | | | 2.00 |
| 23 | | | | | | | | | |
| 24 | | | | | 1.00 | | | | 1.00 |
| 25 | | | 1.00 | | | 3.00 | 1.00 | 1.00 | 6.00 |
| 26 | | | | | | | 1.00 | | 1.00 |
| 27 | | 1.00 | 1.00 | | | | | | 2.00 |
| 28 | | 1.00 | | | | 1.00 | | | 2.00 |
| 29 | | | | | | 1.00 | | | 1.00 |
| 30 | | | 2.00 | | | | 1.00 | | 3.00 |
| 31 | | | | | | | | | |
| 32 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 33 | | | | | 1.00 | | | | 1.00 |
| 34 | | | | | | | | | |
| 35 | | | 2.00 | 1.00 | 1.00 | 1.00 | 3.00 | | 8.00 |
| Total | | 35.83 | 25.00 | 18.00 | 14.00 | 19.00 | 14.25 | 2.00 | 128.07 |
| | | | | | | | | Less Ceiling Reduction - | 1.85 |
| | | | | | | | | Adjusted Total | 126.22 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MONROE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 152,291.10 | | 73,966.00 | | | | | 226,257.10 |
| 1 | | 104,919.00 | | 18,751.00 | | | | | 123,670.00 |
| 2 | | 195,206.00 | | | | | | | 195,206.00 |
| 3 | | 106,232.45 | | 38,539.00 | | | | | 144,771.45 |
| 4 | | 73,546.00 | | 39,302.00 | | 40,823.00 | | | 153,671.00 |
| 5 | | 74,584.00 | 76,106.00 | | 40,581.00 | 41,342.00 | | | 232,613.00 |
| 6 | | 37,810.00 | | 40,339.00 | | | | | 78,149.00 |
| 7 | | 153,316.00 | 78,180.00 | | | | | 44,175.00 | 275,671.00 |
| 8 | | 75,751.65 | | 82,752.00 | 42,137.00 | | | | 200,640.65 |
| 9 | | | 40,127.00 | 41,894.00 | 85,310.00 | | | | 167,331.00 |
| 10 | | 79,772.00 | | 63,621.00 | | 43,936.00 | | | 187,329.00 |
| 11 | | | | 42,933.00 | 87,386.00 | 88,908.00 | | | 219,227.00 |
| 12 | | 40,923.00 | 166,732.00 | | | 89,946.00 | | | 297,601.00 |
| 13 | | 41,441.00 | 84,404.00 | 131,910.00 | | | | | 257,755.00 |
| 14 | | 41,960.00 | | | 90,498.00 | 46,010.00 | | | 178,468.00 |
| 15 | | 42,478.00 | | | 45,767.00 | | 47,289.00 | | 135,534.00 |
| 16 | | | | 91,050.00 | 46,286.00 | | 95,614.00 | | 232,950.00 |
| 17 | | | 88,552.00 | | | | 12,081.50 | | 100,633.50 |
| 18 | | 44,034.00 | 89,590.00 | | | | 97,690.00 | | 231,314.00 |
| 19 | | | | | | 48,602.00 | 98,726.00 | | 147,328.00 |
| 20 | | | | 47,599.00 | | | | | 47,599.00 |
| 21 | | | 46,350.00 | | 48,879.00 | 99,278.00 | | | 194,507.00 |
| 22 | | | 46,869.00 | | | 50,158.00 | | | 97,027.00 |
| 23 | | | | | | | | | |
| 24 | | | | | 50,434.00 | | | | 50,434.00 |
| 25 | | | 48,424.00 | | | 155,142.00 | 52,474.00 | 53,509.00 | 309,549.00 |
| 26 | | | | | | | 52,993.00 | | 52,993.00 |
| 27 | | 48,701.00 | 49,461.00 | | | | | | 98,162.00 |
| 28 | | 49,219.00 | | | | 53,269.00 | | | 102,488.00 |
| 29 | | | | | | 53,788.00 | | | 53,788.00 |
| 30 | | | 102,034.00 | | | | 55,067.00 | | 157,101.00 |
| 31 | | | | | | | | | |
| 32 | | | 104,108.00 | | | 55,343.00 | 56,104.00 | | 215,555.00 |
| 33 | | | | | 55,101.00 | | | | 55,101.00 |
| 34 | | | | | | | | | |
| 35 | | | 107,220.00 | 55,377.00 | 56,138.00 | 56,899.00 | 172,980.00 | | 448,614.00 |
| Total | | 1,362,184.20 | 1,128,157.00 | 768,033.00 | 648,517.00 | 923,444.00 | 741,018.50 | 97,684.00 | 5,669,037.70 |
| | | | | | | | Plus 20+ Year Supplement | (32 Personnel at \$600) | 19,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 5,688,237.70 |
| | | | | | | | Divided by FTE | | 128.07 |
| | | | | | | | Equals Avg Salary | | 44,415.07 |
| | | | | | | | Less Formula Ceiling Reduction | | 82,167.88 |
| | | | | | | | Equals Adjusted Total | | 5,606,069.82 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MORGAN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 3.50 | | | | | | 1.00 | 4.50 |
| 1 | | 10.00 | | | | | | 1.00 | 11.00 |
| 2 | | 7.00 | | 2.00 | | | | | 9.00 |
| 3 | | 4.00 | | 4.00 | | 1.00 | | | 9.00 |
| 4 | | 3.40 | | 3.00 | | | | | 6.40 |
| 5 | | 3.00 | 1.00 | 1.00 | | | 1.00 | | 6.00 |
| 6 | | 2.00 | | | | 1.00 | | | 3.00 |
| 7 | | | | 1.00 | | | | | 1.00 |
| 8 | | 1.00 | | 1.00 | 1.00 | | 1.00 | | 4.00 |
| 9 | | 1.00 | | | 1.00 | 1.00 | 1.00 | | 4.00 |
| 10 | | | 1.00 | 2.00 | | 2.00 | 0.20 | | 5.20 |
| 11 | | | | 2.00 | | 3.00 | 3.00 | | 8.00 |
| 12 | | 1.00 | 3.00 | 3.00 | 3.00 | | 3.00 | | 13.00 |
| 13 | | 1.00 | 3.00 | 2.00 | | | 2.00 | | 8.00 |
| 14 | | 1.00 | 2.00 | | | | | | 3.00 |
| 15 | | | 2.00 | | 1.00 | | 2.00 | | 5.00 |
| 16 | | | 1.00 | 3.00 | | 2.00 | | | 6.00 |
| 17 | | 1.00 | 1.00 | 3.00 | 1.00 | 3.00 | 3.00 | | 12.00 |
| 18 | | | 4.00 | | 2.00 | 1.00 | 1.00 | | 8.00 |
| 19 | | | 1.00 | | | | | | 1.00 |
| 20 | | | 1.00 | 2.00 | 1.00 | 3.00 | | | 7.00 |
| 21 | | 1.00 | 5.00 | | | | | 0.32 | 6.32 |
| 22 | | | | | | | 2.00 | | 2.00 |
| 23 | | | 2.00 | | | | | | 2.00 |
| 24 | | | | | 1.00 | 1.00 | 1.00 | | 3.00 |
| 25 | | | | 1.00 | 1.00 | | 1.00 | | 3.00 |
| 26 | | | | | | | 2.00 | | 2.00 |
| 27 | | | 1.00 | 1.00 | | | | | 2.00 |
| 28 | | | 1.00 | | | | 2.00 | | 3.00 |
| 29 | | | | 1.00 | 1.00 | | 1.00 | | 3.00 |
| 30 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 31 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 32 | | | | | | | | | |
| 33 | | | | 1.00 | | | 0.80 | | 1.80 |
| 34 | | | | | | | | | |
| 35 | | 2.00 | 1.00 | | 0.40 | 1.00 | 2.00 | | 6.40 |
| Total | | 41.90 | 32.00 | 33.00 | 14.40 | 20.00 | 31.00 | 2.32 | 174.62 |
| | | | | | | | | Less Ceiling Reduction - | 11.36 |
| | | | | | | | | Adjusted Total | 163.26 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MORGAN COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|------------|------------|---|----------------------------------|--------------|
| 0 | | 120,592.50 | | | | | | 40,301.00 | 160,893.50 |
| 1 | | 349,730.00 | | | | | | 40,819.00 | 390,549.00 |
| 2 | | 248,444.00 | | 76,040.00 | | | | | 324,484.00 |
| 3 | | 144,044.00 | | 154,156.00 | | 40,060.00 | | | 338,260.00 |
| 4 | | 125,028.20 | | 117,906.00 | | | | | 242,934.20 |
| 5 | | 111,876.00 | 38,053.00 | 39,820.00 | | | 42,103.00 | | 231,852.00 |
| 6 | | 75,620.00 | | | | 41,860.00 | | | 117,480.00 |
| 7 | | | | 40,857.00 | | | | | 40,857.00 |
| 8 | | 38,847.00 | | 41,376.00 | 42,137.00 | | 43,658.00 | | 166,018.00 |
| 9 | | 39,366.00 | | | 42,655.00 | 43,416.00 | 44,177.00 | | 169,614.00 |
| 10 | | | 40,646.00 | 84,828.00 | | 87,872.00 | 8,939.20 | | 222,285.20 |
| 11 | | | | 85,866.00 | | 133,362.00 | 135,645.00 | | 354,873.00 |
| 12 | | 40,923.00 | 125,049.00 | 130,353.00 | 132,636.00 | | 137,199.00 | | 566,160.00 |
| 13 | | 41,441.00 | 126,606.00 | 87,940.00 | | | 92,504.00 | | 348,491.00 |
| 14 | | 41,960.00 | 85,440.00 | | | | | | 127,400.00 |
| 15 | | | 86,478.00 | | 45,767.00 | | 94,578.00 | | 226,823.00 |
| 16 | | | 43,757.00 | 136,575.00 | | 94,094.00 | | | 274,426.00 |
| 17 | | 43,515.00 | 44,276.00 | 138,132.00 | 46,805.00 | 142,695.00 | 144,978.00 | | 560,401.00 |
| 18 | | | 179,180.00 | | 94,646.00 | 48,084.00 | 48,845.00 | | 370,755.00 |
| 19 | | | 45,313.00 | | | | | | 45,313.00 |
| 20 | | | 45,832.00 | 95,198.00 | 48,360.00 | 147,363.00 | | | 336,753.00 |
| 21 | | 45,589.00 | 231,750.00 | | | | | 16,459.20 | 293,798.20 |
| 22 | | | | | | | 101,838.00 | | 101,838.00 |
| 23 | | | 94,774.00 | | | | | | 94,774.00 |
| 24 | | | | | 50,434.00 | 51,195.00 | 51,956.00 | | 153,585.00 |
| 25 | | | | 50,192.00 | 50,953.00 | | 52,474.00 | | 153,619.00 |
| 26 | | | | | | | 105,986.00 | | 105,986.00 |
| 27 | | | 49,461.00 | 51,229.00 | | | | | 100,690.00 |
| 28 | | | 49,980.00 | | | | 108,060.00 | | 158,040.00 |
| 29 | | | | 52,266.00 | 53,027.00 | | 54,548.00 | | 159,841.00 |
| 30 | | | 51,017.00 | | | 54,306.00 | 55,067.00 | | 160,390.00 |
| 31 | | | 51,536.00 | | | 54,064.00 | 55,585.00 | | 161,185.00 |
| 32 | | | | | | | | | |
| 33 | | | | 54,340.00 | | | 45,298.40 | | 99,638.40 |
| 34 | | | | | | | | | |
| 35 | | 105,698.00 | 53,610.00 | | 22,455.20 | 56,899.00 | 115,320.00 | | 353,982.20 |
| Total | | 1,572,673.70 | 1,442,758.00 | 1,437,074.00 | 683,939.20 | 941,206.00 | 1,538,758.60 | 97,579.20 | 7,713,988.70 |
| | | | | | | | Plus 20+ Year Supplement | (42.72 Personnel at \$600) | 25,632.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 7,746,620.70 |
| | | | | | | | Divided by FTE | | 174.62 |
| | | | | | | | Equals Avg Salary | | 44,362.73 |
| | | | | | | | Less Formula Ceiling Reduction | | 503,960.61 |
| | | | | | | | Equals Adjusted Total | | 7,242,660.09 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MCDOWELL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | 3.00 | 12.00 | | | | | | | 15.00 |
| 1 | | 8.00 | | | | | | | 8.00 |
| 2 | | 7.00 | | 1.00 | | | | | 8.00 |
| 3 | | 8.00 | | 1.00 | | | | | 9.00 |
| 4 | | 14.00 | | 2.00 | | | | | 16.00 |
| 5 | | 4.00 | | 2.00 | | | 1.00 | | 7.00 |
| 6 | | 8.00 | 1.00 | 3.00 | | 2.00 | | | 14.00 |
| 7 | | | 3.00 | 3.00 | | 1.00 | | | 7.00 |
| 8 | | 3.00 | 1.00 | 2.00 | | 1.00 | 1.00 | | 8.00 |
| 9 | | 4.00 | | 1.00 | 1.00 | | | | 6.00 |
| 10 | | 1.00 | 3.00 | | 1.00 | | 2.00 | | 7.00 |
| 11 | | 2.00 | 1.00 | | | | 1.00 | | 4.00 |
| 12 | | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 5.00 |
| 13 | | 1.00 | 2.00 | | | | 1.00 | | 4.00 |
| 14 | | 3.00 | 3.00 | | | | 1.00 | 1.00 | 8.00 |
| 15 | | 1.00 | 1.00 | | | 1.00 | | 1.00 | 4.00 |
| 16 | | | 1.00 | | | | 2.00 | | 3.00 |
| 17 | | | 1.00 | | 1.00 | | 3.00 | | 5.00 |
| 18 | | | | | 2.00 | 1.00 | 1.00 | | 4.00 |
| 19 | | | | | 1.00 | 1.00 | 2.00 | | 4.00 |
| 20 | | | 2.00 | | | 2.00 | | | 4.00 |
| 21 | | | | | | | 1.00 | | 1.00 |
| 22 | | 1.00 | 1.00 | | | | 2.00 | | 4.00 |
| 23 | | | | | | 1.00 | | | 1.00 |
| 24 | | | 1.00 | | | | | | 1.00 |
| 25 | | 1.00 | | | | | | | 1.00 |
| 26 | | | | | | | 3.00 | | 3.00 |
| 27 | | 1.00 | 2.00 | | | | 3.00 | | 6.00 |
| 28 | | | 1.00 | | | | 1.00 | | 2.00 |
| 29 | | | | | | 1.00 | 4.00 | | 5.00 |
| 30 | | | 3.00 | | | | 4.00 | | 7.00 |
| 31 | | | | | 1.00 | | 1.00 | | 2.00 |
| 32 | | | | | | | 3.00 | | 3.00 |
| 33 | | | 4.00 | | 1.00 | 1.00 | | | 6.00 |
| 34 | | 1.00 | | | 1.00 | 1.00 | 2.00 | | 5.00 |
| 35 | | 1.00 | 4.00 | 2.00 | | 5.00 | 13.50 | | 25.50 |
| Total | 3.00 | 81.00 | 36.00 | 18.00 | 10.00 | 19.00 | 53.50 | 2.00 | 222.50 |
| | | | | | | | | Less Ceiling Reduction - | 6.81 |
| | | | | | | | | Adjusted Total | 215.69 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

MCDOWELL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | 98,238.00 | 413,460.00 | | | | | | | 511,698.00 |
| 1 | | 279,784.00 | | | | | | | 279,784.00 |
| 2 | | 248,444.00 | | 38,020.00 | | | | | 286,464.00 |
| 3 | | 288,088.00 | | 38,539.00 | | | | | 326,627.00 |
| 4 | | 514,822.00 | | 78,604.00 | | | | | 593,426.00 |
| 5 | | 149,168.00 | | 79,640.00 | | | 42,103.00 | | 270,911.00 |
| 6 | | 302,480.00 | 38,571.00 | 121,017.00 | | 83,720.00 | | | 545,788.00 |
| 7 | | | 117,270.00 | 122,571.00 | | 42,379.00 | | | 282,220.00 |
| 8 | | 116,541.00 | 39,608.00 | 82,752.00 | | 42,897.00 | 43,658.00 | | 325,456.00 |
| 9 | | 157,464.00 | | 41,894.00 | 42,655.00 | | | | 242,013.00 |
| 10 | | 39,886.00 | 121,938.00 | | 43,175.00 | | 89,392.00 | | 294,391.00 |
| 11 | | 80,808.00 | 41,165.00 | | | | 45,215.00 | | 167,188.00 |
| 12 | | | 41,683.00 | 43,451.00 | 44,212.00 | 44,973.00 | 45,733.00 | | 220,052.00 |
| 13 | | 41,441.00 | 84,404.00 | | | | 46,252.00 | | 172,097.00 |
| 14 | | 125,880.00 | 128,160.00 | | | | 46,770.00 | 47,805.00 | 348,615.00 |
| 15 | | 42,478.00 | 43,239.00 | | | 46,528.00 | | 48,324.00 | 180,569.00 |
| 16 | | | 43,757.00 | | | | 95,614.00 | | 139,371.00 |
| 17 | | | 44,276.00 | | 46,805.00 | | 144,978.00 | | 236,059.00 |
| 18 | | | | | 94,646.00 | 48,084.00 | 48,845.00 | | 191,575.00 |
| 19 | | | | | 47,842.00 | 48,602.00 | 98,726.00 | | 195,170.00 |
| 20 | | | 91,664.00 | | | 98,242.00 | | | 189,906.00 |
| 21 | | | | | | | 50,400.00 | | 50,400.00 |
| 22 | | 46,108.00 | 46,869.00 | | | | 101,838.00 | | 194,815.00 |
| 23 | | | | | | 50,676.00 | | | 50,676.00 |
| 24 | | | 47,906.00 | | | | | | 47,906.00 |
| 25 | | 47,664.00 | | | | | | | 47,664.00 |
| 26 | | | | | | | 158,979.00 | | 158,979.00 |
| 27 | | 48,701.00 | 98,922.00 | | | | 160,533.00 | | 308,156.00 |
| 28 | | | 49,980.00 | | | | 54,030.00 | | 104,010.00 |
| 29 | | | | | | 53,788.00 | 218,192.00 | | 271,980.00 |
| 30 | | | 153,051.00 | | | | 220,268.00 | | 373,319.00 |
| 31 | | | | | 54,064.00 | | 55,585.00 | | 109,649.00 |
| 32 | | | | | | | 168,312.00 | | 168,312.00 |
| 33 | | | 210,292.00 | | 55,101.00 | 55,862.00 | | | 321,255.00 |
| 34 | | 52,330.00 | | | 55,620.00 | 56,380.00 | 114,282.00 | | 278,612.00 |
| 35 | | 52,849.00 | 214,440.00 | 110,754.00 | | 284,495.00 | 778,410.00 | | 1,440,948.00 |
| Total | 98,238.00 | 3,048,396.00 | 1,657,195.00 | 757,242.00 | 484,120.00 | 956,626.00 | 2,828,115.00 | 96,129.00 | 9,926,061.00 |
| | | | | | | | Plus 20+ Year Supplement | (67 Personnel at \$600) | 40,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 9,966,261.00 |
| | | | | | | | Divided by FTE | | 222.50 |
| | | | | | | | Equals Avg Salary | | 44,792.18 |
| | | | | | | | Less Formula Ceiling Reduction | | 305,034.75 |
| | | | | | | | Equals Adjusted Total | | 9,661,226.25 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

NICHOLAS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 8.00 | | 2.00 | | | | | 10.00 |
| 1 | | 4.00 | 2.00 | | | | | | 6.00 |
| 2 | | 8.00 | | 2.00 | | 1.00 | 1.00 | | 12.00 |
| 3 | | 3.00 | 1.00 | 2.00 | 1.00 | | 0.75 | | 7.75 |
| 4 | | 8.00 | 2.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 14.00 |
| 5 | | 10.00 | | 2.00 | 2.00 | | 1.00 | | 15.00 |
| 6 | | 2.00 | 5.00 | 3.00 | | 2.00 | | | 12.00 |
| 7 | | 3.00 | | 3.00 | 3.00 | | 1.00 | | 10.00 |
| 8 | | 4.00 | 3.00 | | 4.00 | | 2.00 | | 13.00 |
| 9 | | 4.00 | 3.00 | 2.00 | | 2.00 | 1.00 | | 12.00 |
| 10 | | 3.00 | 1.00 | | 2.00 | 3.00 | 1.00 | | 10.00 |
| 11 | | 4.00 | 3.00 | 1.00 | 3.00 | 1.00 | 1.00 | | 13.00 |
| 12 | | 2.00 | | | 2.00 | | 1.00 | | 5.00 |
| 13 | | 2.00 | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 8.00 |
| 14 | | 2.00 | 3.00 | 1.00 | 1.00 | 3.00 | 2.00 | | 12.00 |
| 15 | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | 3.00 | | 9.00 |
| 16 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 17 | | 1.00 | 1.00 | 0.50 | 2.00 | | 3.00 | | 7.50 |
| 18 | | 0.50 | 2.00 | | | | 1.00 | | 3.50 |
| 19 | | | 1.00 | | | 1.00 | 4.00 | | 6.00 |
| 20 | | | 1.00 | | 2.00 | | | | 3.00 |
| 21 | | | 2.00 | | | | | | 2.00 |
| 22 | | | 0.50 | | | 4.00 | 4.00 | | 8.50 |
| 23 | | | | | | 1.00 | 2.00 | | 3.00 |
| 24 | | | 2.00 | 2.00 | 2.00 | | 3.00 | 1.00 | 10.00 |
| 25 | | | | | | 1.00 | 3.00 | | 4.00 |
| 26 | | | 1.00 | | 2.00 | | 1.00 | | 4.00 |
| 27 | | | 2.00 | | | | 1.00 | | 3.00 |
| 28 | | | 3.00 | | | 1.00 | 3.00 | | 7.00 |
| 29 | | | 5.00 | 1.00 | 1.00 | | | | 7.00 |
| 30 | | | 2.00 | | 2.00 | 1.00 | 1.00 | | 6.00 |
| 31 | | | | 1.00 | | | | | 1.00 |
| 32 | | | 3.00 | 1.00 | 1.00 | 3.00 | 3.00 | | 11.00 |
| 33 | | | 1.00 | | | | 2.10 | | 3.10 |
| 34 | | | | | | 1.00 | | | 1.00 |
| 35 | | | 2.00 | 1.00 | | 1.00 | 3.30 | | 7.30 |
| Total | | 69.50 | 56.50 | 28.50 | 33.00 | 30.00 | 52.15 | 1.00 | 270.65 |
| | | | | | | | | Less Ceiling Reduction - | 3.23 |
| | | | | | | | | Adjusted Total | 267.42 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

NICHOLAS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | | 275,640.00 | | 73,966.00 | | | | | 349,606.00 |
| 1 | | 139,892.00 | 71,468.00 | | | | | | 211,360.00 |
| 2 | | 283,936.00 | | 76,040.00 | | 39,542.00 | 40,303.00 | | 439,821.00 |
| 3 | | 108,033.00 | 36,771.00 | 77,078.00 | 39,300.00 | | 30,615.75 | | 291,797.75 |
| 4 | | 294,184.00 | 75,068.00 | 39,302.00 | 40,063.00 | 40,823.00 | 41,584.00 | | 531,024.00 |
| 5 | | 372,920.00 | | 79,640.00 | 81,162.00 | | 42,103.00 | | 575,825.00 |
| 6 | | 75,620.00 | 192,855.00 | 121,017.00 | | 83,720.00 | | | 473,212.00 |
| 7 | | 114,987.00 | | 122,571.00 | 124,854.00 | | 43,140.00 | | 405,552.00 |
| 8 | | 155,388.00 | 118,824.00 | | 168,548.00 | | 87,316.00 | | 530,076.00 |
| 9 | | 157,464.00 | 120,381.00 | 83,788.00 | | 86,832.00 | 44,177.00 | | 492,642.00 |
| 10 | | 119,658.00 | 40,646.00 | | 86,350.00 | 131,808.00 | 44,696.00 | | 423,158.00 |
| 11 | | 161,616.00 | 123,495.00 | 42,933.00 | 131,079.00 | 44,454.00 | 45,215.00 | | 548,792.00 |
| 12 | | 81,846.00 | | | 88,424.00 | | 45,733.00 | | 216,003.00 |
| 13 | | 82,882.00 | 42,202.00 | 87,940.00 | 44,730.00 | 45,491.00 | 46,252.00 | | 349,497.00 |
| 14 | | 83,920.00 | 128,160.00 | 44,488.00 | 45,249.00 | 138,030.00 | 93,540.00 | | 533,387.00 |
| 15 | | 42,478.00 | 86,478.00 | 45,007.00 | 45,767.00 | 46,528.00 | 141,867.00 | | 408,125.00 |
| 16 | | | 87,514.00 | | | 47,047.00 | 47,807.00 | | 182,368.00 |
| 17 | | 43,515.00 | 44,276.00 | 23,022.00 | 93,610.00 | | 144,978.00 | | 349,401.00 |
| 18 | | 22,017.00 | 89,590.00 | | | | 48,845.00 | | 160,452.00 |
| 19 | | | 45,313.00 | | | 48,602.00 | 197,452.00 | | 291,367.00 |
| 20 | | | 45,832.00 | | 96,720.00 | | | | 142,552.00 |
| 21 | | | 92,700.00 | | | | | | 92,700.00 |
| 22 | | | 23,434.50 | | | | | | 23,434.50 |
| 23 | | | | | | 200,632.00 | 203,676.00 | | 427,742.50 |
| 24 | | | 95,812.00 | 99,348.00 | 100,868.00 | 50,676.00 | 102,874.00 | 52,991.00 | 153,550.00 |
| 25 | | | | | | 51,714.00 | 157,422.00 | | 209,136.00 |
| 26 | | | 48,943.00 | | 102,942.00 | | 52,993.00 | | 204,878.00 |
| 27 | | | 98,922.00 | | | | 53,511.00 | | 152,433.00 |
| 28 | | | 149,940.00 | | | 53,269.00 | 162,090.00 | | 365,299.00 |
| 29 | | | 252,490.00 | 52,266.00 | 53,027.00 | | | | 357,783.00 |
| 30 | | | 102,034.00 | | 107,090.00 | 54,306.00 | 55,067.00 | | 318,497.00 |
| 31 | | | | 53,303.00 | | | | | 53,303.00 |
| 32 | | | 156,162.00 | 53,822.00 | 54,583.00 | 166,029.00 | 168,312.00 | | 598,908.00 |
| 33 | | | 52,573.00 | | | | 118,908.30 | | 171,481.30 |
| 34 | | | | | | 56,380.00 | | | 56,380.00 |
| 35 | | | 107,220.00 | 55,377.00 | | 56,899.00 | 190,278.00 | | 409,774.00 |
| Total | | 2,615,996.00 | 2,529,103.50 | 1,230,908.00 | 1,504,366.00 | 1,442,782.00 | 2,606,623.05 | 52,991.00 | 11,982,769.55 |
| | | | | | | | Plus 20+ Year Supplement | (72.5 Personnel at \$600) | 43,500.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (4 Personnel at \$3500) | 14,000.00 |
| | | | | | | | Equals Grand Totl | | 12,040,269.55 |
| | | | | | | | Divided by FTE | | 270.65 |
| | | | | | | | Equals Avg Salary | | 44,486.49 |
| | | | | | | | Less Formula Ceiling Reduction | | 143,691.36 |
| | | | | | | | Equals Adjusted Total | | 11,896,578.19 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

OHIO COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 5.00 | | 3.00 | | | | | 8.00 |
| 1 | | | 1.00 | 1.00 | 1.00 | 1.00 | | | 4.00 |
| 2 | | 3.00 | | 4.00 | | 1.00 | 0.50 | | 8.50 |
| 3 | | 15.00 | 6.00 | 2.00 | 3.00 | | | | 26.00 |
| 4 | | 7.50 | 2.00 | 5.00 | 1.00 | 1.00 | | | 16.50 |
| 5 | | 2.00 | 1.00 | 1.00 | 1.00 | | 3.00 | 1.00 | 9.00 |
| 6 | | 5.00 | 8.00 | 6.00 | 1.00 | 2.00 | 1.00 | | 23.00 |
| 7 | | 1.00 | 1.00 | 2.00 | 2.00 | | 2.00 | | 8.00 |
| 8 | | 2.00 | 3.00 | 5.00 | 4.50 | 2.00 | 3.00 | | 19.50 |
| 9 | | 2.00 | 1.00 | 2.00 | 2.00 | 4.00 | | | 11.00 |
| 10 | | | 4.00 | 5.00 | 4.00 | 3.00 | 3.00 | 1.00 | 20.00 |
| 11 | | 1.00 | | 4.50 | 4.00 | 2.00 | 4.00 | | 15.50 |
| 12 | | | 3.00 | 4.00 | 4.00 | 2.00 | 2.00 | | 15.00 |
| 13 | | 2.00 | 3.00 | 2.00 | 5.00 | 2.00 | 8.00 | | 22.00 |
| 14 | | | 3.00 | 3.00 | 4.50 | | 3.00 | | 13.50 |
| 15 | | 1.50 | 5.00 | 1.00 | 5.00 | 3.50 | 4.00 | | 20.00 |
| 16 | | | 1.00 | 2.00 | 2.00 | 1.00 | 3.00 | | 9.00 |
| 17 | | | 1.00 | 1.00 | 3.00 | 1.00 | | | 6.00 |
| 18 | | | 6.00 | | 3.00 | 2.00 | 1.00 | | 12.00 |
| 19 | | | 2.00 | | 2.00 | 3.00 | 2.00 | 1.00 | 10.00 |
| 20 | | | 2.00 | 2.00 | 5.00 | 6.00 | 2.00 | | 17.00 |
| 21 | | | 1.00 | 2.00 | 3.00 | 1.00 | 3.00 | | 10.00 |
| 22 | | 2.00 | 2.00 | | 2.00 | 2.00 | 2.50 | | 10.50 |
| 23 | | 1.00 | 3.00 | 3.00 | | 1.00 | 3.00 | | 11.00 |
| 24 | | 1.00 | 3.00 | | 1.00 | 2.00 | 1.00 | | 8.00 |
| 25 | | 1.00 | | 1.00 | 1.00 | 2.00 | 2.00 | 1.00 | 8.00 |
| 26 | | 1.00 | 1.00 | | | 1.00 | 3.00 | | 6.00 |
| 27 | | | 1.00 | | | | 1.00 | | 2.00 |
| 28 | | | | 1.00 | | 1.00 | 1.00 | | 3.00 |
| 29 | | 1.00 | 3.00 | | | | 2.00 | | 6.00 |
| 30 | | 2.50 | 3.00 | | | | 1.00 | | 6.50 |
| 31 | | | | | | 1.00 | 3.00 | | 4.00 |
| 32 | | | 2.00 | | | | 1.00 | | 3.00 |
| 33 | | 1.00 | 1.00 | | 1.00 | | 2.00 | 1.00 | 6.00 |
| 34 | | 0.50 | | 1.00 | | 1.00 | 1.00 | | 3.50 |
| 35 | | 2.00 | 2.00 | 2.00 | 3.00 | 3.00 | 8.00 | | 20.00 |
| Total | | 60.00 | 75.00 | 65.50 | 68.00 | 51.50 | 76.00 | 5.00 | 401.00 |
| | | | | | | | | Less Ceiling Reduction - | 23.45 |
| | | | | | | | | Adjusted Total | 377.55 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

OHIO COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|--------------------------------|---------------|
| 0 | | 172,275.00 | | 110,949.00 | | | | | 283,224.00 |
| 1 | | | 35,734.00 | 37,502.00 | 38,263.00 | 39,023.00 | | | 150,522.00 |
| 2 | | 106,476.00 | | 152,080.00 | | 39,542.00 | 20,151.50 | | 318,249.50 |
| 3 | | 540,165.00 | 220,626.00 | 77,078.00 | 117,900.00 | | | | 955,769.00 |
| 4 | | 275,797.50 | 75,068.00 | 196,510.00 | 40,063.00 | 40,823.00 | | | 628,261.50 |
| 5 | | 74,584.00 | 38,053.00 | 39,820.00 | 40,581.00 | | 126,309.00 | 43,138.00 | 362,485.00 |
| 6 | | 189,050.00 | 308,568.00 | 242,034.00 | 41,100.00 | 83,720.00 | 42,621.00 | | 907,093.00 |
| 7 | | 38,329.00 | 39,090.00 | 81,714.00 | 83,236.00 | | 86,280.00 | | 328,649.00 |
| 8 | | 77,694.00 | 118,824.00 | 206,880.00 | 189,616.50 | 85,794.00 | 130,974.00 | | 809,782.50 |
| 9 | | 78,732.00 | 40,127.00 | 83,788.00 | 85,310.00 | 173,664.00 | | | 461,621.00 |
| 10 | | | 162,584.00 | 212,070.00 | 172,700.00 | 131,808.00 | 134,088.00 | 45,731.00 | 858,981.00 |
| 11 | | 40,404.00 | | 193,198.50 | 174,772.00 | 88,908.00 | 180,860.00 | | 678,142.50 |
| 12 | | | 125,049.00 | 173,804.00 | 176,848.00 | 89,946.00 | 91,466.00 | | 657,113.00 |
| 13 | | 82,882.00 | 126,606.00 | 87,940.00 | 223,650.00 | 90,982.00 | 370,016.00 | | 982,076.00 |
| 14 | | | 128,160.00 | 133,464.00 | 203,620.50 | | 140,310.00 | | 605,554.50 |
| 15 | | 63,717.00 | 216,195.00 | 45,007.00 | 228,835.00 | 162,848.00 | 189,156.00 | | 905,758.00 |
| 16 | | | 43,757.00 | 91,050.00 | 92,572.00 | 47,047.00 | 143,421.00 | | 417,847.00 |
| 17 | | | 44,276.00 | 46,044.00 | 140,415.00 | 47,565.00 | | | 278,300.00 |
| 18 | | | 268,770.00 | | 141,969.00 | 96,168.00 | 48,845.00 | | 555,752.00 |
| 19 | | | 90,626.00 | | 95,684.00 | 145,806.00 | 98,726.00 | 50,398.00 | 481,240.00 |
| 20 | | | 91,664.00 | 95,198.00 | 241,800.00 | 294,726.00 | 99,764.00 | | 823,152.00 |
| 21 | | | 46,350.00 | 96,236.00 | 146,637.00 | 49,639.00 | 151,200.00 | | 490,062.00 |
| 22 | | 92,216.00 | 93,738.00 | | 98,794.00 | 100,316.00 | 127,297.50 | | 512,361.50 |
| 23 | | 46,627.00 | 142,161.00 | 147,465.00 | | 50,676.00 | 154,311.00 | | 541,240.00 |
| 24 | | 47,145.00 | 143,718.00 | | 50,434.00 | 102,390.00 | 51,956.00 | | 395,643.00 |
| 25 | | 47,664.00 | | 50,192.00 | 50,953.00 | 103,428.00 | 104,948.00 | 53,509.00 | 410,694.00 |
| 26 | | 48,182.00 | 48,943.00 | | | 52,232.00 | 158,979.00 | | 308,336.00 |
| 27 | | | 49,461.00 | | | | 53,511.00 | | 102,972.00 |
| 28 | | | | 51,748.00 | | 53,269.00 | 54,030.00 | | 159,047.00 |
| 29 | | 49,738.00 | 151,494.00 | | | | 109,096.00 | | 310,328.00 |
| 30 | | 125,640.00 | 153,051.00 | | | | 55,067.00 | | 333,758.00 |
| 31 | | | | | | 54,825.00 | 166,755.00 | | 221,580.00 |
| 32 | | | 104,108.00 | | | | 56,104.00 | | 160,212.00 |
| 33 | | 51,812.00 | 52,573.00 | | 55,101.00 | | 113,246.00 | 57,658.00 | 330,390.00 |
| 34 | | 26,165.00 | | 54,859.00 | | 56,380.00 | 57,141.00 | | 194,545.00 |
| 35 | | 105,698.00 | 107,220.00 | 110,754.00 | 168,414.00 | 170,697.00 | 461,280.00 | | 1,124,063.00 |
| Total | | 2,380,992.50 | 3,266,594.00 | 2,817,384.50 | 3,099,268.00 | 2,452,222.00 | 3,777,909.00 | 250,434.00 | 18,044,804.00 |
| | | | | | | | Plus 20+ Year Supplement | (111 Personnel at \$600) | 66,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (6 Personnel at \$3500) | 21,000.00 |
| | | | | | | | Equals Grand Totl | | 18,132,404.00 |
| | | | | | | | Divided by FTE | | 401.00 |
| | | | | | | | Equals Avg Salary | | 45,217.97 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,060,361.40 |
| | | | | | | | Equals Adjusted Total | | 17,072,042.60 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PENDLETON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|-------|-------|-------|-------|-------|-------|--------------------------|-------|
| 0 | | 5.00 | | | | | | | 5.00 |
| 1 | | 4.00 | | 1.00 | | | 1.00 | | 6.00 |
| 2 | | 7.00 | | | | | | | 7.00 |
| 3 | | | 1.00 | 1.00 | | | | | 2.00 |
| 4 | | 2.00 | | 1.00 | | 1.00 | | | 4.00 |
| 5 | | 1.00 | | 1.00 | 2.00 | | | | 4.00 |
| 6 | | | 2.00 | 1.00 | 1.00 | | | | 4.00 |
| 7 | | 1.00 | | 2.00 | | 1.00 | | | 4.00 |
| 8 | | | | | | | | | |
| 9 | | 1.00 | 1.00 | | 1.00 | 1.00 | | | 4.00 |
| 10 | | 1.00 | | 1.00 | 1.00 | | | | 3.00 |
| 11 | | | 2.00 | 1.00 | | | 1.00 | | 4.00 |
| 12 | | | | | 1.00 | | | | 1.00 |
| 13 | | | 4.00 | | | | 1.00 | | 5.00 |
| 14 | | | | | 1.00 | 1.00 | | | 2.00 |
| 15 | | | 2.00 | 0.55 | | 1.00 | | | 3.55 |
| 16 | | | | 2.00 | 1.00 | | 1.00 | | 4.00 |
| 17 | | | 1.00 | | | | | | 1.00 |
| 18 | | | | 2.00 | | | | | 2.00 |
| 19 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 20 | | | | | 1.07 | | | | 1.07 |
| 21 | | | | | | 1.00 | | | 1.00 |
| 22 | | | | | | | 1.00 | | 1.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | 1.00 | | | | 1.00 |
| 26 | | | | | | | 0.70 | | 0.70 |
| 27 | | | 1.00 | | 1.00 | 1.00 | 0.50 | | 3.50 |
| 28 | | | 2.00 | | | | | | 2.00 |
| 29 | | | 1.00 | | | | | | 1.00 |
| 30 | | | | | | | | | |
| 31 | | | 1.00 | 1.00 | | | 1.00 | | 3.00 |
| 32 | | | | | | | 1.00 | | 1.00 |
| 33 | | | | | | | | | |
| 34 | | | 1.00 | | | | | | 1.00 |
| 35 | | | | | 1.00 | | 5.00 | | 6.00 |
| Total | | 23.00 | 20.00 | 14.55 | 13.07 | 7.00 | 13.20 | | 90.82 |
| | | | | | | | | Less Ceiling Reduction - | -8.97 |
| | | | | | | | | Adjusted Total | 99.79 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PENDLETON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|----------------------------------|--------------|
| 0 | | 172,275.00 | | | | | | | 172,275.00 |
| 1 | | 139,892.00 | | 37,502.00 | | | 39,784.00 | | 217,178.00 |
| 2 | | 248,444.00 | | | | | | | 248,444.00 |
| 3 | | | 36,771.00 | 38,539.00 | | | | | 75,310.00 |
| 4 | | 73,546.00 | | 39,302.00 | | 40,823.00 | | | 153,671.00 |
| 5 | | 37,292.00 | | 39,820.00 | 81,162.00 | | | | 158,274.00 |
| 6 | | | 77,142.00 | 40,339.00 | 41,100.00 | | | | 158,581.00 |
| 7 | | 38,329.00 | | 81,714.00 | | 42,379.00 | | | 162,422.00 |
| 8 | | | | | | | | | |
| 9 | | 39,366.00 | 40,127.00 | | 42,655.00 | 43,416.00 | | | 165,564.00 |
| 10 | | 39,886.00 | | 42,414.00 | 43,175.00 | | | | 125,475.00 |
| 11 | | | 82,330.00 | 42,933.00 | | | 45,215.00 | | 170,478.00 |
| 12 | | | | | 44,212.00 | | | | 44,212.00 |
| 13 | | | 168,808.00 | | | | 46,252.00 | | 215,060.00 |
| 14 | | | | | 45,249.00 | 46,010.00 | | | 91,259.00 |
| 15 | | | 86,478.00 | 24,753.85 | | 46,528.00 | | | 157,759.85 |
| 16 | | | | 91,050.00 | 46,286.00 | | 47,807.00 | | 185,143.00 |
| 17 | | | 44,276.00 | | | | | | 44,276.00 |
| 18 | | | | 93,124.00 | | | | | 93,124.00 |
| 19 | | 44,552.00 | 45,313.00 | | 47,842.00 | | | | 137,707.00 |
| 20 | | | | | 51,745.20 | | | | 51,745.20 |
| 21 | | | | | | 49,639.00 | | | 49,639.00 |
| 22 | | | | | | | 50,919.00 | | 50,919.00 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | | | | | 50,953.00 | | | | 50,953.00 |
| 26 | | | | | | | 37,095.10 | | 37,095.10 |
| 27 | | | 49,461.00 | | 51,990.00 | 52,751.00 | 26,755.50 | | 180,957.50 |
| 28 | | | 99,960.00 | | | | | | 99,960.00 |
| 29 | | | 50,498.00 | | | | | | 50,498.00 |
| 30 | | | | | | | | | |
| 31 | | | 51,536.00 | 53,303.00 | | | 55,585.00 | | 160,424.00 |
| 32 | | | | | | | 56,104.00 | | 56,104.00 |
| 33 | | | | | | | | | |
| 34 | | | 53,091.00 | | | | | | 53,091.00 |
| 35 | | | | | 56,138.00 | | 288,300.00 | | 344,438.00 |
| Total | | 833,582.00 | 885,791.00 | 624,793.85 | 602,507.20 | 321,546.00 | 693,816.60 | | 3,962,036.65 |
| | | | | | | | Plus 20+ Year Supplement | (16.77 Personnel at \$600) | 10,062.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 3,972,098.65 |
| | | | | | | | Divided by FTE | | 90.82 |
| | | | | | | | Equals Avg Salary | | 43,735.95 |
| | | | | | | | Less Formula Ceiling Reduction | | -392,311.47 |
| | | | | | | | Equals Adjusted Total | | 4,364,410.12 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PLEASANTS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 3.00 | | | | | | | 3.00 |
| 1 | | 3.00 | | | | | | | 3.00 |
| 2 | | 1.00 | | 2.00 | | | | | 3.00 |
| 3 | | 2.00 | 1.00 | 1.00 | 1.00 | 1.00 | | | 6.00 |
| 4 | | 6.00 | | 2.00 | | | | | 8.00 |
| 5 | | 3.00 | | 2.00 | 1.00 | | | | 6.00 |
| 6 | | 2.00 | 3.00 | 2.00 | | | | | 7.00 |
| 7 | | | 1.00 | 3.00 | 1.00 | | | | 5.00 |
| 8 | | 2.00 | 1.00 | 1.00 | | | | | 4.00 |
| 9 | | | 1.00 | | | 2.00 | | | 3.00 |
| 10 | 1.00 | | | | | | | | 1.00 |
| 11 | | | | | | 2.00 | 1.00 | | 3.00 |
| 12 | | 1.00 | | | | | | | 1.00 |
| 13 | | | 2.00 | | | | 1.00 | | 3.00 |
| 14 | | | | | | 1.00 | | | 1.00 |
| 15 | | | 1.00 | | 0.50 | | | | 1.50 |
| 16 | | | 1.00 | | | 3.00 | | | 4.00 |
| 17 | | | | | | 1.00 | 2.00 | | 3.00 |
| 18 | | | 1.00 | | | | | | 1.00 |
| 19 | | | 2.00 | | 2.00 | | 1.00 | | 5.00 |
| 20 | | | 2.00 | 2.00 | | | 2.00 | | 6.00 |
| 21 | | | | | 2.00 | | | | 2.00 |
| 22 | | | 1.00 | | | 1.00 | | | 2.00 |
| 23 | | | | | 1.00 | | 1.00 | | 2.00 |
| 24 | | | | | | | | | |
| 25 | | | | | 1.00 | | 2.00 | | 3.00 |
| 26 | | | | | | | | 1.00 | 1.00 |
| 27 | | | | | | | | | |
| 28 | | | 1.00 | | | | 1.00 | | 2.00 |
| 29 | | | | | | 1.00 | | | 1.00 |
| 30 | | | 1.00 | | | | 2.00 | | 3.00 |
| 31 | | | 1.00 | | | | 1.00 | | 2.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | 1.00 | 2.00 | | 3.00 |
| 34 | | | | | | | 1.00 | | 1.00 |
| 35 | | | | | | 2.00 | 4.00 | | 6.00 |
| Total | | 24.00 | 20.00 | 15.00 | 9.50 | 15.00 | 21.00 | 1.00 | 105.50 |
| | | | | | | | | Less Ceiling Reduction - | 4.79 |
| | | | | | | | | Adjusted Total | 100.71 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PLEASANTS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 103,365.00 | | | | | | | 103,365.00 |
| 1 | | 104,919.00 | | | | | | | 104,919.00 |
| 2 | | 35,492.00 | | 76,040.00 | | | | | 111,532.00 |
| 3 | | 72,022.00 | 36,771.00 | 38,539.00 | 39,300.00 | 40,060.00 | | | 226,692.00 |
| 4 | | 220,638.00 | | 78,604.00 | | | | | 299,242.00 |
| 5 | | 111,876.00 | | 79,640.00 | 40,581.00 | | | | 232,097.00 |
| 6 | | 75,620.00 | 115,713.00 | 80,678.00 | | | | | 272,011.00 |
| 7 | | 39,090.00 | 39,090.00 | 122,571.00 | 41,618.00 | | | | 203,279.00 |
| 8 | | 77,694.00 | 39,608.00 | 41,376.00 | | | | | 158,678.00 |
| 9 | | | 40,127.00 | | | 86,832.00 | | | 126,959.00 |
| 10 | | 39,886.00 | | | | | | | 39,886.00 |
| 11 | | | | | | 88,908.00 | 45,215.00 | | 134,123.00 |
| 12 | | 40,923.00 | | | | | | | 40,923.00 |
| 13 | | | 84,404.00 | | | | 46,252.00 | | 130,656.00 |
| 14 | | | | | | 46,010.00 | | | 46,010.00 |
| 15 | | | 43,239.00 | | 22,883.50 | | | | 66,122.50 |
| 16 | | | 43,757.00 | | | 141,141.00 | | | 184,898.00 |
| 17 | | | | | | 47,565.00 | 96,652.00 | | 144,217.00 |
| 18 | | | 44,795.00 | | | | | | 44,795.00 |
| 19 | | | 90,626.00 | | 95,684.00 | | 49,363.00 | | 235,673.00 |
| 20 | | | 91,664.00 | 95,198.00 | | | 99,764.00 | | 286,626.00 |
| 21 | | | | | 97,758.00 | | | | 97,758.00 |
| 22 | | | 46,869.00 | | | 50,158.00 | | | 97,027.00 |
| 23 | | | | | 49,916.00 | | 51,437.00 | | 101,353.00 |
| 24 | | | | | | | | | |
| 25 | | | | | 50,953.00 | | 104,948.00 | | 155,901.00 |
| 26 | | | | | | | | 54,028.00 | 54,028.00 |
| 27 | | | | | | | | | |
| 28 | | | 49,980.00 | | | | 54,030.00 | | 104,010.00 |
| 29 | | | | | | 53,788.00 | | | 53,788.00 |
| 30 | | | 51,017.00 | | | | 110,134.00 | | 161,151.00 |
| 31 | | | 51,536.00 | | | | 55,585.00 | | 107,121.00 |
| 32 | | | | | | | | | |
| 33 | | | | | | 55,862.00 | 113,246.00 | | 169,108.00 |
| 34 | | | | | | | 57,141.00 | | 57,141.00 |
| 35 | | | | | | 113,798.00 | 230,640.00 | | 344,438.00 |
| Total | | 882,435.00 | 869,196.00 | 612,646.00 | 438,693.50 | 724,122.00 | 1,114,407.00 | 54,028.00 | 4,695,527.50 |
| | | | | | | | Plus 20+ Year Supplement | (26 Personnel at \$600) | 15,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 4,714,627.50 |
| | | | | | | | Divided by FTE | | 105.50 |
| | | | | | | | Equals Avg Salary | | 44,688.41 |
| | | | | | | | Less Formula Ceiling Reduction | | 214,057.48 |
| | | | | | | | Equals Adjusted Total | | 4,500,570.02 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

POCAHONTAS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 4.00 | | | | | | | 4.00 |
| 1 | | | | 1.00 | | | | | 1.00 |
| 2 | | 1.00 | 1.00 | | | | | | 3.00 |
| 3 | | 1.00 | 1.00 | 2.00 | 1.00 | 1.00 | | | 6.00 |
| 4 | | 2.00 | | | 2.00 | 0.50 | | | 4.50 |
| 5 | | 1.00 | | 1.00 | | | | | 2.00 |
| 6 | | | | 2.00 | 1.00 | 1.00 | | | 4.00 |
| 7 | | | | 2.00 | 2.50 | 1.00 | | | 5.50 |
| 8 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 9 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 10 | | 1.00 | | 1.50 | 2.00 | | 1.00 | | 5.50 |
| 11 | | | 1.00 | | 1.00 | | | | 2.00 |
| 12 | | 2.00 | | 2.00 | 1.00 | 1.00 | | | 6.00 |
| 13 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 14 | | 1.00 | 5.00 | 1.00 | | | 3.00 | | 10.00 |
| 15 | | | | | | | | | |
| 16 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 17 | | | 2.00 | | | 1.00 | | | 3.00 |
| 18 | | | | | | | | | |
| 19 | | | 1.00 | | | | | | 1.00 |
| 20 | | | 1.00 | 1.00 | | | 1.00 | | 3.00 |
| 21 | | | 1.00 | | | | 2.00 | | 3.00 |
| 22 | | | | | | | 1.00 | | 1.00 |
| 23 | | | | | | | | | |
| 24 | | | 1.00 | | | | | | 1.00 |
| 25 | | | | | | | 2.00 | | 2.00 |
| 26 | | | 1.00 | | | | 1.50 | | 2.50 |
| 27 | | | | | | | 1.00 | | 1.00 |
| 28 | | | 2.00 | | | | | | 2.00 |
| 29 | | | | | | 1.00 | | | 1.00 |
| 30 | | | 1.00 | | | | | | 1.00 |
| 31 | | | | | | 0.28 | 1.00 | | 1.28 |
| 32 | | | 2.00 | | | | 2.00 | | 4.00 |
| 33 | | | | | 1.00 | | 1.00 | | 2.00 |
| 34 | | | | | | | 0.50 | | 0.50 |
| 35 | | | 1.00 | | | 1.00 | 1.63 | | 3.63 |
| Total | | 16.00 | 25.00 | 14.50 | 13.50 | 8.78 | 21.63 | | 99.41 |
| | | | | | | | | Less Ceiling Reduction - | -2.44 |
| | | | | | | | | Adjusted Total | 101.85 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

POCAHONTAS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|--------------|------------|------------|------------|---|----------------------------------|--------------|
| 0 | | 137,820.00 | | | | | | | 137,820.00 |
| 1 | | | | 37,502.00 | | | | | 37,502.00 |
| 2 | | 35,492.00 | 36,253.00 | 38,020.00 | | | | | 109,765.00 |
| 3 | | 36,011.00 | 36,771.00 | 77,078.00 | 39,300.00 | 40,060.00 | | | 229,220.00 |
| 4 | | 73,546.00 | | | 80,126.00 | 20,411.50 | | | 174,083.50 |
| 5 | | 37,292.00 | | 39,820.00 | | | | | 77,112.00 |
| 6 | | | | 80,678.00 | 41,100.00 | 41,860.00 | | | 163,638.00 |
| 7 | | | | 81,714.00 | 104,045.00 | 42,379.00 | | | 228,138.00 |
| 8 | | 38,847.00 | 39,608.00 | | 42,137.00 | | | | 120,592.00 |
| 9 | | 39,366.00 | 40,127.00 | | 42,655.00 | | | | 122,148.00 |
| 10 | | 39,886.00 | | 63,621.00 | 86,350.00 | | 44,696.00 | | 234,553.00 |
| 11 | | | 41,165.00 | | 43,693.00 | | | | 84,858.00 |
| 12 | | 81,846.00 | | 86,902.00 | 44,212.00 | 44,973.00 | | | 257,933.00 |
| 13 | | | 42,202.00 | | | 45,491.00 | 92,504.00 | | 180,197.00 |
| 14 | | 41,960.00 | 213,600.00 | 44,488.00 | | | 140,310.00 | | 440,358.00 |
| 15 | | | | | | | | | |
| 16 | | 42,997.00 | 43,757.00 | | | | 47,807.00 | | 134,561.00 |
| 17 | | | 88,552.00 | | | 47,565.00 | | | 136,117.00 |
| 18 | | | | | | | | | |
| 19 | | | 45,313.00 | | | | | | 45,313.00 |
| 20 | | | 45,832.00 | 47,599.00 | | | 49,882.00 | | 143,313.00 |
| 21 | | | 46,350.00 | | | | 100,800.00 | | 147,150.00 |
| 22 | | | | | | | 50,919.00 | | 50,919.00 |
| 23 | | | | | | | | | |
| 24 | | | 47,906.00 | | | | | | 47,906.00 |
| 25 | | | | | | | 104,948.00 | | 104,948.00 |
| 26 | | | 48,943.00 | | | | 79,489.50 | | 128,432.50 |
| 27 | | | | | | | 53,511.00 | | 53,511.00 |
| 28 | | | 99,960.00 | | | | | | 99,960.00 |
| 29 | | | | | | 53,788.00 | | | 53,788.00 |
| 30 | | | 51,017.00 | | | | | | 51,017.00 |
| 31 | | | | | | 15,351.00 | 55,585.00 | | 70,936.00 |
| 32 | | | 104,108.00 | | | | 112,208.00 | | 216,316.00 |
| 33 | | | | | 55,101.00 | | 56,623.00 | | 111,724.00 |
| 34 | | | | | | | 28,570.50 | | 28,570.50 |
| 35 | | | 53,610.00 | | | 56,899.00 | 93,985.80 | | 204,494.80 |
| Total | | 605,063.00 | 1,125,074.00 | 597,422.00 | 578,719.00 | 408,777.50 | 1,111,838.80 | | 4,426,894.30 |
| | | | | | | | Plus 20+ Year Supplement | (25.78 Personnel at \$600) | 15,468.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 4,449,362.30 |
| | | | | | | | Divided by FTE | | 99.41 |
| | | | | | | | Equals Avg Salary | | 44,757.69 |
| | | | | | | | Less Formula Ceiling Reduction | | -109,208.76 |
| | | | | | | | Equals Adjusted Total | | 4,558,571.06 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PRESTON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 14.00 | | 9.00 | 1.00 | | 1.00 | | 25.00 |
| 1 | | 13.00 | 1.00 | 3.00 | 2.00 | | 1.00 | | 20.00 |
| 2 | | 4.00 | | 5.00 | 1.00 | | 2.00 | | 12.00 |
| 3 | | 2.00 | 1.00 | 3.00 | 1.00 | 2.00 | 1.00 | | 10.00 |
| 4 | | 4.00 | 1.00 | 8.50 | 4.00 | 3.00 | | | 20.50 |
| 5 | | 4.00 | | 3.00 | 1.00 | 2.00 | 2.00 | | 12.00 |
| 6 | | | | 4.00 | 3.00 | 1.00 | | | 8.00 |
| 7 | | 1.00 | | 4.00 | 3.00 | 1.00 | | | 9.00 |
| 8 | | 1.00 | | 4.00 | 3.00 | 2.00 | 1.00 | | 11.00 |
| 9 | | 3.00 | | 1.00 | | 1.00 | 2.00 | | 7.00 |
| 10 | | 4.00 | 3.00 | 3.00 | 1.00 | 4.00 | | | 15.00 |
| 11 | | 2.39 | 5.00 | 4.00 | 2.00 | 1.00 | 3.00 | | 17.39 |
| 12 | | 2.00 | 1.00 | 1.00 | 3.00 | | | | 7.00 |
| 13 | | | 1.00 | 2.00 | | 2.00 | | | 5.00 |
| 14 | | 2.00 | 1.00 | 2.00 | | 1.00 | 1.00 | | 7.00 |
| 15 | | | | 0.17 | | 2.00 | 2.00 | | 4.17 |
| 16 | | | 3.00 | 2.89 | 2.00 | | 3.00 | | 10.89 |
| 17 | | | 4.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 9.00 |
| 18 | | | 3.00 | 1.00 | 1.00 | | 2.00 | | 7.00 |
| 19 | | 4.00 | 2.00 | | | 1.00 | 3.00 | | 10.00 |
| 20 | | | 1.00 | | 1.62 | 0.50 | 1.00 | | 4.12 |
| 21 | | | 3.00 | 2.00 | 2.00 | 1.00 | 1.00 | | 9.00 |
| 22 | | | 1.00 | 1.00 | | | 1.00 | | 3.00 |
| 23 | | | | 1.00 | | 1.00 | | | 2.00 |
| 24 | | | 1.00 | 1.00 | | 1.00 | 5.00 | | 8.00 |
| 25 | | | 2.00 | | | 1.00 | 2.00 | | 5.00 |
| 26 | | | 1.00 | | | | 3.00 | | 4.00 |
| 27 | | | 2.00 | 1.00 | 1.00 | | 3.00 | | 7.00 |
| 28 | | | 4.00 | | | 2.89 | 2.00 | | 8.89 |
| 29 | | | 1.00 | | 1.00 | | 2.00 | | 4.00 |
| 30 | | 1.00 | | | | 1.00 | 2.00 | | 4.00 |
| 31 | | | 2.00 | | 1.00 | 1.00 | | | 4.00 |
| 32 | | | 2.00 | | | 2.00 | 4.00 | | 8.00 |
| 33 | | | 1.00 | | 1.00 | 3.00 | 3.00 | | 8.00 |
| 34 | | | | | 1.00 | 1.00 | 1.00 | | 3.00 |
| 35 | | | 3.00 | 1.00 | | 3.00 | 8.10 | | 15.10 |
| Total | | 61.39 | 50.00 | 69.56 | 37.62 | 42.39 | 63.10 | | 324.06 |
| | | | | | | | | Less Ceiling Reduction - | 4.45 |
| | | | | | | | | Adjusted Total | 319.61 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PRESTON COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------------|---------------|
| 0 | | 482,370.00 | | 332,847.00 | 37,744.00 | | 39,266.00 | | 892,227.00 |
| 1 | | 454,649.00 | 35,734.00 | 112,506.00 | 76,526.00 | | 39,784.00 | | 719,199.00 |
| 2 | | 141,968.00 | | 190,100.00 | 38,781.00 | | 80,606.00 | | 451,455.00 |
| 3 | | 72,022.00 | 36,771.00 | 115,617.00 | 39,300.00 | 80,120.00 | 40,821.00 | | 384,651.00 |
| 4 | | 147,092.00 | 37,534.00 | 334,067.00 | 160,252.00 | 122,469.00 | | | 801,414.00 |
| 5 | | 149,168.00 | | 119,460.00 | 40,581.00 | 82,684.00 | 84,206.00 | | 476,099.00 |
| 6 | | | | 161,356.00 | 123,300.00 | 41,860.00 | | | 326,516.00 |
| 7 | | 38,329.00 | | 163,428.00 | 124,854.00 | 42,379.00 | | | 368,990.00 |
| 8 | | 38,847.00 | | 165,504.00 | 126,411.00 | 85,794.00 | 43,658.00 | | 460,214.00 |
| 9 | | 118,098.00 | | 41,894.00 | | 43,416.00 | 88,354.00 | | 291,762.00 |
| 10 | | 159,544.00 | 121,938.00 | 127,242.00 | 43,175.00 | 175,744.00 | | | 627,643.00 |
| 11 | | 96,565.56 | 205,825.00 | 171,732.00 | 87,386.00 | 44,454.00 | 135,645.00 | | 741,607.56 |
| 12 | | 81,846.00 | 41,683.00 | 43,451.00 | 132,636.00 | | | | 299,616.00 |
| 13 | | | 42,202.00 | 87,940.00 | | 90,982.00 | | | 221,124.00 |
| 14 | | 83,920.00 | 42,720.00 | 88,976.00 | | 46,010.00 | 46,770.00 | | 308,396.00 |
| 15 | | | | 7,651.19 | | 93,056.00 | 94,578.00 | | 195,285.19 |
| 16 | | | 131,271.00 | 131,567.25 | 92,572.00 | | 143,421.00 | | 498,831.25 |
| 17 | | | 177,104.00 | 92,088.00 | 46,805.00 | 47,565.00 | 48,326.00 | | 411,888.00 |
| 18 | | | 134,385.00 | 46,562.00 | 47,323.00 | | 97,690.00 | | 325,960.00 |
| 19 | | 178,208.00 | 90,626.00 | | | 48,602.00 | 148,089.00 | | 465,525.00 |
| 20 | | | 45,832.00 | | 78,343.20 | 24,560.50 | 49,882.00 | | 198,617.70 |
| 21 | | | 139,050.00 | 96,236.00 | 97,758.00 | 49,639.00 | 50,400.00 | | 433,083.00 |
| 22 | | | 46,869.00 | 48,636.00 | | | 50,919.00 | | 146,424.00 |
| 23 | | | | 49,155.00 | | 50,676.00 | | | 99,831.00 |
| 24 | | | 47,906.00 | 49,674.00 | | 51,195.00 | 259,780.00 | | 408,555.00 |
| 25 | | | 96,848.00 | | | 51,714.00 | 104,948.00 | | 253,510.00 |
| 26 | | | 48,943.00 | | | | 158,979.00 | | 207,922.00 |
| 27 | | | 98,922.00 | 51,229.00 | 51,990.00 | | 160,533.00 | | 362,674.00 |
| 28 | | | 199,920.00 | | | 153,947.41 | 108,060.00 | | 461,927.41 |
| 29 | | | 50,498.00 | | 53,027.00 | | 109,096.00 | | 212,621.00 |
| 30 | | 50,256.00 | | | | 54,306.00 | 110,134.00 | | 214,696.00 |
| 31 | | | 103,072.00 | | 54,064.00 | 54,825.00 | | | 211,961.00 |
| 32 | | | 104,108.00 | | | 110,686.00 | 224,416.00 | | 439,210.00 |
| 33 | | | 52,573.00 | | 55,101.00 | 167,586.00 | 169,869.00 | | 445,129.00 |
| 34 | | | | | 55,620.00 | 56,380.00 | 57,141.00 | | 169,141.00 |
| 35 | | | 160,830.00 | 55,377.00 | | 170,697.00 | 467,046.00 | | 853,950.00 |
| Total | | 2,292,882.56 | 2,293,164.00 | 2,884,295.44 | 1,663,549.20 | 2,041,346.91 | 3,212,417.00 | | 14,387,655.11 |
| | | | | | | | Plus 20+ Year Supplement | (85,50591 Personnel at \$600) | 51,303.55 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 14,442,458.66 |
| | | | | | | | Divided by FTE | | 324.06 |
| | | | | | | | Equals Avg Salary | | 44,567.24 |
| | | | | | | | Less Formula Ceiling Reduction | | 198,324.22 |
| | | | | | | | Equals Adjusted Total | | 14,244,134.44 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PUTNAM COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------|--------|-------|-------|--------|--------|--------------------------|--------|
| 0 | | 6.00 | | 2.00 | | | | | 8.00 |
| 1 | | 9.00 | 3.00 | 4.50 | 1.00 | | | | 17.50 |
| 2 | | 14.50 | 4.00 | 4.00 | 0.50 | 1.00 | | | 24.00 |
| 3 | | 18.00 | 4.00 | 4.00 | 3.00 | | | | 29.00 |
| 4 | | 10.00 | 7.00 | 3.00 | 1.00 | 1.00 | 2.00 | | 24.00 |
| 5 | | 8.00 | 4.00 | 5.00 | 5.00 | 3.00 | 1.25 | | 26.25 |
| 6 | | 11.50 | 9.00 | 3.00 | 6.00 | 3.00 | 3.00 | | 35.50 |
| 7 | | 7.00 | 10.00 | 4.00 | 4.00 | 7.00 | 4.00 | | 36.00 |
| 8 | | 5.50 | 9.00 | 3.00 | 4.00 | 3.00 | 4.50 | | 29.00 |
| 9 | | 1.50 | 3.50 | 6.00 | 6.00 | 2.00 | 4.00 | | 23.00 |
| 10 | | 7.00 | 6.00 | 2.00 | 4.00 | 3.75 | 7.00 | | 29.75 |
| 11 | | 3.00 | 7.00 | 5.00 | 8.00 | 4.00 | 1.00 | | 28.00 |
| 12 | | 1.00 | 10.00 | 1.00 | 4.00 | 8.00 | 6.00 | | 30.00 |
| 13 | | 1.00 | 7.00 | 3.00 | 5.00 | 5.00 | 1.00 | | 22.00 |
| 14 | | 1.00 | 6.00 | 6.00 | 4.00 | 6.00 | 7.00 | | 30.00 |
| 15 | | 2.00 | 7.00 | 3.00 | 4.00 | 10.00 | 6.85 | | 32.85 |
| 16 | | | 8.00 | 1.00 | 2.00 | 5.00 | 5.00 | | 21.00 |
| 17 | | 1.00 | 6.00 | 1.00 | 2.00 | 4.00 | 3.00 | | 17.00 |
| 18 | | 1.00 | 2.00 | 2.00 | 1.00 | 4.00 | 7.00 | | 15.00 |
| 19 | | | 3.00 | | 5.00 | 4.00 | 8.00 | | 20.00 |
| 20 | | 1.00 | 5.00 | | 6.00 | 2.00 | 5.00 | | 19.00 |
| 21 | | 1.00 | 10.00 | 2.00 | 1.00 | 4.00 | 7.50 | | 25.50 |
| 22 | | | 5.00 | | 3.00 | 4.00 | 2.00 | | 14.00 |
| 23 | | | 4.00 | | 3.00 | 1.00 | 6.00 | | 14.00 |
| 24 | | | 2.00 | | 1.00 | 2.00 | 5.00 | | 10.00 |
| 25 | | | 6.00 | 1.00 | 4.00 | 1.00 | 3.00 | | 15.00 |
| 26 | | | 1.00 | | 1.00 | 1.00 | 8.00 | | 11.00 |
| 27 | | | 2.00 | | | 3.00 | 6.00 | | 11.00 |
| 28 | | | 5.00 | 2.00 | 2.00 | 1.00 | 3.00 | | 13.00 |
| 29 | | | 2.00 | | 2.00 | 4.00 | 5.10 | | 13.10 |
| 30 | | 1.00 | 4.00 | 1.00 | | 1.00 | 3.00 | | 10.00 |
| 31 | | 1.00 | | | | 2.00 | 5.00 | | 8.00 |
| 32 | | | 4.00 | | 1.00 | | 4.00 | | 9.00 |
| 33 | | | 2.00 | | | | 2.00 | | 4.00 |
| 34 | | | 1.00 | 1.00 | 1.00 | 2.00 | 6.00 | | 11.00 |
| 35 | | | 6.00 | 2.00 | 1.00 | 3.00 | 11.00 | 3.00 | 26.00 |
| Total | | 112.00 | 174.50 | 69.50 | 95.50 | 104.75 | 152.20 | 3.00 | 711.45 |
| | | | | | | | | Less Ceiling Reduction - | 22.21 |
| | | | | | | | | Adjusted Total | 689.24 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

PUTNAM COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|--------------------------------|---------------|
| 0 | | 206,730.00 | | 73,966.00 | | | | | 280,696.00 |
| 1 | | 314,757.00 | 107,202.00 | 168,759.00 | 38,263.00 | | | | 628,981.00 |
| 2 | | 514,634.00 | 145,012.00 | 152,080.00 | 19,390.50 | 39,542.00 | | | 870,658.50 |
| 3 | | 648,198.00 | 147,084.00 | 154,156.00 | 117,900.00 | | | | 1,067,338.00 |
| 4 | | 367,730.00 | 262,738.00 | 117,906.00 | 40,063.00 | 40,823.00 | 83,168.00 | | 912,428.00 |
| 5 | | 298,336.00 | 152,212.00 | 199,100.00 | 202,905.00 | 124,026.00 | 52,628.75 | | 1,029,207.75 |
| 6 | | 434,815.00 | 347,139.00 | 121,017.00 | 246,600.00 | 125,580.00 | 127,863.00 | | 1,403,014.00 |
| 7 | | 268,303.00 | 390,900.00 | 163,428.00 | 166,472.00 | 296,653.00 | 172,560.00 | | 1,458,316.00 |
| 8 | | 213,658.50 | 356,472.00 | 124,128.00 | 168,548.00 | 128,691.00 | 196,461.00 | | 1,187,958.50 |
| 9 | | 59,049.00 | 140,444.50 | 251,364.00 | 255,930.00 | 86,832.00 | 176,708.00 | | 970,327.50 |
| 10 | | 279,202.00 | 243,876.00 | 84,828.00 | 172,700.00 | 164,760.00 | 312,872.00 | | 1,258,238.00 |
| 11 | | 121,212.00 | 288,155.00 | 214,665.00 | 349,544.00 | 177,816.00 | 45,215.00 | | 1,196,607.00 |
| 12 | | 40,923.00 | 416,830.00 | 43,451.00 | 176,848.00 | 359,784.00 | 274,398.00 | | 1,312,234.00 |
| 13 | | 41,441.00 | 295,414.00 | 131,910.00 | 223,650.00 | 227,455.00 | 46,252.00 | | 966,122.00 |
| 14 | | 41,960.00 | 256,320.00 | 266,928.00 | 180,996.00 | 276,060.00 | 327,390.00 | | 1,349,654.00 |
| 15 | | 84,956.00 | 302,673.00 | 135,021.00 | 183,068.00 | 465,280.00 | 323,929.65 | | 1,494,927.65 |
| 16 | | | 350,056.00 | 45,525.00 | 92,572.00 | 235,235.00 | 239,035.00 | | 962,423.00 |
| 17 | | 43,515.00 | 265,656.00 | 46,044.00 | 93,610.00 | 190,260.00 | 144,978.00 | | 784,063.00 |
| 18 | | 44,034.00 | 89,590.00 | | 47,323.00 | 192,336.00 | 341,915.00 | | 715,198.00 |
| 19 | | | 135,939.00 | | 239,210.00 | 194,408.00 | 394,904.00 | | 964,461.00 |
| 20 | | 45,071.00 | 229,160.00 | | 290,160.00 | 98,242.00 | 249,410.00 | | 912,043.00 |
| 21 | | 45,589.00 | 463,500.00 | 96,236.00 | 48,879.00 | 198,556.00 | 378,000.00 | | 1,230,760.00 |
| 22 | | | 234,345.00 | | 148,191.00 | 200,632.00 | 101,838.00 | | 685,006.00 |
| 23 | | | 189,548.00 | | 149,748.00 | 50,676.00 | 308,622.00 | | 698,594.00 |
| 24 | | | 95,812.00 | | 50,434.00 | 102,390.00 | 259,780.00 | | 508,416.00 |
| 25 | | | 290,544.00 | 50,192.00 | 203,812.00 | 51,714.00 | 157,422.00 | | 753,684.00 |
| 26 | | | 48,943.00 | | 51,471.00 | 52,232.00 | 423,944.00 | | 576,590.00 |
| 27 | | | 98,922.00 | | | 158,253.00 | 321,066.00 | | 578,241.00 |
| 28 | | | 249,900.00 | 103,496.00 | 105,016.00 | 53,269.00 | 162,090.00 | | 673,771.00 |
| 29 | | | 100,996.00 | | 106,054.00 | 215,152.00 | 278,194.80 | | 700,396.80 |
| 30 | | 50,256.00 | 204,068.00 | 52,785.00 | | 54,306.00 | 165,201.00 | | 526,616.00 |
| 31 | | 50,775.00 | | | | 109,650.00 | 277,925.00 | | 438,350.00 |
| 32 | | | 208,216.00 | | 54,583.00 | | 224,416.00 | | 487,215.00 |
| 33 | | | 105,146.00 | | | | 113,246.00 | | 218,392.00 |
| 34 | | | 53,091.00 | 54,859.00 | 55,620.00 | 112,760.00 | 342,846.00 | | 619,176.00 |
| 35 | | | 321,660.00 | 110,754.00 | 56,138.00 | 170,697.00 | 634,260.00 | 176,085.00 | 1,469,594.00 |
| Total | | 4,215,144.50 | 7,587,563.50 | 2,962,598.00 | 4,335,698.50 | 4,954,070.00 | 7,658,538.20 | 176,085.00 | 31,889,697.70 |
| | | | | | | | Plus 20+ Year Supplement | (181 Personnel at \$600) | 108,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (26 Personnel at \$3500) | 91,000.00 |
| | | | | | | | Equals Grand Totl | | 32,089,297.70 |
| | | | | | | | Divided by FTE | | 711.45 |
| | | | | | | | Equals Avg Salary | | 45,104.08 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,001,761.62 |
| | | | | | | | Equals Adjusted Total | | 31,087,536.08 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RALEIGH COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------|--------|--------|-------|-------|--------|--------------------------|--------|
| 0 | | 44.00 | 2.00 | 4.00 | 1.00 | 3.00 | 3.00 | | 57.00 |
| 1 | | 16.00 | 1.00 | 3.00 | | | | | 20.00 |
| 2 | | 18.00 | | 5.00 | | | | | 23.00 |
| 3 | | 24.00 | 2.00 | 8.00 | 3.00 | 2.00 | | 1.00 | 40.00 |
| 4 | | 29.50 | 4.00 | 3.00 | 6.00 | 1.00 | | | 43.50 |
| 5 | | 22.00 | 3.50 | 7.00 | 2.00 | 5.00 | 1.00 | | 40.50 |
| 6 | | 16.00 | 8.00 | 10.00 | 1.00 | 7.00 | 2.00 | | 44.00 |
| 7 | | 9.00 | 4.00 | 7.00 | 5.00 | 3.50 | 2.00 | | 30.50 |
| 8 | | 5.00 | 6.00 | 11.00 | 4.00 | 5.00 | 6.00 | | 37.00 |
| 9 | | 10.00 | 6.00 | 8.00 | 9.00 | 3.00 | 3.00 | | 39.00 |
| 10 | | 7.00 | 5.00 | 4.00 | 6.00 | | 5.00 | 1.00 | 28.00 |
| 11 | | 3.00 | 7.00 | 8.00 | 7.00 | 5.00 | 4.00 | 1.00 | 35.00 |
| 12 | | 4.00 | 9.00 | 2.00 | 3.00 | 3.00 | 8.00 | 1.00 | 30.00 |
| 13 | | 8.00 | 6.00 | 5.00 | 10.00 | 2.00 | 8.00 | | 39.00 |
| 14 | | 5.00 | 6.00 | 3.00 | 2.00 | 7.00 | 6.00 | 1.00 | 30.00 |
| 15 | | | 4.00 | 1.00 | 4.00 | 2.00 | 6.00 | | 17.00 |
| 16 | | 1.00 | 3.00 | 0.50 | 4.00 | 7.00 | 9.00 | 1.00 | 25.50 |
| 17 | | 2.00 | 7.00 | 2.00 | 2.00 | 5.00 | 5.00 | | 23.00 |
| 18 | | 1.00 | 4.00 | 1.00 | 2.00 | 4.00 | 5.00 | | 17.00 |
| 19 | | | 8.00 | 1.00 | 3.00 | 4.00 | 3.00 | 1.00 | 20.00 |
| 20 | | 2.00 | 3.00 | 3.00 | 2.00 | 1.00 | 1.00 | | 12.00 |
| 21 | | 1.00 | 4.00 | 2.00 | 1.00 | 3.00 | 2.00 | | 13.00 |
| 22 | | | 4.00 | 1.00 | 3.00 | 2.00 | 5.00 | 1.00 | 16.00 |
| 23 | | 1.00 | 6.00 | | 2.00 | 1.00 | 10.00 | 1.00 | 21.00 |
| 24 | | | 4.00 | 1.00 | 1.00 | 1.00 | 6.00 | | 13.00 |
| 25 | | | 2.00 | 1.00 | 1.00 | | 1.50 | | 5.50 |
| 26 | | | 2.00 | | 2.00 | 2.00 | 7.00 | | 13.00 |
| 27 | | | 5.00 | | 1.00 | | 2.00 | | 8.00 |
| 28 | | | 4.00 | 0.50 | 2.00 | 2.00 | 9.00 | 1.00 | 18.50 |
| 29 | | | 1.00 | | 1.00 | 1.00 | 4.00 | | 7.00 |
| 30 | | | 7.00 | 1.00 | | 5.00 | 4.00 | 1.00 | 18.00 |
| 31 | | | 2.00 | 2.00 | 1.00 | | 4.00 | | 9.00 |
| 32 | | | 6.00 | 2.00 | 2.00 | 2.00 | 2.00 | | 14.00 |
| 33 | | | 5.00 | | | | 6.00 | | 11.00 |
| 34 | | | 2.00 | | | 2.00 | | | 4.00 |
| 35 | | | 6.50 | | 3.00 | 5.00 | 16.40 | 1.00 | 31.90 |
| Total | | 228.50 | 159.00 | 107.00 | 96.00 | 95.50 | 155.90 | 12.00 | 853.90 |
| | | | | | | | | Less Ceiling Reduction - | 13.01 |
| | | | | | | | | Adjusted Total | 840.89 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RALEIGH COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|----------------------------------|---------------|
| 0 | | 1,516,020.00 | 70,432.00 | 147,932.00 | 37,744.00 | 115,515.00 | 117,798.00 | | 2,005,441.00 |
| 1 | | 559,568.00 | 35,734.00 | 112,506.00 | | | | | 707,808.00 |
| 2 | | 638,856.00 | | 190,100.00 | | | | | 828,956.00 |
| 3 | | 864,264.00 | 73,542.00 | 308,312.00 | 117,900.00 | 80,120.00 | | 41,856.00 | 1,485,994.00 |
| 4 | | 1,084,803.50 | 150,136.00 | 117,906.00 | 240,378.00 | 40,823.00 | | | 1,634,046.50 |
| 5 | | 820,424.00 | 133,185.50 | 278,740.00 | 81,162.00 | 206,710.00 | 42,103.00 | | 1,562,324.50 |
| 6 | | 604,960.00 | 308,568.00 | 403,390.00 | 41,100.00 | 293,020.00 | 85,242.00 | | 1,736,280.00 |
| 7 | | 344,961.00 | 156,360.00 | 285,999.00 | 208,090.00 | 148,326.50 | 86,280.00 | | 1,230,016.50 |
| 8 | | 194,235.00 | 237,648.00 | 455,136.00 | 168,548.00 | 214,485.00 | 261,948.00 | | 1,532,000.00 |
| 9 | | 393,660.00 | 240,762.00 | 335,152.00 | 383,895.00 | 130,248.00 | 132,531.00 | | 1,616,248.00 |
| 10 | | 279,202.00 | 203,230.00 | 169,656.00 | 259,050.00 | | 223,480.00 | 45,731.00 | 1,180,349.00 |
| 11 | | 121,212.00 | 288,155.00 | 343,464.00 | 305,851.00 | 222,270.00 | 180,860.00 | 46,250.00 | 1,508,062.00 |
| 12 | | 163,692.00 | 375,147.00 | 86,902.00 | 132,636.00 | 134,919.00 | 365,864.00 | 46,768.00 | 1,305,928.00 |
| 13 | | 331,528.00 | 253,212.00 | 219,850.00 | 447,300.00 | 90,982.00 | 370,016.00 | | 1,712,888.00 |
| 14 | | 209,800.00 | 256,320.00 | 133,464.00 | 90,498.00 | 322,070.00 | 280,620.00 | 47,805.00 | 1,340,577.00 |
| 15 | | | 172,956.00 | 45,007.00 | 183,068.00 | 93,056.00 | 283,734.00 | | 777,821.00 |
| 16 | | 42,997.00 | 131,271.00 | 22,762.50 | 185,144.00 | 329,329.00 | 430,263.00 | 48,842.00 | 1,190,608.50 |
| 17 | | 87,030.00 | 309,932.00 | 92,088.00 | 93,610.00 | 237,825.00 | 241,630.00 | | 1,062,115.00 |
| 18 | | 44,034.00 | 179,180.00 | 46,562.00 | 94,646.00 | 192,336.00 | 244,225.00 | | 800,983.00 |
| 19 | | | 362,504.00 | 47,081.00 | 143,526.00 | 194,408.00 | 148,089.00 | 50,398.00 | 946,006.00 |
| 20 | | 90,142.00 | 137,496.00 | 142,797.00 | 96,720.00 | 49,121.00 | 49,882.00 | | 566,158.00 |
| 21 | | 45,589.00 | 185,400.00 | 96,236.00 | 48,879.00 | 148,917.00 | 100,800.00 | | 625,821.00 |
| 22 | | | 187,476.00 | 48,636.00 | 148,191.00 | 100,316.00 | 254,595.00 | 51,954.00 | 791,168.00 |
| 23 | | 46,627.00 | 284,322.00 | | 99,832.00 | 50,676.00 | 514,370.00 | 52,472.00 | 1,048,299.00 |
| 24 | | | 191,624.00 | 49,674.00 | 50,434.00 | 51,195.00 | 311,736.00 | | 654,663.00 |
| 25 | | | 96,848.00 | 50,192.00 | 50,953.00 | | 78,711.00 | | 276,704.00 |
| 26 | | | 97,886.00 | | 102,942.00 | 104,464.00 | 370,951.00 | | 676,243.00 |
| 27 | | | 247,305.00 | | 51,990.00 | | 107,022.00 | | 406,317.00 |
| 28 | | | 199,920.00 | 25,874.00 | 105,016.00 | 106,538.00 | 486,270.00 | 55,065.00 | 978,683.00 |
| 29 | | | 50,498.00 | | 53,027.00 | 53,788.00 | 218,192.00 | | 375,505.00 |
| 30 | | | 357,119.00 | 52,785.00 | | 271,530.00 | 220,268.00 | 56,102.00 | 957,804.00 |
| 31 | | | 103,072.00 | 106,606.00 | 54,064.00 | | 222,340.00 | | 486,082.00 |
| 32 | | | 312,324.00 | 107,644.00 | 109,166.00 | 110,686.00 | 112,208.00 | | 752,028.00 |
| 33 | | | 262,865.00 | | | | 339,738.00 | | 602,603.00 |
| 34 | | | 106,182.00 | | | 112,760.00 | | | 218,942.00 |
| 35 | | | 348,465.00 | | 168,414.00 | 284,495.00 | 945,624.00 | 58,695.00 | 1,805,693.00 |
| Total | | 8,483,604.50 | 7,107,076.50 | 4,522,453.50 | 4,353,774.00 | 4,490,928.50 | 7,827,390.00 | 601,938.00 | 37,387,165.00 |
| | | | | | | | Plus 20+ Year Supplement | (186.5 Personnel at \$600) | 111,900.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 37,499,065.00 |
| | | | | | | | Divided by FTE | | 853.90 |
| | | | | | | | Equals Avg Salary | | 43,915.05 |
| | | | | | | | Less Formula Ceiling Reduction | | 571,334.80 |
| | | | | | | | Equals Adjusted Total | | 36,927,730.20 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RANDOLPH COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | 1.00 | 4.00 | | | | | | | 5.00 |
| 1 | | 10.00 | | 1.00 | | | | | 11.00 |
| 2 | | 2.00 | 3.00 | | | | | | 5.00 |
| 3 | | 4.00 | 2.00 | 4.00 | 5.00 | | | | 15.00 |
| 4 | | 4.00 | 8.00 | | 2.00 | | 1.00 | | 15.00 |
| 5 | | 4.00 | 1.00 | 1.00 | 1.00 | 1.00 | | | 8.00 |
| 6 | | 5.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | | 15.00 |
| 7 | | 1.00 | 2.00 | 1.00 | 2.00 | 1.00 | 1.00 | | 8.00 |
| 8 | | 2.00 | | | 4.00 | 2.00 | 3.00 | | 11.00 |
| 9 | | 1.00 | 4.00 | 1.00 | 2.00 | 2.00 | | | 10.00 |
| 10 | | 1.00 | 7.00 | | 1.00 | 3.00 | 1.00 | | 13.00 |
| 11 | | 1.00 | 1.00 | | | 3.00 | 2.00 | | 7.00 |
| 12 | | 3.00 | 6.00 | | 2.00 | 1.00 | 2.00 | | 14.00 |
| 13 | | 1.00 | 5.00 | | 2.00 | 2.00 | 3.00 | | 13.00 |
| 14 | | | 2.00 | | 2.00 | 2.00 | 5.00 | 1.00 | 12.00 |
| 15 | | | 4.00 | 1.00 | 1.00 | | 1.00 | | 7.00 |
| 16 | | 1.00 | 1.00 | | 1.00 | 2.00 | 4.00 | | 9.00 |
| 17 | | 1.00 | | | 1.00 | | 6.00 | | 8.00 |
| 18 | | | 2.00 | 1.00 | 1.00 | | | | 4.00 |
| 19 | | 1.00 | 1.00 | | | 3.00 | | | 5.00 |
| 20 | | | 2.00 | | 2.00 | 2.00 | 3.00 | | 9.00 |
| 21 | | | 1.00 | 1.00 | 1.00 | | 1.00 | | 4.00 |
| 22 | | | 2.00 | | | 2.00 | 3.00 | | 7.00 |
| 23 | | | | 1.00 | 2.00 | 2.00 | 2.00 | | 7.00 |
| 24 | | | 4.00 | | | | 1.00 | | 5.00 |
| 25 | | | 2.00 | | | | 3.00 | 1.00 | 6.00 |
| 26 | | | | | | 2.00 | 1.00 | | 3.00 |
| 27 | | | | | | 2.00 | 1.00 | | 3.00 |
| 28 | | | | | | 1.00 | 2.00 | | 3.00 |
| 29 | | | 2.00 | | 2.00 | | 2.00 | | 6.00 |
| 30 | | | 2.00 | | | | | | 2.00 |
| 31 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 32 | | 1.00 | | | | 1.00 | 2.00 | | 4.00 |
| 33 | | | | 1.00 | | 1.00 | 3.00 | | 5.00 |
| 34 | | | | 1.00 | | 1.00 | 4.00 | | 6.00 |
| 35 | | | 3.00 | | 1.00 | 5.00 | 13.00 | 1.00 | 23.00 |
| Total | 1.00 | 47.00 | 71.00 | 16.00 | 37.00 | 44.00 | 73.00 | 3.00 | 292.00 |
| | | | | | | | | Less Ceiling Reduction - | 5.35 |
| | | | | | | | | Adjusted Total | 286.65 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RANDOLPH COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|------------|--------------|--------------|---|---------------------------------|---------------|
| 0 | 32,746.00 | 137,820.00 | | | | | | | 170,566.00 |
| 1 | | 349,730.00 | | 37,502.00 | | | | | 387,232.00 |
| 2 | | 70,984.00 | 108,759.00 | | | | | | 179,743.00 |
| 3 | | 144,044.00 | 73,542.00 | 154,156.00 | 196,500.00 | | | | 568,242.00 |
| 4 | | 147,092.00 | 300,272.00 | | 80,126.00 | | 41,584.00 | | 569,074.00 |
| 5 | | 149,168.00 | 38,053.00 | 39,820.00 | 40,581.00 | 41,342.00 | | | 308,964.00 |
| 6 | | 189,050.00 | 77,142.00 | 80,678.00 | 82,200.00 | 83,720.00 | 85,242.00 | | 598,032.00 |
| 7 | | 38,329.00 | 78,180.00 | 40,857.00 | 83,236.00 | 42,379.00 | 43,140.00 | | 326,121.00 |
| 8 | | 77,694.00 | | | 168,548.00 | 85,794.00 | 130,974.00 | | 463,010.00 |
| 9 | | 39,366.00 | 160,508.00 | 41,894.00 | 85,310.00 | 86,832.00 | | | 413,910.00 |
| 10 | | 39,886.00 | 284,522.00 | | 43,175.00 | 131,808.00 | 44,696.00 | | 544,087.00 |
| 11 | | 40,404.00 | 41,165.00 | | | 133,362.00 | 90,430.00 | | 305,361.00 |
| 12 | | 122,769.00 | 250,098.00 | | 88,424.00 | 44,973.00 | 91,466.00 | | 597,730.00 |
| 13 | | 41,441.00 | 211,010.00 | | 89,460.00 | 90,982.00 | 138,756.00 | | 571,649.00 |
| 14 | | | 85,440.00 | | 90,498.00 | 92,020.00 | 233,850.00 | 47,805.00 | 549,613.00 |
| 15 | | | 172,956.00 | 45,007.00 | 45,767.00 | | 47,289.00 | | 311,019.00 |
| 16 | | 42,997.00 | 43,757.00 | | 46,286.00 | 94,094.00 | 191,228.00 | | 418,362.00 |
| 17 | | 43,515.00 | | | 46,805.00 | | 289,956.00 | | 380,276.00 |
| 18 | | | 89,590.00 | 46,562.00 | 47,323.00 | | | | 183,475.00 |
| 19 | | 44,552.00 | 45,313.00 | | | 145,806.00 | | | 235,671.00 |
| 20 | | | 91,664.00 | | 96,720.00 | 98,242.00 | 149,646.00 | | 436,272.00 |
| 21 | | | 46,350.00 | 48,118.00 | 48,879.00 | | 50,400.00 | | 193,747.00 |
| 22 | | | 93,738.00 | | | 100,316.00 | 152,757.00 | | 346,811.00 |
| 23 | | | | 49,155.00 | 99,832.00 | 101,352.00 | 102,874.00 | | 353,213.00 |
| 24 | | | 191,624.00 | | | | 51,956.00 | | 243,580.00 |
| 25 | | | 96,848.00 | | | | 157,422.00 | 53,509.00 | 307,779.00 |
| 26 | | | | | | 104,464.00 | 52,993.00 | | 157,457.00 |
| 27 | | | | | | 105,502.00 | 53,511.00 | | 159,013.00 |
| 28 | | | | | | 53,269.00 | 108,060.00 | | 161,329.00 |
| 29 | | | 100,996.00 | | 106,054.00 | | 109,096.00 | | 316,146.00 |
| 30 | | | 102,034.00 | | | | | | 102,034.00 |
| 31 | | | 103,072.00 | | | 54,825.00 | 55,585.00 | | 213,482.00 |
| 32 | | 51,293.00 | | | | 55,343.00 | 112,208.00 | | 218,844.00 |
| 33 | | | | 54,340.00 | | 55,862.00 | 169,869.00 | | 280,071.00 |
| 34 | | | | 54,859.00 | | 56,380.00 | 228,564.00 | | 339,803.00 |
| 35 | | | 160,830.00 | | 56,138.00 | 284,495.00 | 749,580.00 | 58,695.00 | 1,309,738.00 |
| Total | 32,746.00 | 1,770,134.00 | 3,047,463.00 | 692,948.00 | 1,641,862.00 | 2,143,162.00 | 3,733,132.00 | 160,009.00 | 13,221,456.00 |
| | | | | | | | Plus 20+ Year Supplement | (88.5 Personnel at \$600) | 53,100.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (5 Personnel at \$3500) | 17,500.00 |
| | | | | | | | Equals Grand Totl | | 13,292,056.00 |
| | | | | | | | Divided by FTE | | 292.00 |
| | | | | | | | Equals Avg Salary | | 45,520.74 |
| | | | | | | | Less Formula Ceiling Reduction | | 243,535.96 |
| | | | | | | | Equals Adjusted Total | | 13,048,520.04 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RITCHIE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 2.00 | | 3.00 | | | | | 5.00 |
| 1 | | 2.00 | | | | | | | 2.00 |
| 2 | | 1.35 | | 2.00 | | | | | 3.35 |
| 3 | | 4.00 | | 1.00 | 1.00 | | | | 6.00 |
| 4 | | 2.00 | 1.00 | 2.00 | | | | | 5.00 |
| 5 | | 2.00 | | | | | | | 2.00 |
| 6 | | | | 1.00 | 1.00 | | | | 2.00 |
| 7 | | 2.00 | 1.00 | | 2.00 | | | | 5.00 |
| 8 | | 2.00 | 1.00 | 1.50 | 1.00 | | | | 5.50 |
| 9 | | 1.00 | 1.00 | 4.00 | | | | | 6.00 |
| 10 | | 1.00 | | 1.00 | 1.00 | | 1.00 | | 4.00 |
| 11 | | | 1.00 | 3.00 | | 1.00 | | | 5.00 |
| 12 | | 1.00 | | 1.49 | 1.00 | 1.00 | 1.00 | | 5.49 |
| 13 | | 1.00 | 1.00 | 1.00 | 2.70 | | 1.00 | | 6.70 |
| 14 | | | 1.00 | 1.00 | | | | | 2.00 |
| 15 | | | 1.00 | | | | | | 1.00 |
| 16 | | | 1.00 | | | 1.00 | | | 2.00 |
| 17 | | | | | | 1.00 | | | 1.00 |
| 18 | | | | | | | | | |
| 19 | | | 1.00 | 2.00 | 1.00 | | | | 4.00 |
| 20 | | 1.00 | 1.00 | | 1.00 | 1.00 | 1.00 | | 5.00 |
| 21 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 22 | | | | | 1.00 | | 2.00 | | 3.00 |
| 23 | | | | | | | 1.00 | | 1.00 |
| 24 | | | 1.00 | | | | | | 1.00 |
| 25 | | | | | | | | | |
| 26 | | | 1.00 | | 1.00 | | | | 2.00 |
| 27 | | | | | | | 1.00 | | 1.00 |
| 28 | | | | | | | 5.50 | | 5.50 |
| 29 | | | 1.00 | | | 1.00 | | | 2.00 |
| 30 | | | 1.00 | | | 1.00 | 3.00 | | 5.00 |
| 31 | | | | | | 1.00 | 1.00 | | 2.00 |
| 32 | | | | | | 1.00 | 3.00 | | 4.00 |
| 33 | | | 1.00 | | | | | | 1.00 |
| 34 | | | | | | 1.00 | | | 1.00 |
| 35 | | | | | | | 2.00 | | 2.00 |
| Total | | 23.35 | 17.00 | 23.99 | 13.70 | 10.00 | 23.50 | | 111.54 |
| | | | | | | | | Less Ceiling Reduction - | 14.70 |
| | | | | | | | | Adjusted Total | 96.84 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

RITCHIE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 68,910.00 | | 110,949.00 | | | | | 179,859.00 |
| 1 | | 69,946.00 | | | | | | | 69,946.00 |
| 2 | | 47,914.20 | | 76,040.00 | | | | | 123,954.20 |
| 3 | | 144,044.00 | | 38,539.00 | 39,300.00 | | | | 221,883.00 |
| 4 | | 73,546.00 | 37,534.00 | 78,604.00 | | | | | 189,684.00 |
| 5 | | 74,584.00 | | | | | | | 74,584.00 |
| 6 | | | | 40,339.00 | 41,100.00 | | | | 81,439.00 |
| 7 | | 76,658.00 | 39,090.00 | | 83,236.00 | | | | 198,984.00 |
| 8 | | 77,694.00 | 39,608.00 | 62,064.00 | 42,137.00 | | | | 221,503.00 |
| 9 | | 39,366.00 | 40,127.00 | 167,576.00 | | | | | 247,069.00 |
| 10 | | 39,886.00 | | 42,414.00 | 43,175.00 | | 44,696.00 | | 170,171.00 |
| 11 | | | 41,165.00 | 128,799.00 | | 44,454.00 | | | 214,418.00 |
| 12 | | 40,923.00 | | 64,741.99 | 44,212.00 | 44,973.00 | 45,733.00 | | 240,582.99 |
| 13 | | 41,441.00 | 42,202.00 | 43,970.00 | 120,771.00 | | 46,252.00 | | 294,636.00 |
| 14 | | | 42,720.00 | 44,488.00 | | | | | 87,208.00 |
| 15 | | | 43,239.00 | | | | | | 43,239.00 |
| 16 | | | 43,757.00 | | | 47,047.00 | | | 90,804.00 |
| 17 | | | | | | 47,565.00 | | | 47,565.00 |
| 18 | | | | | | | | | |
| 19 | | | 45,313.00 | 94,162.00 | 47,842.00 | | | | 187,317.00 |
| 20 | | 45,071.00 | 45,832.00 | | 48,360.00 | 49,121.00 | 49,882.00 | | 238,266.00 |
| 21 | | 45,589.00 | 46,350.00 | | | | 50,400.00 | | 142,339.00 |
| 22 | | | | | 49,397.00 | | 101,838.00 | | 151,235.00 |
| 23 | | | | | | | 51,437.00 | | 51,437.00 |
| 24 | | | 47,906.00 | | | | | | 47,906.00 |
| 25 | | | | | | | | | |
| 26 | | | 48,943.00 | | 51,471.00 | | | | 100,414.00 |
| 27 | | | | | | | 53,511.00 | | 53,511.00 |
| 28 | | | | | | | 297,165.00 | | 297,165.00 |
| 29 | | | 50,498.00 | | | 53,788.00 | | | 104,286.00 |
| 30 | | | 51,017.00 | | | 54,306.00 | 165,201.00 | | 270,524.00 |
| 31 | | | | | | 54,825.00 | 55,585.00 | | 110,410.00 |
| 32 | | | | | | 55,343.00 | 168,312.00 | | 223,655.00 |
| 33 | | | 52,573.00 | | | | | | 52,573.00 |
| 34 | | | | | | 56,380.00 | | | 56,380.00 |
| 35 | | | | | | | 115,320.00 | | 115,320.00 |
| Total | | 885,572.20 | 757,874.00 | 992,685.99 | 611,001.00 | 507,802.00 | 1,245,332.00 | | 5,000,267.19 |
| | | | | | | | Plus 20+ Year Supplement | (32 Personnel at \$600) | 19,200.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 5,019,467.19 |
| | | | | | | | Divided by FTE | | 111.54 |
| | | | | | | | Equals Avg Salary | | 45,001.50 |
| | | | | | | | Less Formula Ceiling Reduction | | 661,522.05 |
| | | | | | | | Equals Adjusted Total | | 4,357,945.14 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

ROANE COUNTY SCHOOL DISTRICT

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|------|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 8.00 | | | | | | | 8.00 |
| 1 | | 5.00 | | 1.00 | | | | | 6.00 |
| 2 | | 7.00 | | 1.00 | | | | | 8.00 |
| 3 | | | | | 1.00 | | 1.00 | | 2.00 |
| 4 | | 3.00 | 1.00 | 1.00 | | | 1.00 | | 6.00 |
| 5 | | 3.00 | | 2.00 | 1.00 | 1.00 | 2.00 | | 9.00 |
| 6 | | 3.00 | | | 1.00 | 1.00 | | | 5.00 |
| 7 | | 1.00 | | 1.00 | 1.00 | | | 1.00 | 4.00 |
| 8 | | 1.00 | 3.00 | | | 1.00 | 2.00 | | 7.00 |
| 9 | | 1.00 | 2.00 | | | 1.00 | | | 4.00 |
| 10 | | 3.00 | 3.00 | | 1.00 | | | | 7.00 |
| 11 | | | 1.00 | | | | | | 1.00 |
| 12 | | 2.00 | 2.00 | 2.00 | 1.00 | 1.00 | 1.00 | | 9.00 |
| 13 | | | 1.00 | 1.00 | 2.00 | | 0.50 | | 4.50 |
| 14 | | 4.00 | 3.00 | 1.00 | | | | | 8.00 |
| 15 | | 1.00 | 2.00 | | 1.00 | | | | 4.00 |
| 16 | | | | | | | 2.00 | | 2.00 |
| 17 | | | 3.00 | | | | 1.00 | | 4.00 |
| 18 | 1.00 | | 1.00 | | 1.00 | | | | 3.00 |
| 19 | | | 2.00 | 1.00 | | 1.00 | | | 4.00 |
| 20 | | | 1.00 | | 2.00 | 1.45 | 1.00 | | 5.45 |
| 21 | | | | | 1.00 | 1.00 | 2.00 | | 4.00 |
| 22 | | | | | 1.00 | | | | 1.00 |
| 23 | | | 1.00 | | | 1.00 | 0.40 | | 2.40 |
| 24 | | | 2.00 | | | 1.00 | 1.00 | | 5.00 |
| 25 | | | | | | | 3.00 | | 3.00 |
| 26 | | | 1.00 | | 1.00 | 1.00 | 3.00 | | 6.00 |
| 27 | | | 1.00 | | | | 1.00 | | 2.00 |
| 28 | | | 1.00 | | | | | | 1.00 |
| 29 | | | | | | 1.00 | | | 1.00 |
| 30 | | | 1.00 | | | | 2.00 | | 3.00 |
| 31 | | | 3.00 | | 0.50 | | | | 3.50 |
| 32 | | | 1.00 | | | | | 1.00 | 2.00 |
| 33 | 1.00 | | 2.00 | | | 1.00 | 1.00 | | 5.00 |
| 34 | | | | | | | | | |
| 35 | | | | | | 1.00 | 4.00 | | 5.00 |
| Total | | 44.00 | 38.00 | 11.00 | 16.50 | 14.45 | 28.90 | 2.00 | 154.85 |
| | | | | | | | | Less Ceiling Reduction - | 8.49 |
| | | | | | | | | Adjusted Total | 146.36 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

ROANE COUNTY SCHOOL DISTRICT

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|------------|------------|------------|---|---------------------------------|--------------|
| 0 | | 275,640.00 | | | | | | | 275,640.00 |
| 1 | | 174,865.00 | | 37,502.00 | | | | | 212,367.00 |
| 2 | | 248,444.00 | | 38,020.00 | | | | | 286,464.00 |
| 3 | | | | | 39,300.00 | | 40,821.00 | | 80,121.00 |
| 4 | | 110,319.00 | 37,534.00 | 39,302.00 | | | 41,584.00 | | 228,739.00 |
| 5 | | 111,876.00 | | 79,640.00 | 40,581.00 | 41,342.00 | 84,206.00 | | 357,645.00 |
| 6 | | 113,430.00 | | | 41,100.00 | 41,860.00 | | | 196,390.00 |
| 7 | | 38,329.00 | | 40,857.00 | 41,618.00 | | | 44,175.00 | 164,979.00 |
| 8 | | 38,847.00 | 118,824.00 | | | 42,897.00 | 87,316.00 | | 287,884.00 |
| 9 | | 39,366.00 | 80,254.00 | | | 43,416.00 | | | 163,036.00 |
| 10 | | 119,658.00 | 121,938.00 | | 43,175.00 | | | | 284,771.00 |
| 11 | | | 41,165.00 | | | | | | 41,165.00 |
| 12 | | 81,846.00 | 83,366.00 | 86,902.00 | 44,212.00 | 44,973.00 | 45,733.00 | | 387,032.00 |
| 13 | | | 42,202.00 | 43,970.00 | 89,460.00 | | 23,126.00 | | 198,758.00 |
| 14 | | 167,840.00 | 128,160.00 | 44,488.00 | | | | | 340,488.00 |
| 15 | | 42,478.00 | 86,478.00 | | 45,767.00 | | | | 174,723.00 |
| 16 | | | | | | | 95,614.00 | | 95,614.00 |
| 17 | | | 132,828.00 | | | | 48,326.00 | | 181,154.00 |
| 18 | | 44,034.00 | 44,795.00 | | 47,323.00 | | | | 136,152.00 |
| 19 | | | 90,626.00 | 47,081.00 | | 48,602.00 | | | 186,309.00 |
| 20 | | | 45,832.00 | | 96,720.00 | 71,225.45 | 49,882.00 | | 263,659.45 |
| 21 | | | | | 48,879.00 | 49,639.00 | 100,800.00 | | 199,318.00 |
| 22 | | | | | 49,397.00 | | | | 49,397.00 |
| 23 | | | 47,387.00 | | | 50,676.00 | 20,574.80 | | 118,637.80 |
| 24 | | | 95,812.00 | | 50,434.00 | 51,195.00 | 51,956.00 | | 249,397.00 |
| 25 | | | | | | | 157,422.00 | | 157,422.00 |
| 26 | | | 48,943.00 | | 51,471.00 | 52,232.00 | 158,979.00 | | 311,625.00 |
| 27 | | | 49,461.00 | | | | 53,511.00 | | 102,972.00 |
| 28 | | | 49,980.00 | | | | | | 49,980.00 |
| 29 | | | | | | 53,788.00 | | | 53,788.00 |
| 30 | | | 51,017.00 | | | | 110,134.00 | | 161,151.00 |
| 31 | | | 154,608.00 | | 27,032.00 | | | | 181,640.00 |
| 32 | | | 52,054.00 | | | | | 57,139.00 | 109,193.00 |
| 33 | | 51,812.00 | 105,146.00 | | | 55,862.00 | 56,623.00 | | 269,443.00 |
| 34 | | | | | | | | | |
| 35 | | | | | | 56,899.00 | 230,640.00 | | 287,539.00 |
| Total | | 1,658,784.00 | 1,708,410.00 | 457,762.00 | 756,469.00 | 704,606.45 | 1,457,247.80 | 101,314.00 | 6,844,593.25 |
| | | | | | | | Plus 20+ Year Supplement | (44.4 Personnel at \$600) | 26,640.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 6,871,233.25 |
| | | | | | | | Divided by FTE | | 154.85 |
| | | | | | | | Equals Avg Salary | | 44,373.48 |
| | | | | | | | Less Formula Ceiling Reduction | | 376,730.85 |
| | | | | | | | Equals Adjusted Total | | 6,494,502.40 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

SUMMERS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 10.00 | | 1.00 | | | | | 11.00 |
| 1 | | 4.00 | 1.00 | 1.00 | | | | | 6.00 |
| 2 | | 5.00 | | 1.00 | | | | | 6.00 |
| 3 | | 4.00 | 2.00 | 1.00 | | | | | 7.00 |
| 4 | | 3.00 | 2.00 | 1.00 | | | | | 6.00 |
| 5 | | 1.00 | 1.00 | 1.00 | | | | | 3.00 |
| 6 | | 2.00 | 1.00 | | 2.00 | | | | 5.00 |
| 7 | | 2.00 | | | | | 1.00 | | 3.00 |
| 8 | | 2.00 | | 0.45 | 2.00 | | | | 4.45 |
| 9 | | 2.00 | 1.00 | | | | | | 3.00 |
| 10 | | | | 1.00 | | | | | 1.00 |
| 11 | | 2.00 | 3.00 | | | | | | 5.00 |
| 12 | | | 1.00 | | 1.00 | | 2.00 | | 4.00 |
| 13 | | | 1.00 | 1.50 | | 1.00 | 0.75 | | 4.25 |
| 14 | | | | 1.00 | 1.00 | 1.00 | | | 3.00 |
| 15 | | 1.00 | | | | | 1.75 | | 2.75 |
| 16 | | 1.00 | | | 1.00 | | | | 2.00 |
| 17 | | 1.00 | | | 1.00 | | | | 2.00 |
| 18 | | | | | | | | | |
| 19 | | | 1.00 | | | | 2.00 | | 3.00 |
| 20 | | | | | | | | | |
| 21 | | | | | | 1.00 | 2.00 | | 3.00 |
| 22 | | | | | | | 2.00 | | 2.00 |
| 23 | | | | | | | | | |
| 24 | | | | 1.00 | | | | | 1.00 |
| 25 | | | | | 1.00 | | | | 1.00 |
| 26 | | | | | | | | | |
| 27 | | | 1.00 | | | | 1.00 | | 2.00 |
| 28 | | | | | | | 1.00 | | 1.00 |
| 29 | | | | | | | | | |
| 30 | | | 1.00 | | 1.00 | | 2.00 | | 4.00 |
| 31 | | | 1.00 | | | | | | 1.00 |
| 32 | | | | | | 1.00 | 2.00 | | 3.00 |
| 33 | | | | | | 1.00 | | | 1.00 |
| 34 | | | 1.00 | | | 1.00 | 1.00 | 0.05 | 3.05 |
| 35 | | | 1.00 | | 1.00 | | 3.00 | | 5.00 |
| Total | | 40.00 | 19.00 | 10.95 | 11.00 | 6.00 | 21.50 | 0.05 | 108.50 |
| | | | | | | | | Less Ceiling Reduction - | 0.39 |
| | | | | | | | | Adjusted Total | 108.11 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

SUMMERS COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 344,550.00 | | 36,983.00 | | | | | 381,533.00 |
| 1 | | 139,892.00 | 35,734.00 | 37,502.00 | | | | | 213,128.00 |
| 2 | | 177,460.00 | | 38,020.00 | | | | | 215,480.00 |
| 3 | | 144,044.00 | 73,542.00 | 38,539.00 | | | | | 256,125.00 |
| 4 | | 110,319.00 | 75,068.00 | 39,302.00 | | | | | 224,689.00 |
| 5 | | 37,292.00 | 38,053.00 | 39,820.00 | | | | | 115,165.00 |
| 6 | | 75,620.00 | 38,571.00 | | 82,200.00 | | | | 196,391.00 |
| 7 | | 76,658.00 | | | | | 43,140.00 | | 119,798.00 |
| 8 | | 77,694.00 | | 18,619.20 | 84,274.00 | | | | 180,587.20 |
| 9 | | 78,732.00 | 40,127.00 | | | | | | 118,859.00 |
| 10 | | | | 42,414.00 | | | | | 42,414.00 |
| 11 | | 80,808.00 | 123,495.00 | | | | | | 204,303.00 |
| 12 | | | 41,683.00 | | 44,212.00 | | 91,466.00 | | 177,361.00 |
| 13 | | | 42,202.00 | 65,955.00 | | 45,491.00 | 34,689.00 | | 188,337.00 |
| 14 | | | | 44,488.00 | 45,249.00 | 46,010.00 | | | 135,747.00 |
| 15 | | 42,478.00 | | | | | 82,755.75 | | 125,233.75 |
| 16 | | 42,997.00 | | | 46,286.00 | | | | 89,283.00 |
| 17 | | 43,515.00 | | | 46,805.00 | | | | 90,320.00 |
| 18 | | | | | | | | | |
| 19 | | | 45,313.00 | | | | 98,726.00 | | 144,039.00 |
| 20 | | | | | | | | | |
| 21 | | | | | | 49,639.00 | 100,800.00 | | 150,439.00 |
| 22 | | | | | | | 101,838.00 | | 101,838.00 |
| 23 | | | | | | | | | |
| 24 | | | | 49,674.00 | | | | | 49,674.00 |
| 25 | | | | | 50,953.00 | | | | 50,953.00 |
| 26 | | | | | | | | | |
| 27 | | | 49,461.00 | | | | 53,511.00 | | 102,972.00 |
| 28 | | | | | | | 54,030.00 | | 54,030.00 |
| 29 | | | | | | | | | |
| 30 | | | 51,017.00 | | 53,545.00 | | 110,134.00 | | 214,696.00 |
| 31 | | | 51,536.00 | | | | | | 51,536.00 |
| 32 | | | | | | 55,343.00 | 112,208.00 | | 167,551.00 |
| 33 | | | | | | 55,862.00 | | | 55,862.00 |
| 34 | | | 53,091.00 | | | 56,380.00 | 57,141.00 | 2,908.80 | 169,520.80 |
| 35 | | | 53,610.00 | | 56,138.00 | | 172,980.00 | | 282,728.00 |
| Total | | 1,472,059.00 | 812,503.00 | 451,316.20 | 509,662.00 | 308,725.00 | 1,113,418.75 | 2,908.80 | 4,670,592.75 |
| | | | | | | | Plus 20+ Year Supplement | (24 Personnel at \$600) | 14,400.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 4,684,992.75 |
| | | | | | | | Divided by FTE | | 108.50 |
| | | | | | | | Equals Avg Salary | | 43,179.66 |
| | | | | | | | Less Formula Ceiling Reduction | | 16,840.07 |
| | | | | | | | Equals Adjusted Total | | 4,668,152.68 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TAYLOR COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 4.00 | | 1.00 | | | | | 5.00 |
| 1 | | 5.00 | | 5.00 | 1.00 | | | | 11.00 |
| 2 | | 4.00 | | 5.00 | | 1.00 | 1.00 | | 11.00 |
| 3 | | 4.00 | 1.00 | 5.18 | | | | | 10.18 |
| 4 | | 4.50 | 1.00 | 2.00 | 1.00 | | | | 8.50 |
| 5 | | 2.00 | 1.00 | 5.00 | | 1.00 | | | 9.00 |
| 6 | | 1.00 | | | 3.00 | 3.00 | 1.00 | | 8.00 |
| 7 | | 2.00 | | 1.00 | 3.00 | 1.00 | 1.00 | | 8.00 |
| 8 | | 2.00 | 3.00 | | 2.00 | | 1.00 | | 8.00 |
| 9 | | | 1.00 | | 2.00 | 2.00 | 1.00 | | 6.00 |
| 10 | | | 2.00 | 2.00 | 5.00 | 1.00 | 2.00 | | 12.00 |
| 11 | | | 1.00 | | 1.00 | 1.00 | | | 3.00 |
| 12 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 13 | | 1.00 | 2.00 | 1.00 | 1.00 | | 1.00 | | 6.00 |
| 14 | | | 2.00 | 1.00 | 1.00 | | | | 4.00 |
| 15 | | 2.00 | 2.00 | | | 1.00 | | | 5.00 |
| 16 | | | 2.00 | 1.00 | | | 2.00 | | 5.00 |
| 17 | | | | 2.00 | | | 2.00 | | 4.00 |
| 18 | | | | | | 1.00 | 3.00 | | 4.00 |
| 19 | | | | | 0.50 | 1.00 | 2.00 | | 3.50 |
| 20 | | | 1.00 | | 1.00 | 2.00 | | | 4.00 |
| 21 | | | 1.00 | | | | 1.00 | | 2.00 |
| 22 | | | 1.00 | | | | 1.00 | | 2.00 |
| 23 | | | 2.00 | | 1.00 | | | | 3.00 |
| 24 | | | 1.00 | | | 1.00 | | | 2.00 |
| 25 | | | | 1.00 | | 1.00 | 1.00 | | 3.00 |
| 26 | | | | | | | 1.00 | | 1.00 |
| 27 | | | 1.00 | | | 1.00 | 2.00 | | 4.00 |
| 28 | | | | | | 1.00 | 2.00 | | 3.00 |
| 29 | | | | | 1.00 | | | | 1.00 |
| 30 | | 2.00 | 1.00 | | 1.00 | 2.00 | | | 6.00 |
| 31 | | | | | | | | | |
| 32 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 33 | | | 1.00 | | | | 2.00 | | 3.00 |
| 34 | | | | | | | 2.00 | | 2.00 |
| 35 | | | 1.00 | | | 1.00 | 2.47 | | 4.47 |
| Total | | 33.50 | 30.00 | 32.18 | 24.50 | 24.00 | 33.47 | | 177.65 |
| | | | | | | | | Less Ceiling Reduction - | 4.57 |
| | | | | | | | | Adjusted Total | 173.08 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TAYLOR COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|--------------|
| 0 | | 137,820.00 | | 36,983.00 | | | | | 174,803.00 |
| 1 | | 174,865.00 | | 187,510.00 | 38,263.00 | | | | 400,638.00 |
| 2 | | 141,968.00 | | 190,100.00 | | 39,542.00 | 40,303.00 | | 411,913.00 |
| 3 | | 144,044.00 | 36,771.00 | 199,632.02 | | | | | 380,447.02 |
| 4 | | 165,478.50 | 37,534.00 | 78,604.00 | 40,063.00 | | | | 321,679.50 |
| 5 | | 74,584.00 | 38,053.00 | 199,100.00 | | 41,342.00 | | | 353,079.00 |
| 6 | | 37,810.00 | | | 123,300.00 | 125,580.00 | 42,621.00 | | 329,311.00 |
| 7 | | 76,658.00 | | 40,857.00 | 124,854.00 | 42,379.00 | 43,140.00 | | 327,888.00 |
| 8 | | 77,694.00 | 118,824.00 | | 84,274.00 | | 43,658.00 | | 324,450.00 |
| 9 | | | 40,127.00 | | 85,310.00 | 86,832.00 | 44,177.00 | | 256,446.00 |
| 10 | | | 81,292.00 | 84,828.00 | 215,875.00 | 43,936.00 | 89,392.00 | | 515,323.00 |
| 11 | | | 41,165.00 | | 43,693.00 | 44,454.00 | | | 129,312.00 |
| 12 | | | 41,683.00 | | | 44,973.00 | 45,733.00 | | 132,389.00 |
| 13 | | 41,441.00 | 84,404.00 | 43,970.00 | 44,730.00 | | 46,252.00 | | 260,797.00 |
| 14 | | | 85,440.00 | 44,488.00 | 45,249.00 | | | | 175,177.00 |
| 15 | | 84,956.00 | 86,478.00 | | | 46,528.00 | | | 217,962.00 |
| 16 | | | 87,514.00 | 45,525.00 | | | 95,614.00 | | 228,653.00 |
| 17 | | | | 92,088.00 | | | 96,652.00 | | 188,740.00 |
| 18 | | | | | | 48,084.00 | 146,535.00 | | 194,619.00 |
| 19 | | | | | 23,921.00 | 48,602.00 | 98,726.00 | | 171,249.00 |
| 20 | | | 45,832.00 | | 48,360.00 | 98,242.00 | | | 192,434.00 |
| 21 | | | 46,350.00 | | | | 50,400.00 | | 96,750.00 |
| 22 | | | 46,869.00 | | | | 50,919.00 | | 97,788.00 |
| 23 | | | 94,774.00 | | 49,916.00 | | | | 144,690.00 |
| 24 | | | 47,906.00 | | | 51,195.00 | | | 99,101.00 |
| 25 | | | | 50,192.00 | | 51,714.00 | 52,474.00 | | 154,380.00 |
| 26 | | | | | | | 52,993.00 | | 52,993.00 |
| 27 | | | 49,461.00 | | | 52,751.00 | 107,022.00 | | 209,234.00 |
| 28 | | | | | | 53,269.00 | 108,060.00 | | 161,329.00 |
| 29 | | | | | 53,027.00 | | | | 53,027.00 |
| 30 | | 100,512.00 | 51,017.00 | | 53,545.00 | 108,612.00 | | | 313,686.00 |
| 31 | | | | | | | | | |
| 32 | | | 52,054.00 | | | 55,343.00 | 56,104.00 | | 163,501.00 |
| 33 | | | 52,573.00 | | | | 113,246.00 | | 165,819.00 |
| 34 | | | | | | | 114,282.00 | | 114,282.00 |
| 35 | | | 53,610.00 | | | 56,899.00 | 142,420.20 | | 252,929.20 |
| Total | | 1,257,830.50 | 1,319,731.00 | 1,293,877.02 | 1,074,380.00 | 1,140,277.00 | 1,680,723.20 | | 7,766,818.72 |
| | | | | | | | Plus 20+ Year Supplement | (36 Personnel at \$600) | 21,600.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Totl | | 7,791,918.72 |
| | | | | | | | Divided by FTE | | 177.65 |
| | | | | | | | Equals Avg Salary | | 43,861.07 |
| | | | | | | | Less Formula Ceiling Reduction | | 200,445.09 |
| | | | | | | | Equals Adjusted Total | | 7,591,473.63 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TUCKER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 4.50 | 1.00 | | | | | | 5.50 |
| 1 | | 2.00 | | | 0.50 | | | | 2.50 |
| 2 | | 1.00 | 1.00 | | | | | | 2.00 |
| 3 | | 2.00 | 1.00 | | | | 1.00 | | 4.00 |
| 4 | | 2.00 | | 1.00 | 1.00 | | | | 4.00 |
| 5 | | 1.00 | 1.00 | | | | | | 2.00 |
| 6 | | | 2.00 | 1.00 | | | 1.00 | | 4.00 |
| 7 | | 1.00 | 1.00 | | 1.00 | | | | 3.00 |
| 8 | | | | 1.00 | 2.00 | | | | 3.00 |
| 9 | | 1.00 | | | 1.00 | | | | 2.00 |
| 10 | | | 1.00 | 2.00 | | 1.00 | | 1.00 | 5.00 |
| 11 | | | | 1.00 | | 1.00 | 3.00 | | 5.00 |
| 12 | | | | | | | | | |
| 13 | | | | | 1.00 | | | | 1.00 |
| 14 | | | 1.00 | | | | 1.00 | | 2.00 |
| 15 | | | | 1.00 | 1.00 | | 4.00 | | 6.00 |
| 16 | | | | 2.00 | | | | | 2.00 |
| 17 | | | | | | | 1.00 | | 1.00 |
| 18 | | | | | | | 2.00 | | 2.00 |
| 19 | | | 1.00 | 1.00 | | | | | 2.00 |
| 20 | | | | | | 2.00 | | | 2.00 |
| 21 | | | 1.00 | | | | | | 1.00 |
| 22 | | | 1.00 | | 1.00 | | | | 2.00 |
| 23 | | | | | 1.00 | 1.00 | 1.00 | | 3.00 |
| 24 | | | | | 1.00 | 1.00 | | | 2.00 |
| 25 | | | | | | | | | |
| 26 | | | | | | 0.50 | | | 0.50 |
| 27 | | | 1.00 | | | | | | 1.00 |
| 28 | | | | 1.00 | | | | | 1.00 |
| 29 | | | | | 1.00 | | 2.00 | | 3.00 |
| 30 | | | | | | | 1.00 | | 1.00 |
| 31 | | | | | 1.00 | | | | 1.00 |
| 32 | | | 2.00 | 1.50 | | | | | 3.50 |
| 33 | | | | | | | | | |
| 34 | | | | | | | | | |
| 35 | | | | 2.00 | | | 2.00 | | 4.00 |
| Total | | 14.50 | 15.00 | 14.50 | 12.50 | 6.50 | 19.00 | 1.00 | 83.00 |
| | | | | | | | | Less Ceiling Reduction - | -11.57 |
| | | | | | | | | Adjusted Total | 94.57 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TUCKER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|---------------------------------|--------------|
| 0 | | 155,047.50 | 35,216.00 | | | | | | 190,263.50 |
| 1 | | 69,946.00 | | | 19,131.50 | | | | 89,077.50 |
| 2 | | 35,492.00 | 36,253.00 | | | | | | 71,745.00 |
| 3 | | 72,022.00 | 36,771.00 | | | | 40,821.00 | | 149,614.00 |
| 4 | | 73,546.00 | | 39,302.00 | 40,063.00 | | | | 152,911.00 |
| 5 | | 37,292.00 | 38,053.00 | | | | | | 75,345.00 |
| 6 | | | 77,142.00 | 40,339.00 | | | 42,621.00 | | 160,102.00 |
| 7 | | 38,329.00 | 39,090.00 | | 41,618.00 | | | | 119,037.00 |
| 8 | | | | 41,376.00 | 84,274.00 | | | | 125,650.00 |
| 9 | | 39,366.00 | | | 42,655.00 | | | | 82,021.00 |
| 10 | | | 40,646.00 | 84,828.00 | | 43,936.00 | | 45,731.00 | 215,141.00 |
| 11 | | | | 42,933.00 | | 44,454.00 | 135,645.00 | | 223,032.00 |
| 12 | | | | | | | | | |
| 13 | | | | | 44,730.00 | | | | 44,730.00 |
| 14 | | | 42,720.00 | | | | 46,770.00 | | 89,490.00 |
| 15 | | | | 45,007.00 | 45,767.00 | | 189,156.00 | | 279,930.00 |
| 16 | | | | 91,050.00 | | | | | 91,050.00 |
| 17 | | | | | | | 48,326.00 | | 48,326.00 |
| 18 | | | | | | | 97,690.00 | | 97,690.00 |
| 19 | | | 45,313.00 | 47,081.00 | | | | | 92,394.00 |
| 20 | | | | | | 98,242.00 | | | 98,242.00 |
| 21 | | | 46,350.00 | | | | | | 46,350.00 |
| 22 | | | 46,869.00 | | 49,397.00 | | | | 96,266.00 |
| 23 | | | | | 49,916.00 | 50,676.00 | 51,437.00 | | 152,029.00 |
| 24 | | | | | 50,434.00 | 51,195.00 | | | 101,629.00 |
| 25 | | | | | | | | | |
| 26 | | | | | | 26,116.00 | | | 26,116.00 |
| 27 | | | 49,461.00 | | | | | | 49,461.00 |
| 28 | | | | 51,748.00 | | | | | 51,748.00 |
| 29 | | | | | 53,027.00 | | 109,096.00 | | 162,123.00 |
| 30 | | | | | | | 55,067.00 | | 55,067.00 |
| 31 | | | | | 54,064.00 | | | | 54,064.00 |
| 32 | | | 104,108.00 | 80,733.00 | | | | | 184,841.00 |
| 33 | | | | | | | | | |
| 34 | | | | | | | | | |
| 35 | | | | 110,754.00 | | | 115,320.00 | | 226,074.00 |
| Total | | 521,040.50 | 637,992.00 | 675,151.00 | 575,076.50 | 314,619.00 | 931,949.00 | 45,731.00 | 3,701,559.00 |
| | | | | | | | Plus 20+ Year Supplement | (22.5 Personnel at \$600) | 13,500.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 3,715,059.00 |
| | | | | | | | Divided by FTE | | 83.00 |
| | | | | | | | Equals Avg Salary | | 44,759.75 |
| | | | | | | | Less Formula Ceiling Reduction | | -517,870.31 |
| | | | | | | | Equals Adjusted Total | | 4,232,929.31 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TYLER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 3.00 | | 1.00 | | | | | 4.00 |
| 1 | | 3.00 | | 1.00 | | | | | 4.00 |
| 2 | | 4.00 | 1.00 | 1.00 | | | | | 6.00 |
| 3 | | 3.00 | | 2.00 | | 1.00 | | | 6.00 |
| 4 | | | | | | | | | |
| 5 | | 2.00 | 1.00 | | 1.00 | | | | 4.00 |
| 6 | | | | 2.00 | | | | | 2.00 |
| 7 | | 1.00 | 1.00 | 1.00 | 2.00 | 3.00 | | | 8.00 |
| 8 | | | | | | 1.00 | | | 1.00 |
| 9 | | 1.00 | 1.00 | 1.00 | 1.00 | | 1.00 | | 5.00 |
| 10 | | | 1.00 | 1.00 | 0.59 | | | | 2.59 |
| 11 | | 1.00 | | 2.00 | | 1.00 | 1.00 | | 5.00 |
| 12 | | 2.00 | 3.00 | | | 1.67 | 3.00 | | 9.67 |
| 13 | | 1.00 | 2.00 | | 1.00 | 1.00 | 1.00 | | 6.00 |
| 14 | | | | 1.00 | 1.00 | | | | 2.00 |
| 15 | | | 2.00 | | | | 1.00 | | 3.00 |
| 16 | | 1.00 | | 1.00 | 2.00 | | | | 4.00 |
| 17 | | | 1.00 | | 1.00 | 1.00 | 2.67 | | 5.67 |
| 18 | | 1.00 | | | | | 1.00 | | 2.00 |
| 19 | | 1.00 | 1.00 | | | | | | 2.00 |
| 20 | | | 1.00 | | | | 1.75 | | 2.75 |
| 21 | | | | 1.00 | | 1.00 | | | 2.00 |
| 22 | | | | | | | | | |
| 23 | | | 1.00 | | | | | | 1.00 |
| 24 | | | | | | | 1.00 | | 1.00 |
| 25 | | | | | | | | | |
| 26 | | | | | | 2.00 | | | 2.00 |
| 27 | | | 2.00 | | | | | | 2.00 |
| 28 | | | | | | | | | |
| 29 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 30 | | | 1.00 | | | | | | 1.00 |
| 31 | | | | | | | | | |
| 32 | | | | | | 1.00 | 1.00 | | 2.00 |
| 33 | | | 2.00 | | | | | | 2.00 |
| 34 | | | | | | | | | |
| 35 | | | | | 1.00 | 1.00 | 3.00 | | 5.00 |
| Total | | 24.00 | 23.00 | 15.00 | 10.59 | 15.67 | 18.42 | | 106.68 |
| | | | | | | | | Less Ceiling Reduction - | 7.68 |
| | | | | | | | | Adjusted Total | 99.00 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

TYLER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|--------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 103,365.00 | | 36,983.00 | | | | | 140,348.00 |
| 1 | | 104,919.00 | | 37,502.00 | | | | | 142,421.00 |
| 2 | | 141,968.00 | 36,253.00 | 38,020.00 | | | | | 216,241.00 |
| 3 | | 108,033.00 | | 77,078.00 | | 40,060.00 | | | 225,171.00 |
| 4 | | | | | | | | | |
| 5 | | 74,584.00 | 38,053.00 | | 40,581.00 | | | | 153,218.00 |
| 6 | | | | 80,678.00 | | | | | 80,678.00 |
| 7 | | 38,329.00 | 39,090.00 | 40,857.00 | 83,236.00 | 127,137.00 | | | 328,649.00 |
| 8 | | | | | | 42,897.00 | | | 42,897.00 |
| 9 | | 39,366.00 | 40,127.00 | 41,894.00 | 42,655.00 | | 44,177.00 | | 208,219.00 |
| 10 | | | 40,646.00 | 42,414.00 | 25,473.25 | | | | 108,533.25 |
| 11 | | 40,404.00 | | 85,866.00 | | 44,454.00 | 45,215.00 | | 215,939.00 |
| 12 | | 81,846.00 | 125,049.00 | | | 75,104.91 | 137,199.00 | | 419,198.91 |
| 13 | | 41,441.00 | 84,404.00 | | | 44,730.00 | 46,252.00 | | 262,318.00 |
| 14 | | | | 44,488.00 | 45,249.00 | | | | 89,737.00 |
| 15 | | | 86,478.00 | | | | 47,289.00 | | 133,767.00 |
| 16 | | 42,997.00 | | 45,525.00 | 92,572.00 | | | | 181,094.00 |
| 17 | | | 44,276.00 | | 46,805.00 | 47,565.00 | 129,030.42 | | 267,676.42 |
| 18 | | 44,034.00 | | | | | 48,845.00 | | 92,879.00 |
| 19 | | 44,552.00 | 45,313.00 | | | | | | 89,865.00 |
| 20 | | | 45,832.00 | | | | 87,293.50 | | 133,125.50 |
| 21 | | | | 48,118.00 | | 49,639.00 | | | 97,757.00 |
| 22 | | | | | | | | | |
| 23 | | | 47,387.00 | | | | | | 47,387.00 |
| 24 | | | | | | | 51,956.00 | | 51,956.00 |
| 25 | | | | | | | | | |
| 26 | | | | | | 104,464.00 | | | 104,464.00 |
| 27 | | | 98,922.00 | | | | | | 98,922.00 |
| 28 | | | | | | | | | |
| 29 | | | 100,996.00 | | | 53,788.00 | 54,548.00 | | 209,332.00 |
| 30 | | | 51,017.00 | | | | | | 51,017.00 |
| 31 | | | | | | | | | |
| 32 | | | | | | 55,343.00 | 56,104.00 | | 111,447.00 |
| 33 | | | 105,146.00 | | | | | | 105,146.00 |
| 34 | | | | | | | | | |
| 35 | | | | | 56,138.00 | 56,899.00 | 172,980.00 | | 286,017.00 |
| Total | | 905,838.00 | 1,028,989.00 | 619,423.00 | 477,439.25 | 742,841.91 | 920,888.92 | | 4,695,420.08 |
| | | | | | | | Plus 20+ Year Supplement | (20 Personnel at \$600) | 12,000.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 4,707,420.08 |
| | | | | | | | Divided by FTE | | 106.68 |
| | | | | | | | Equals Avg Salary | | 44,126.55 |
| | | | | | | | Less Formula Ceiling Reduction | | 338,891.90 |
| | | | | | | | Equals Adjusted Total | | 4,368,528.18 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|--------|
| 0 | | 4.00 | | 1.00 | | | | 1.00 | 6.00 |
| 1 | | 10.00 | | 1.00 | | | | | 11.00 |
| 2 | | 4.00 | 1.00 | 4.00 | | | | | 9.00 |
| 3 | | 9.00 | 3.00 | 3.00 | 1.00 | | | | 16.00 |
| 4 | | 4.00 | 2.00 | 2.00 | 2.00 | | 2.00 | | 12.00 |
| 5 | | 5.00 | | 2.00 | 2.00 | | 1.00 | | 10.00 |
| 6 | | 5.00 | 2.00 | 4.00 | 2.00 | | 1.00 | | 14.00 |
| 7 | | 1.00 | 1.00 | 1.00 | 2.00 | | 2.00 | | 7.00 |
| 8 | | 4.00 | 1.00 | 1.00 | 1.00 | 2.00 | 1.00 | | 10.00 |
| 9 | | 3.00 | 2.00 | 4.00 | 3.00 | 2.00 | 2.00 | | 16.00 |
| 10 | | | 3.00 | 2.00 | 2.00 | | 4.00 | | 11.00 |
| 11 | | 2.00 | 2.00 | | 2.00 | 1.00 | 2.00 | | 9.00 |
| 12 | | 2.00 | 2.00 | 2.00 | 4.00 | 3.00 | 1.00 | | 14.00 |
| 13 | | | 5.00 | | | 1.00 | | | 6.00 |
| 14 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 15 | | 1.00 | 2.00 | 1.00 | 2.00 | 4.00 | 3.00 | | 13.00 |
| 16 | | 1.00 | 1.00 | 1.00 | | | 2.00 | | 5.00 |
| 17 | | | 4.00 | | 1.00 | | 2.00 | | 7.00 |
| 18 | | | 2.00 | 2.00 | | 2.00 | | | 6.00 |
| 19 | | | | | 3.00 | 3.30 | 2.00 | | 8.30 |
| 20 | | | 1.00 | 1.00 | | 2.00 | 3.00 | | 7.00 |
| 21 | | | 2.00 | | 2.00 | 1.00 | 2.00 | | 7.00 |
| 22 | | | | | 1.00 | | 4.00 | | 5.00 |
| 23 | | | 1.00 | | | 1.00 | | | 2.00 |
| 24 | | | 2.00 | | | 1.00 | 6.00 | | 9.00 |
| 25 | | | | | | | 3.00 | | 3.00 |
| 26 | | | | | | | | | |
| 27 | | | 4.00 | | 2.00 | 1.00 | | 1.00 | 8.00 |
| 28 | | | 3.00 | | | | 2.00 | | 5.00 |
| 29 | | | | | 1.00 | 2.00 | 1.00 | | 4.00 |
| 30 | | | 1.00 | | | | 4.00 | | 5.00 |
| 31 | | | 2.00 | | 1.00 | | | | 3.00 |
| 32 | | | | 1.00 | 1.00 | | 1.00 | | 3.00 |
| 33 | | | | | | | 2.00 | | 2.00 |
| 34 | | | 1.00 | | | 2.00 | 1.00 | | 4.00 |
| 35 | | | 2.00 | 3.00 | 2.00 | 3.00 | 7.00 | | 17.00 |
| Total | | 55.00 | 53.00 | 36.00 | 38.00 | 31.30 | 62.00 | 2.00 | 277.30 |
| | | | | | | | | Less Ceiling Reduction - | 0.68 |
| | | | | | | | | Adjusted Total | 276.62 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

UPSHUR COUNTY SCHOOL DISTRICT

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-------------------------------|---------------|
| 0 | | 137,820.00 | | 36,983.00 | | | | 40,301.00 | 215,104.00 |
| 1 | | 349,730.00 | | 37,502.00 | | | | | 387,232.00 |
| 2 | | 141,968.00 | 36,253.00 | 152,080.00 | | | | | 330,301.00 |
| 3 | | 324,099.00 | 110,313.00 | 115,617.00 | 39,300.00 | | | | 589,329.00 |
| 4 | | 147,092.00 | 75,068.00 | 78,604.00 | 80,126.00 | | 83,168.00 | | 464,058.00 |
| 5 | | 186,460.00 | | 79,640.00 | 81,162.00 | | 42,103.00 | | 389,365.00 |
| 6 | | 189,050.00 | 77,142.00 | 161,356.00 | 82,200.00 | | 42,621.00 | | 552,369.00 |
| 7 | | 38,329.00 | 39,090.00 | 40,857.00 | 83,236.00 | | 86,280.00 | | 287,792.00 |
| 8 | | 155,388.00 | 39,608.00 | 41,376.00 | 42,137.00 | 85,794.00 | 43,658.00 | | 407,961.00 |
| 9 | | 118,098.00 | 80,254.00 | 167,576.00 | 127,965.00 | 86,832.00 | 88,354.00 | | 669,079.00 |
| 10 | | | 121,938.00 | 84,828.00 | 86,350.00 | | 178,784.00 | | 471,900.00 |
| 11 | | 80,808.00 | 82,330.00 | 87,386.00 | 87,386.00 | 44,454.00 | 90,430.00 | | 385,408.00 |
| 12 | | 81,846.00 | 83,366.00 | 86,902.00 | 176,848.00 | 134,919.00 | 45,733.00 | | 609,614.00 |
| 13 | | | 211,010.00 | | | 45,491.00 | | | 256,501.00 |
| 14 | | | 42,720.00 | | 45,249.00 | | 46,770.00 | | 134,739.00 |
| 15 | | 42,478.00 | 86,478.00 | 45,007.00 | 91,534.00 | 186,112.00 | 141,867.00 | | 593,476.00 |
| 16 | | 42,997.00 | 43,757.00 | 45,525.00 | | | 95,614.00 | | 227,893.00 |
| 17 | | | 177,104.00 | | 46,805.00 | | 96,652.00 | | 320,561.00 |
| 18 | | | 89,590.00 | 93,124.00 | | 96,168.00 | | | 278,882.00 |
| 19 | | | | | 143,526.00 | 160,386.60 | 98,726.00 | | 402,638.60 |
| 20 | | | 45,832.00 | 47,599.00 | | 98,242.00 | 149,646.00 | | 341,319.00 |
| 21 | | | 92,700.00 | | 97,758.00 | 49,639.00 | 100,800.00 | | 340,897.00 |
| 22 | | | | | 49,397.00 | | 203,676.00 | | 253,073.00 |
| 23 | | | 47,387.00 | | | 50,676.00 | | | 98,063.00 |
| 24 | | | 95,812.00 | | | 51,195.00 | 311,736.00 | | 458,743.00 |
| 25 | | | | | | | 157,422.00 | | 157,422.00 |
| 26 | | | | | | | | | |
| 27 | | | 197,844.00 | | 103,980.00 | 52,751.00 | | 54,546.00 | 409,121.00 |
| 28 | | | 149,940.00 | | | | 108,060.00 | | 258,000.00 |
| 29 | | | | | 53,027.00 | 107,576.00 | 54,548.00 | | 215,151.00 |
| 30 | | | 51,017.00 | | | | 220,268.00 | | 271,285.00 |
| 31 | | | 103,072.00 | | 54,064.00 | | | | 157,136.00 |
| 32 | | | | 53,822.00 | 54,583.00 | | 56,104.00 | | 164,509.00 |
| 33 | | | | | | | 113,246.00 | | 113,246.00 |
| 34 | | | 53,091.00 | | | 112,760.00 | 57,141.00 | | 222,992.00 |
| 35 | | | 107,220.00 | 166,131.00 | 112,276.00 | 170,697.00 | 403,620.00 | | 959,944.00 |
| Total | | 2,036,163.00 | 2,339,936.00 | 1,534,529.00 | 1,738,909.00 | 1,533,692.60 | 3,117,027.00 | 94,847.00 | 12,395,103.60 |
| | | | | | | | Plus 20+ Year Supplement | (74 Personnel at \$600) | 44,400.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (11 Personnel at \$3500) | 38,500.00 |
| | | | | | | | Equals Grand Totl | | 12,478,003.60 |
| | | | | | | | Divided by FTE | | 277.30 |
| | | | | | | | Equals Avg Salary | | 44,998.21 |
| | | | | | | | Less Formula Ceiling Reduction | | 30,598.78 |
| | | | | | | | Equals Adjusted Total | | 12,447,404.82 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WAYNE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------|--------|-------|-------|-------|-------|--------|--------------------------|--------|
| 0 | | 21.00 | | 1.00 | 2.00 | | 1.00 | | 25.00 |
| 1 | | 18.00 | 2.00 | 3.00 | | | 1.00 | | 24.00 |
| 2 | 1.00 | 10.00 | 1.00 | 2.00 | 1.00 | | | | 15.00 |
| 3 | | 9.00 | 4.00 | 9.00 | 1.00 | | | | 23.00 |
| 4 | | 24.00 | 1.00 | 9.00 | 1.00 | 2.00 | | | 37.00 |
| 5 | | 7.00 | 3.00 | 2.00 | 2.00 | 2.00 | | | 16.00 |
| 6 | | 4.00 | 4.00 | 2.00 | 1.00 | 3.00 | 1.00 | | 15.00 |
| 7 | | 5.00 | 1.00 | 4.00 | 1.00 | 3.00 | 1.00 | | 15.00 |
| 8 | | 2.00 | 2.00 | 4.00 | 5.00 | 2.00 | 3.00 | | 18.00 |
| 9 | | 3.00 | 4.00 | 2.00 | 3.00 | 3.00 | 2.00 | | 17.00 |
| 10 | | 4.00 | 4.00 | 2.00 | 1.00 | 3.00 | 3.50 | | 17.50 |
| 11 | | 5.00 | 3.00 | 6.00 | 4.00 | 6.00 | 4.00 | | 28.00 |
| 12 | | | 7.00 | 1.00 | 1.00 | 3.00 | 3.00 | | 15.00 |
| 13 | | 2.00 | 4.00 | 2.00 | 2.00 | 4.00 | 4.00 | | 18.00 |
| 14 | | 3.00 | 2.00 | 1.00 | 1.00 | 4.00 | 6.00 | | 17.00 |
| 15 | | 2.00 | 3.00 | | 3.00 | 2.00 | 9.00 | | 19.00 |
| 16 | | 2.00 | 2.00 | 2.00 | 3.00 | 4.00 | 3.00 | | 16.00 |
| 17 | | 1.00 | 3.00 | 1.00 | 3.00 | 4.00 | 5.00 | | 17.00 |
| 18 | | | 3.00 | 1.00 | | 1.00 | 2.00 | | 7.00 |
| 19 | | 2.00 | 5.00 | 1.00 | 1.00 | 2.00 | 2.00 | | 13.00 |
| 20 | | 3.00 | | | 4.00 | | 4.00 | | 11.00 |
| 21 | | 1.00 | 2.00 | 2.00 | 1.00 | 1.00 | 3.00 | | 10.00 |
| 22 | | 1.00 | | 1.00 | 2.00 | 3.00 | 5.00 | | 12.00 |
| 23 | | | 2.00 | | 4.00 | 1.00 | 5.00 | | 12.00 |
| 24 | | | 3.00 | 1.00 | 3.00 | 2.00 | 6.00 | | 15.00 |
| 25 | | | 3.00 | 2.00 | | | 1.00 | | 6.00 |
| 26 | | | 3.00 | | 1.00 | 1.00 | 2.00 | | 7.00 |
| 27 | 1.00 | | 4.00 | | | 1.00 | 2.00 | | 8.00 |
| 28 | | | 2.00 | | 1.00 | 1.00 | 5.00 | | 9.00 |
| 29 | | | 4.00 | | | 2.00 | 4.00 | | 10.00 |
| 30 | | | 1.00 | | 1.00 | 1.00 | 4.00 | 1.00 | 8.00 |
| 31 | | | 3.00 | | 1.00 | 1.00 | 5.00 | | 10.00 |
| 32 | | | 1.00 | 1.00 | | 1.00 | 1.00 | | 4.00 |
| 33 | | | | | | 1.00 | 3.00 | | 4.00 |
| 34 | | | | | | 1.00 | 1.00 | | 2.00 |
| 35 | | | 4.00 | | | | 8.00 | | 12.00 |
| Total | 1.00 | 130.00 | 90.00 | 62.00 | 54.00 | 65.00 | 109.50 | 1.00 | 512.50 |
| | | | | | | | | Less Ceiling Reduction - | 25.99 |
| | | | | | | | | Adjusted Total | 486.51 |

WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WAYNE COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---|--------------------------------|----------------------|
| 0 | | 723,555.00 | | 36,983.00 | 75,488.00 | | 39,266.00 | | 875,292.00 |
| 1 | | 629,514.00 | 71,468.00 | 112,506.00 | | | 39,784.00 | | 853,272.00 |
| 2 | 33,402.00 | 354,920.00 | 36,253.00 | 76,040.00 | 38,781.00 | | | | 539,396.00 |
| 3 | | 324,099.00 | 147,084.00 | 346,851.00 | 39,300.00 | | | | 857,334.00 |
| 4 | | 882,552.00 | 37,534.00 | 353,718.00 | 40,063.00 | 81,646.00 | | | 1,395,513.00 |
| 5 | | 261,044.00 | 114,159.00 | 79,640.00 | 81,162.00 | 82,684.00 | | | 618,689.00 |
| 6 | | 151,240.00 | 154,284.00 | 80,678.00 | 41,100.00 | 125,580.00 | 42,621.00 | | 595,503.00 |
| 7 | | 191,645.00 | 39,090.00 | 163,428.00 | 41,618.00 | 127,137.00 | 43,140.00 | | 606,058.00 |
| 8 | | 77,694.00 | 79,216.00 | 165,504.00 | 210,685.00 | 85,794.00 | 130,974.00 | | 749,867.00 |
| 9 | | 118,098.00 | 160,508.00 | 83,788.00 | 127,965.00 | 130,248.00 | 88,354.00 | | 708,961.00 |
| 10 | | 159,544.00 | 162,584.00 | 84,828.00 | 43,175.00 | 131,808.00 | 156,436.00 | | 738,375.00 |
| 11 | | 202,020.00 | 123,495.00 | 257,598.00 | 174,772.00 | 266,724.00 | 180,860.00 | | 1,205,469.00 |
| 12 | | | 291,781.00 | 43,451.00 | 44,212.00 | 134,919.00 | 137,199.00 | | 651,562.00 |
| 13 | | 82,882.00 | 168,808.00 | 87,940.00 | 89,460.00 | 181,964.00 | 185,008.00 | | 796,062.00 |
| 14 | | 125,880.00 | 85,440.00 | 44,488.00 | 45,249.00 | 184,040.00 | 280,620.00 | | 765,717.00 |
| 15 | | 84,956.00 | 129,717.00 | | 137,301.00 | 93,056.00 | 425,601.00 | | 870,631.00 |
| 16 | | 85,994.00 | 87,514.00 | 91,050.00 | 138,858.00 | 188,188.00 | 143,421.00 | | 735,025.00 |
| 17 | | 43,515.00 | 132,828.00 | 46,044.00 | 140,415.00 | 190,260.00 | 241,630.00 | | 794,692.00 |
| 18 | | | 134,385.00 | 46,562.00 | | 48,084.00 | 97,690.00 | | 326,721.00 |
| 19 | | 89,104.00 | 226,565.00 | 47,081.00 | 47,842.00 | 97,204.00 | 98,726.00 | | 606,522.00 |
| 20 | | 135,213.00 | | | 193,440.00 | | 199,528.00 | | 528,181.00 |
| 21 | | 45,589.00 | 92,700.00 | 96,236.00 | 48,879.00 | 49,639.00 | 151,200.00 | | 484,243.00 |
| 22 | | 46,108.00 | | 48,636.00 | 98,794.00 | 150,474.00 | 254,595.00 | | 598,607.00 |
| 23 | | | 94,774.00 | | 199,664.00 | 50,676.00 | 257,185.00 | | 602,299.00 |
| 24 | | | 143,718.00 | 49,674.00 | 151,302.00 | 102,390.00 | 311,736.00 | | 758,820.00 |
| 25 | | | 145,272.00 | 100,384.00 | | | 52,474.00 | | 298,130.00 |
| 26 | | | 146,829.00 | | 51,471.00 | 52,232.00 | 105,986.00 | | 356,518.00 |
| 27 | | 48,701.00 | 197,844.00 | | | 52,751.00 | 107,022.00 | | 406,318.00 |
| 28 | | | 99,960.00 | | 52,508.00 | 53,269.00 | 270,150.00 | | 475,887.00 |
| 29 | | | 201,992.00 | | | 107,576.00 | 218,192.00 | | 527,760.00 |
| 30 | | | 51,017.00 | | 53,545.00 | 54,306.00 | 220,268.00 | 56,102.00 | 435,238.00 |
| 31 | | | 154,608.00 | | 54,064.00 | 54,825.00 | 277,925.00 | | 541,422.00 |
| 32 | | | 52,054.00 | 53,822.00 | | 55,343.00 | 56,104.00 | | 217,323.00 |
| 33 | | | | | | 55,862.00 | 169,869.00 | | 225,731.00 |
| 34 | | | | | | 56,380.00 | 57,141.00 | | 113,521.00 |
| 35 | | | 214,440.00 | | | | 461,280.00 | | 675,720.00 |
| Total | 33,402.00 | 4,863,867.00 | 3,977,921.00 | 2,596,930.00 | 2,461,113.00 | 3,045,059.00 | 5,501,985.00 | 56,102.00 | 22,536,379.00 |
| | | | | | | | Plus 20+ Year Supplement | (120 Personnel at \$600) | 72,000.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 22,615,379.00 |
| | | | | | | | Divided by FTE | | 512.50 |
| | | | | | | | Equals Avg Salary | | 44,127.57 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,146,875.54 |
| | | | | | | | Equals Adjusted Total | | 21,468,503.46 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WEBSTER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 4.40 | | | | | | | 4.40 |
| 1 | | 1.40 | | 1.00 | | | | | 2.40 |
| 2 | | 2.00 | | | 1.00 | | 1.00 | | 4.00 |
| 3 | | 4.00 | | 1.00 | | | | | 5.00 |
| 4 | | 4.00 | | 0.80 | | 1.00 | | | 5.80 |
| 5 | | 2.00 | 1.00 | | 0.80 | | | | 3.80 |
| 6 | 0.60 | 2.00 | | | 1.00 | | | | 3.60 |
| 7 | | 1.00 | | | | | 2.00 | | 3.00 |
| 8 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 9 | | 0.80 | | | 1.00 | | | | 1.80 |
| 10 | | 3.00 | | | 0.80 | | | | 3.80 |
| 11 | | 1.00 | 2.00 | 1.00 | 1.00 | | | | 5.00 |
| 12 | | | 1.00 | 1.00 | | 1.00 | | | 3.00 |
| 13 | | 1.00 | | | | 1.00 | | | 2.00 |
| 14 | | | 2.00 | | | | | 0.30 | 2.30 |
| 15 | | 2.00 | | | 2.00 | 2.00 | 1.50 | | 7.50 |
| 16 | | | 2.00 | | | 1.00 | | | 3.00 |
| 17 | | | | | | 1.00 | | | 1.00 |
| 18 | | | | | | | 1.00 | | 1.00 |
| 19 | | 1.00 | 1.00 | 1.00 | | | 1.00 | | 4.00 |
| 20 | | | | | 1.00 | | | | 1.00 |
| 21 | | | 2.00 | | | | | | 2.00 |
| 22 | | | 1.00 | | | | 1.00 | | 2.00 |
| 23 | | | | | | | 1.00 | | 1.00 |
| 24 | | | | | | | 1.00 | | 1.00 |
| 25 | | | | | | 1.00 | | | 1.00 |
| 26 | | | | | | 2.00 | | | 2.00 |
| 27 | | | 1.00 | | | | 0.20 | | 1.20 |
| 28 | | | | | 1.00 | | | | 1.00 |
| 29 | | | | | | 1.00 | | | 1.00 |
| 30 | | | | | | | | | |
| 31 | | | | | 1.00 | | 1.00 | | 2.00 |
| 32 | | | 2.00 | | | | 1.00 | | 3.00 |
| 33 | | | 2.00 | 1.00 | | | | | 3.00 |
| 34 | | | | | | 1.00 | 1.00 | | 2.00 |
| 35 | | 1.00 | 1.00 | 0.40 | 1.00 | | 4.00 | | 7.40 |
| Total | 0.60 | 30.60 | 19.00 | 7.20 | 12.60 | 12.00 | 17.70 | 0.30 | 100.00 |
| | | | | | | | | Less Ceiling Reduction - | -1.85 |
| | | | | | | | | Adjusted Total | 101.85 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WEBSTER COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|------------|------------|------------|------------|---|---------------------------------|--------------|
| 0 | | 151,602.00 | | | | | | | 151,602.00 |
| 1 | | 48,962.20 | | 37,502.00 | | | | | 86,464.20 |
| 2 | | 70,984.00 | | | 38,781.00 | | 40,303.00 | | 150,068.00 |
| 3 | | 144,044.00 | | 38,539.00 | | | | | 182,583.00 |
| 4 | | 147,092.00 | | 31,441.60 | | 40,823.00 | | | 219,356.60 |
| 5 | | 74,584.00 | 38,053.00 | | 32,464.80 | | | | 145,101.80 |
| 6 | 20,974.80 | 75,620.00 | | | 41,100.00 | | | | 137,694.80 |
| 7 | | 38,329.00 | | | | | 86,280.00 | | 124,609.00 |
| 8 | | | 39,608.00 | | 42,137.00 | | 43,658.00 | | 125,403.00 |
| 9 | | 31,492.80 | | | 42,655.00 | | | | 74,147.80 |
| 10 | | 119,658.00 | | | 34,540.00 | | | | 154,198.00 |
| 11 | | 40,404.00 | 82,330.00 | 42,933.00 | 43,693.00 | | | | 209,360.00 |
| 12 | | | 41,683.00 | 43,451.00 | | 44,973.00 | | | 130,107.00 |
| 13 | | 41,441.00 | | | | 45,491.00 | | | 86,932.00 |
| 14 | | | 85,440.00 | | | | | 14,341.50 | 99,781.50 |
| 15 | | 84,956.00 | | | 91,534.00 | 93,056.00 | 70,933.50 | | 340,479.50 |
| 16 | | | 87,514.00 | | | 47,047.00 | | | 134,561.00 |
| 17 | | | | | | 47,565.00 | | | 47,565.00 |
| 18 | | | | | | | 48,845.00 | | 48,845.00 |
| 19 | | 44,552.00 | 45,313.00 | 47,081.00 | | | 49,363.00 | | 186,309.00 |
| 20 | | | | | 48,360.00 | | | | 48,360.00 |
| 21 | | | 92,700.00 | | | | | | 92,700.00 |
| 22 | | | 46,869.00 | | | | 50,919.00 | | 97,788.00 |
| 23 | | | | | | | 51,437.00 | | 51,437.00 |
| 24 | | | | | | | 51,956.00 | | 51,956.00 |
| 25 | | | | | | 51,714.00 | | | 51,714.00 |
| 26 | | | | | | 104,464.00 | | | 104,464.00 |
| 27 | | | 49,461.00 | | | | 10,702.20 | | 60,163.20 |
| 28 | | | | | 52,508.00 | | | | 52,508.00 |
| 29 | | | | | | 53,788.00 | | | 53,788.00 |
| 30 | | | | | | | | | |
| 31 | | | | | 54,064.00 | | 55,585.00 | | 109,649.00 |
| 32 | | | 104,108.00 | | | | 56,104.00 | | 160,212.00 |
| 33 | | | 105,146.00 | 54,340.00 | | | | | 159,486.00 |
| 34 | | | | | | 56,380.00 | 57,141.00 | | 113,521.00 |
| 35 | | 52,849.00 | 53,610.00 | 22,150.80 | 56,138.00 | | 230,640.00 | | 415,387.80 |
| Total | 20,974.80 | 1,166,570.00 | 871,835.00 | 317,438.40 | 577,974.80 | 585,301.00 | 903,866.70 | 14,341.50 | 4,458,302.20 |
| | | | | | | | Plus 20+ Year Supplement | (25.9 Personnel at \$600) | 15,540.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 4,473,842.20 |
| | | | | | | | Divided by FTE | | 100.00 |
| | | | | | | | Equals Avg Salary | | 44,738.42 |
| | | | | | | | Less Formula Ceiling Reduction | | -82,766.08 |
| | | | | | | | Equals Adjusted Total | | 4,556,608.28 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WETZEL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|-----------------------------|--------|
| 0 | | 6.00 | | 1.00 | | | | | 7.00 |
| 1 | | 7.00 | 2.00 | 4.00 | | | | | 13.00 |
| 2 | | 11.00 | 1.00 | 4.00 | | | | | 16.00 |
| 3 | | 7.00 | | 2.00 | 1.00 | | 1.00 | | 11.00 |
| 4 | | 6.00 | 3.00 | 4.00 | 1.00 | 1.00 | | | 15.00 |
| 5 | | 4.00 | 2.00 | 5.00 | 2.00 | | | | 13.00 |
| 6 | | 1.00 | 2.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 7.00 |
| 7 | | 5.00 | 1.00 | 2.00 | 2.00 | 3.00 | 1.00 | | 14.00 |
| 8 | | 4.00 | 3.00 | 1.00 | 1.00 | 2.00 | 1.00 | | 12.00 |
| 9 | | 2.00 | 2.00 | 1.00 | | | | | 5.00 |
| 10 | | | 1.00 | 1.00 | 1.00 | | 1.00 | | 4.00 |
| 11 | | 1.00 | 3.00 | 1.00 | 1.00 | | 1.00 | | 7.00 |
| 12 | | | | 1.00 | 1.00 | 1.00 | 1.00 | | 4.00 |
| 13 | | 0.50 | 2.00 | | 3.00 | 2.00 | 3.00 | | 10.50 |
| 14 | | 1.00 | 1.00 | 2.00 | 1.00 | 1.00 | 3.00 | | 9.00 |
| 15 | | | | 1.00 | 1.00 | 3.00 | 1.00 | 1.00 | 7.00 |
| 16 | | | 2.00 | 1.00 | | 2.00 | 1.00 | | 6.00 |
| 17 | | 1.00 | 3.00 | | | | 1.00 | | 5.00 |
| 18 | | | | | | 1.00 | | | 1.00 |
| 19 | | | 5.00 | | | 2.00 | 1.00 | | 8.00 |
| 20 | | | 1.00 | | 2.00 | | 4.50 | | 7.50 |
| 21 | | 1.00 | 1.00 | | | 1.00 | 1.00 | | 4.00 |
| 22 | | | 1.00 | 1.00 | | | 2.00 | | 4.00 |
| 23 | | | 1.00 | 1.00 | | 1.00 | 3.00 | | 6.00 |
| 24 | | | | | | | 2.00 | | 2.00 |
| 25 | | | 3.00 | | | 1.00 | 3.00 | | 7.00 |
| 26 | | | 2.00 | | | | | | 2.00 |
| 27 | | | | 1.00 | | | | | 1.00 |
| 28 | | | 2.00 | | | 1.00 | 1.00 | | 4.00 |
| 29 | | | 3.00 | | | 1.00 | 1.00 | | 5.00 |
| 30 | | | | | | | | | |
| 31 | | | 1.00 | | 1.00 | | 1.00 | | 3.00 |
| 32 | | | 1.00 | | | | | | 1.00 |
| 33 | | | | | | | | | |
| 34 | | 1.00 | 2.00 | | | 1.00 | 3.00 | | 7.00 |
| 35 | | 0.50 | 6.00 | 3.00 | 2.00 | 1.00 | 5.75 | | 18.25 |
| Total | | 59.00 | 57.00 | 38.00 | 21.00 | 26.00 | 44.25 | 1.00 | 246.25 |
| | | | | | | | | Less Ceiling Reduction - | 68.52 |
| | | | | | | | | Adjusted Total | 177.73 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WETZEL COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----------|--------------|--------------|--------------|------------|--------------|---|---------------------------------|---------------|
| 0 | | 206,730.00 | | 36,983.00 | | | | | 243,713.00 |
| 1 | | 244,811.00 | 71,468.00 | 150,008.00 | | | | | 466,287.00 |
| 2 | | 390,412.00 | 36,253.00 | 152,080.00 | | | | | 578,745.00 |
| 3 | | 252,077.00 | | 77,078.00 | 39,300.00 | | 40,821.00 | | 409,276.00 |
| 4 | | 220,638.00 | 112,602.00 | 157,208.00 | 40,063.00 | 40,823.00 | | | 571,334.00 |
| 5 | | 149,168.00 | 76,106.00 | 199,100.00 | 81,162.00 | | | | 505,536.00 |
| 6 | | 37,810.00 | 77,142.00 | 40,339.00 | 41,100.00 | 41,860.00 | 42,621.00 | | 280,872.00 |
| 7 | | 191,645.00 | 39,090.00 | 81,714.00 | 83,236.00 | 127,137.00 | 43,140.00 | | 565,962.00 |
| 8 | | 155,388.00 | 118,824.00 | 41,376.00 | 42,137.00 | 85,794.00 | 43,658.00 | | 487,177.00 |
| 9 | | 78,732.00 | 80,254.00 | 41,894.00 | | | | | 200,880.00 |
| 10 | | 40,646.00 | 42,414.00 | 42,414.00 | 43,175.00 | | 44,696.00 | | 170,931.00 |
| 11 | 40,404.00 | | 123,495.00 | 42,933.00 | 43,693.00 | | 45,215.00 | | 295,740.00 |
| 12 | | | | 43,451.00 | 44,212.00 | 44,973.00 | 45,733.00 | | 178,369.00 |
| 13 | 20,720.50 | | 84,404.00 | | 134,190.00 | 90,982.00 | 138,756.00 | | 469,052.50 |
| 14 | 41,960.00 | | 42,720.00 | 88,976.00 | 45,249.00 | 46,010.00 | 140,310.00 | | 405,225.00 |
| 15 | | | | 45,007.00 | 45,767.00 | 139,584.00 | 47,289.00 | 48,324.00 | 325,971.00 |
| 16 | | | 87,514.00 | 45,525.00 | | 94,094.00 | 47,807.00 | | 274,940.00 |
| 17 | 43,515.00 | | 132,828.00 | | | | 48,326.00 | | 224,669.00 |
| 18 | | | | | | 48,084.00 | | | 48,084.00 |
| 19 | | | 226,565.00 | | | 97,204.00 | 49,363.00 | | 373,132.00 |
| 20 | | | 45,832.00 | | 96,720.00 | | 224,469.00 | | 367,021.00 |
| 21 | | 45,589.00 | 46,350.00 | | | 49,639.00 | 50,400.00 | | 191,978.00 |
| 22 | | | 46,869.00 | 48,636.00 | | | 101,838.00 | | 197,343.00 |
| 23 | | | 47,387.00 | 49,155.00 | | 50,676.00 | 154,311.00 | | 301,529.00 |
| 24 | | | | | | | 103,912.00 | | 103,912.00 |
| 25 | | | 145,272.00 | | | 51,714.00 | 157,422.00 | | 354,408.00 |
| 26 | | | 97,886.00 | | | | | | 97,886.00 |
| 27 | | | | 51,229.00 | | | | | 51,229.00 |
| 28 | | | 99,960.00 | | | 53,269.00 | 54,030.00 | | 207,259.00 |
| 29 | | | 151,494.00 | | | 53,788.00 | 54,548.00 | | 259,830.00 |
| 30 | | | | | | | | | |
| 31 | | | 51,536.00 | | 54,064.00 | | 55,585.00 | | 161,185.00 |
| 32 | | | 52,054.00 | | | | | | 52,054.00 |
| 33 | | | | | | | | | |
| 34 | | 52,330.00 | 106,182.00 | | | 56,380.00 | 171,423.00 | | 386,315.00 |
| 35 | | 26,424.50 | 321,660.00 | 166,131.00 | 112,276.00 | 56,899.00 | 331,545.00 | | 1,014,935.50 |
| Total | | 2,198,354.00 | 2,562,393.00 | 1,601,237.00 | 946,344.00 | 1,228,910.00 | 2,237,218.00 | 48,324.00 | 10,822,780.00 |
| | | | | | | | Plus 20+ Year Supplement | (62.5 Personnel at \$600) | 37,500.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (2 Personnel at \$3500) | 7,000.00 |
| | | | | | | | Equals Grand Totl | | 10,867,280.00 |
| | | | | | | | Divided by FTE | | 246.25 |
| | | | | | | | Equals Avg Salary | | 44,131.09 |
| | | | | | | | Less Formula Ceiling Reduction | | 3,023,862.29 |
| | | | | | | | Equals Adjusted Total | | 7,843,417.71 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WIRT COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|-------|-------|-------|-------|-------|-------|--------------------------|-------|
| 0 | | 7.00 | | | | | | | 7.00 |
| 1 | | 2.00 | | | | | | | 2.00 |
| 2 | | 6.00 | 1.00 | 1.00 | | 1.00 | | | 9.00 |
| 3 | | 1.00 | 1.00 | | | 1.00 | | 1.00 | 4.00 |
| 4 | | 2.00 | 1.00 | 1.00 | | | | | 4.00 |
| 5 | | | | 3.00 | | | | | 3.00 |
| 6 | | 1.00 | 1.00 | 1.00 | | | | | 3.00 |
| 7 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 8 | | 1.00 | 1.00 | 1.00 | 1.00 | | | | 4.00 |
| 9 | | | 1.00 | | | | | | 1.00 |
| 10 | | 1.00 | 1.00 | | 1.00 | 1.00 | | | 4.00 |
| 11 | | 1.00 | 1.00 | | | | 1.00 | | 3.00 |
| 12 | | | 1.00 | 1.00 | 2.00 | | | | 4.00 |
| 13 | | | 1.00 | 1.00 | | 0.50 | | | 2.50 |
| 14 | | | | 1.00 | | | 2.00 | | 3.00 |
| 15 | | | 1.00 | | | 3.00 | 1.00 | | 5.00 |
| 16 | | | | | 1.00 | | | | 1.00 |
| 17 | | | | 1.00 | | | | | 1.00 |
| 18 | | | 1.00 | | | 1.00 | | | 2.00 |
| 19 | | | | | | | 1.00 | | 1.00 |
| 20 | | | 2.00 | | | | | | 2.00 |
| 21 | | | 1.00 | | | | | | 1.00 |
| 22 | | | | | | | 1.00 | | 1.00 |
| 23 | | | 1.00 | | 1.00 | | | | 2.00 |
| 24 | | | | | | | | | |
| 25 | | | | 1.00 | | | | | 1.00 |
| 26 | | | 1.00 | | | | | | 1.00 |
| 27 | | | 1.00 | | | | | | 1.00 |
| 28 | | | | 1.00 | | | | | 1.00 |
| 29 | | 1.00 | | | | | | | 1.00 |
| 30 | | | 1.00 | | | | | 1.00 | 2.00 |
| 31 | | | | | | | | | |
| 32 | | | | | | | | | |
| 33 | | | 1.00 | | | | | | 1.00 |
| 34 | | | | | 1.00 | | | | 1.00 |
| 35 | | | | | | 1.00 | 0.20 | | 1.20 |
| Total | | 23.00 | 21.00 | 13.00 | 7.00 | 9.50 | 7.20 | 2.00 | 82.70 |
| | | | | | | | | Less Ceiling Reduction - | -5.76 |
| | | | | | | | | Adjusted Total | 88.46 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WIRT COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|------------|------------|------------|------------|------------|---|-------------------------------|--------------|
| 0 | | 241,185.00 | | | | | | | 241,185.00 |
| 1 | | 69,946.00 | | | | | | | 69,946.00 |
| 2 | | 212,952.00 | 36,253.00 | 38,020.00 | | 39,542.00 | | | 326,767.00 |
| 3 | | 36,011.00 | 36,771.00 | | | 40,060.00 | | 41,856.00 | 154,698.00 |
| 4 | | 73,546.00 | 37,534.00 | 39,302.00 | | | | | 150,382.00 |
| 5 | | | | 119,460.00 | | | | | 119,460.00 |
| 6 | | 37,810.00 | 38,571.00 | 40,339.00 | | | | | 116,720.00 |
| 7 | | | 39,090.00 | | | 42,379.00 | 43,140.00 | | 124,609.00 |
| 8 | | 38,847.00 | 39,608.00 | 41,376.00 | 42,137.00 | | | | 161,968.00 |
| 9 | | | 40,127.00 | | | | | | 40,127.00 |
| 10 | | 39,886.00 | 40,646.00 | | 43,175.00 | 43,936.00 | | | 167,643.00 |
| 11 | | 40,404.00 | 41,165.00 | | | | 45,215.00 | | 126,784.00 |
| 12 | | | 41,683.00 | 43,451.00 | 88,424.00 | | | | 173,558.00 |
| 13 | | | 42,202.00 | 43,970.00 | | 22,745.50 | | | 108,917.50 |
| 14 | | | | 44,488.00 | | | 93,540.00 | | 138,028.00 |
| 15 | | | 43,239.00 | | | 139,584.00 | 47,289.00 | | 230,112.00 |
| 16 | | | | | 46,286.00 | | | | 46,286.00 |
| 17 | | | | 46,044.00 | | | | | 46,044.00 |
| 18 | | | 44,795.00 | | | 48,084.00 | | | 92,879.00 |
| 19 | | | | | | | 49,363.00 | | 49,363.00 |
| 20 | | | 91,664.00 | | | | | | 91,664.00 |
| 21 | | | 46,350.00 | | | | | | 46,350.00 |
| 22 | | | | | | | 50,919.00 | | 50,919.00 |
| 23 | | | 47,387.00 | | 49,916.00 | | | | 97,303.00 |
| 24 | | | | | | | | | |
| 25 | | | | 50,192.00 | | | | | 50,192.00 |
| 26 | | | 48,943.00 | | | | | | 48,943.00 |
| 27 | | | 49,461.00 | | | | | | 49,461.00 |
| 28 | | | | 51,748.00 | | | | | 51,748.00 |
| 29 | | 49,738.00 | | | | | | | 49,738.00 |
| 30 | | | 51,017.00 | | | | | 56,102.00 | 107,119.00 |
| 31 | | | | | | | | | |
| 32 | | | | | | | | | |
| 33 | | | 52,573.00 | | | | | | 52,573.00 |
| 34 | | | | | 55,620.00 | | | | 55,620.00 |
| 35 | | | | | | 56,899.00 | 11,532.00 | | 68,431.00 |
| Total | | 840,325.00 | 909,079.00 | 558,390.00 | 325,558.00 | 433,229.50 | 340,998.00 | 97,958.00 | 3,505,537.50 |
| | | | | | | | Plus 20+ Year Supplement | (13 Personnel at \$600) | 7,800.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (0 Personnel at \$3500) | 0.00 |
| | | | | | | | Equals Grand Totl | | 3,513,337.50 |
| | | | | | | | Divided by FTE | | 82.70 |
| | | | | | | | Equals Avg Salary | | 42,482.92 |
| | | | | | | | Less Formula Ceiling Reduction | | -244,701.62 |
| | | | | | | | Equals Adjusted Total | | 3,758,039.12 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

WOOD COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|---------------|
| 0 | | 20.00 | 1.00 | 4.00 | | | | | 25.00 |
| 1 | | 17.00 | 1.00 | 2.00 | 1.00 | | | | 21.00 |
| 2 | | 21.00 | 8.00 | 6.00 | | 1.00 | 1.00 | | 37.00 |
| 3 | | 24.00 | 6.00 | 14.00 | 3.00 | | | | 47.00 |
| 4 | | 9.00 | 7.00 | 14.00 | | 3.00 | 3.00 | | 36.00 |
| 5 | | 11.00 | 9.00 | 12.00 | 1.00 | 2.00 | 1.00 | | 36.00 |
| 6 | | 18.00 | 8.00 | 6.00 | 4.00 | 2.00 | 2.00 | | 40.00 |
| 7 | | 12.00 | 10.00 | 13.00 | 4.00 | 1.50 | 4.00 | | 44.50 |
| 8 | | 7.00 | 8.00 | 13.00 | 6.00 | 3.00 | 4.00 | | 41.00 |
| 9 | | 9.00 | 7.00 | 12.00 | 2.00 | 3.50 | 5.00 | | 38.50 |
| 10 | | 10.00 | 12.00 | 5.00 | 7.00 | 4.00 | 7.00 | | 45.00 |
| 11 | | 7.00 | 9.00 | 4.00 | 10.00 | 5.00 | 4.00 | | 39.00 |
| 12 | | 4.00 | 7.00 | 4.00 | 7.00 | 2.00 | 6.00 | | 30.00 |
| 13 | | 4.00 | 8.00 | 3.00 | 4.00 | 4.00 | 4.00 | | 27.00 |
| 14 | | 3.00 | 10.00 | 5.00 | 8.00 | 3.00 | 4.00 | | 33.00 |
| 15 | | | 4.00 | 6.00 | 6.00 | 8.00 | 2.00 | | 26.00 |
| 16 | | 5.00 | 10.00 | 6.00 | 2.00 | 3.00 | 4.00 | | 30.00 |
| 17 | | 1.00 | 1.00 | 5.00 | 3.00 | 4.00 | 3.00 | | 17.00 |
| 18 | | 3.00 | 5.00 | 5.00 | 5.00 | 8.00 | 4.00 | | 25.00 |
| 19 | | 1.00 | 6.00 | 1.00 | 7.00 | 3.00 | 4.00 | | 22.00 |
| 20 | | | 5.00 | 1.00 | 2.00 | | 8.50 | | 16.50 |
| 21 | | | 12.00 | 5.00 | 1.00 | 4.00 | 7.00 | | 29.00 |
| 22 | 1.00 | 6.00 | 1.00 | 3.00 | 5.00 | 4.00 | 4.00 | | 20.00 |
| 23 | 1.00 | 2.00 | 2.00 | 3.00 | 3.00 | 6.50 | | | 12.50 |
| 24 | 2.00 | 5.00 | 2.00 | 5.00 | 5.00 | 5.00 | | | 19.00 |
| 25 | | 3.00 | 2.00 | 2.00 | 5.00 | 4.00 | | | 14.00 |
| 26 | 1.00 | 5.00 | 5.00 | 2.00 | 5.00 | 4.00 | | | 11.00 |
| 27 | | 5.00 | 2.00 | 4.00 | | 4.00 | | | 11.00 |
| 28 | | 4.00 | 2.00 | 3.00 | | 3.00 | | | 9.00 |
| 29 | | 7.00 | 1.00 | 1.00 | 2.00 | 3.00 | | | 12.00 |
| 30 | | 4.00 | 1.00 | 2.00 | 2.00 | 5.00 | | | 14.00 |
| 31 | | 6.00 | 2.00 | 3.00 | 3.00 | 9.00 | | | 20.00 |
| 32 | 2.00 | 1.00 | 1.00 | 1.00 | 1.00 | 5.00 | | | 10.00 |
| 33 | 1.00 | 4.00 | 1.00 | 1.00 | 1.00 | 5.00 | | | 12.00 |
| 34 | 1.00 | 2.00 | 1.00 | 1.00 | 2.00 | 9.00 | | | 16.00 |
| 35 | 4.00 | 7.00 | 1.00 | 4.00 | 8.00 | 20.69 | | 1.00 | 45.69 |
| Total | | 199.00 | 215.00 | 147.00 | 103.00 | 101.00 | 165.69 | 1.00 | 931.69 |
| | | | | | | | | Less Ceiling Reduction - | 38.70 |
| | | | | | | | | Adjusted Total | 892.99 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

WOOD COUNTY SCHOOLS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|-------|-----|--------------|--------------|--------------|--------------|--------------|---|-----------------------------------|---------------|
| 0 | | 689,100.00 | 35,216.00 | 147,932.00 | | | | | 872,248.00 |
| 1 | | 594,541.00 | 35,734.00 | 75,004.00 | 38,263.00 | | | | 743,542.00 |
| 2 | | 745,332.00 | 290,024.00 | 228,120.00 | | 39,542.00 | 40,303.00 | | 1,343,321.00 |
| 3 | | 864,264.00 | 220,626.00 | 539,546.00 | 117,900.00 | | | | 1,742,336.00 |
| 4 | | 330,957.00 | 262,738.00 | 550,228.00 | | 122,469.00 | 124,752.00 | | 1,391,144.00 |
| 5 | | 410,212.00 | 342,477.00 | 477,840.00 | 40,581.00 | 82,684.00 | 42,103.00 | | 1,395,897.00 |
| 6 | | 680,580.00 | 308,568.00 | 242,034.00 | 164,400.00 | 83,720.00 | 85,242.00 | | 1,564,544.00 |
| 7 | | 459,948.00 | 390,900.00 | 531,141.00 | 166,472.00 | 63,568.50 | 172,560.00 | | 1,784,589.50 |
| 8 | | 271,929.00 | 316,864.00 | 537,888.00 | 252,822.00 | 128,691.00 | 174,632.00 | | 1,682,826.00 |
| 9 | | 354,294.00 | 280,889.00 | 502,728.00 | 85,310.00 | 151,956.00 | 220,885.00 | | 1,596,062.00 |
| 10 | | 398,860.00 | 487,752.00 | 212,070.00 | 302,225.00 | 175,744.00 | 312,872.00 | | 1,889,523.00 |
| 11 | | 282,828.00 | 370,485.00 | 171,732.00 | 436,930.00 | 222,270.00 | 180,860.00 | | 1,665,105.00 |
| 12 | | 163,692.00 | 291,781.00 | 173,804.00 | 309,484.00 | 89,946.00 | 274,398.00 | | 1,303,105.00 |
| 13 | | 165,764.00 | 337,616.00 | 131,910.00 | 178,920.00 | 181,964.00 | 185,008.00 | | 1,181,182.00 |
| 14 | | 125,880.00 | 427,200.00 | 222,440.00 | 361,992.00 | 138,030.00 | 187,080.00 | | 1,462,622.00 |
| 15 | | | 172,956.00 | 270,042.00 | 274,602.00 | 372,224.00 | 94,578.00 | | 1,184,402.00 |
| 16 | | 214,985.00 | 437,570.00 | 273,150.00 | 92,572.00 | 141,141.00 | 191,228.00 | | 1,350,646.00 |
| 17 | | 43,515.00 | 44,276.00 | 230,220.00 | 140,415.00 | 190,260.00 | 144,978.00 | | 793,664.00 |
| 18 | | 132,102.00 | 223,975.00 | | 236,615.00 | 384,672.00 | 195,380.00 | | 1,172,744.00 |
| 19 | | 44,552.00 | 271,878.00 | 47,081.00 | 334,894.00 | 145,806.00 | 197,452.00 | | 1,041,663.00 |
| 20 | | | 229,160.00 | 47,599.00 | 96,720.00 | | 423,997.00 | | 797,476.00 |
| 21 | | | 556,200.00 | 240,590.00 | 48,879.00 | 198,556.00 | 352,800.00 | | 1,397,025.00 |
| 22 | | 46,108.00 | 281,214.00 | 48,636.00 | 148,191.00 | 250,790.00 | 203,676.00 | | 978,615.00 |
| 23 | | 46,627.00 | 94,774.00 | | | 152,028.00 | 334,340.50 | | 627,769.50 |
| 24 | | 94,290.00 | 239,530.00 | | 100,868.00 | 255,975.00 | 259,780.00 | | 950,443.00 |
| 25 | | | 145,272.00 | | 101,906.00 | 258,570.00 | 209,896.00 | | 715,644.00 |
| 26 | | 48,182.00 | 244,715.00 | | | | 264,965.00 | | 557,862.00 |
| 27 | | | 247,305.00 | | 103,980.00 | | 214,044.00 | | 565,329.00 |
| 28 | | | 199,920.00 | | | 106,538.00 | 162,090.00 | | 468,548.00 |
| 29 | | | 353,486.00 | 52,266.00 | 53,027.00 | | 163,644.00 | | 622,423.00 |
| 30 | | | 204,068.00 | 52,785.00 | 107,090.00 | 108,612.00 | 275,335.00 | | 747,890.00 |
| 31 | | | 309,216.00 | | 108,128.00 | 164,475.00 | 500,265.00 | | 1,082,084.00 |
| 32 | | 102,586.00 | 52,054.00 | | 54,583.00 | 55,343.00 | 280,520.00 | | 545,086.00 |
| 33 | | 51,812.00 | 210,292.00 | 54,340.00 | | 55,862.00 | 283,115.00 | | 655,421.00 |
| 34 | | 52,330.00 | 106,182.00 | 54,859.00 | 55,620.00 | 112,760.00 | 514,269.00 | | 896,020.00 |
| 35 | | 211,396.00 | 375,270.00 | 55,377.00 | 224,552.00 | 455,192.00 | 1,192,985.40 | 58,695.00 | 2,573,467.40 |
| Total | | 7,626,666.00 | 9,398,183.00 | 6,171,362.00 | 4,737,941.00 | 4,889,388.50 | 8,460,032.90 | 58,695.00 | 41,342,268.40 |
| | | | | | | | Plus 20+ Year Supplement | (240.69 Personnel at \$600) | 144,414.00 |
| | | | | | | | Plus Natl Board Certified Supplement | (31 Personnel at \$3500) | 108,500.00 |
| | | | | | | | Equals Grand Totl | | 41,595,182.40 |
| | | | | | | | Divided by FTE | | 931.69 |
| | | | | | | | Equals Avg Salary | | 44,644.87 |
| | | | | | | | Less Formula Ceiling Reduction | | 1,727,756.47 |
| | | | | | | | Equals Adjusted Total | | 39,867,425.93 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WYOMING COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------|---------------|
| 0 | | 14.00 | | 1.00 | | | | | 15.00 |
| 1 | | 16.00 | | 2.00 | | | | | 18.00 |
| 2 | | 11.50 | | 3.00 | | | | | 14.50 |
| 3 | | 12.00 | 1.00 | 2.00 | 1.00 | | | | 16.00 |
| 4 | | 8.00 | 2.00 | 4.00 | 1.00 | | | | 15.00 |
| 5 | | 3.00 | | 7.00 | 5.00 | | 1.00 | | 16.00 |
| 6 | | 1.00 | | | | 1.00 | | | 2.00 |
| 7 | | 3.00 | 1.00 | 1.00 | | | | | 5.00 |
| 8 | | 2.00 | 5.00 | | 4.00 | 3.00 | 1.00 | | 15.00 |
| 9 | | 3.00 | 3.00 | 5.00 | 1.00 | 2.00 | 1.00 | | 15.00 |
| 10 | | | 1.00 | 2.00 | | 1.00 | 5.00 | | 9.00 |
| 11 | | 2.00 | 3.00 | 2.00 | | 1.00 | 2.00 | | 10.00 |
| 12 | | 2.00 | 1.00 | 3.00 | 1.00 | 1.00 | 1.00 | | 9.00 |
| 13 | | 5.00 | 2.00 | 3.00 | 1.00 | 2.00 | 1.00 | | 14.00 |
| 14 | | 1.00 | 2.00 | | | 1.00 | 1.00 | | 5.00 |
| 15 | | | 1.00 | 1.00 | 1.00 | | 5.00 | | 8.00 |
| 16 | | | 4.00 | 1.00 | 2.00 | | 1.00 | | 8.00 |
| 17 | | 1.00 | 1.00 | | 2.00 | 2.00 | | | 6.00 |
| 18 | | 3.00 | 1.00 | | | 1.00 | | | 5.00 |
| 19 | | | | | | | 2.00 | | 2.00 |
| 20 | | | 1.00 | | 1.00 | | 3.00 | | 5.00 |
| 21 | | 1.00 | 1.00 | | | | 3.00 | | 5.00 |
| 22 | | | 3.00 | | 1.00 | 1.00 | 1.00 | | 6.00 |
| 23 | | | 1.00 | | 2.00 | 1.00 | 4.00 | 1.00 | 9.00 |
| 24 | | | | | | 2.00 | | | 2.00 |
| 25 | | | 1.00 | | | | | | 1.00 |
| 26 | | | 1.00 | | | 1.00 | 1.00 | | 3.00 |
| 27 | | | 1.00 | | | 1.00 | 1.00 | 1.00 | 4.00 |
| 28 | | | 1.00 | | | | 1.00 | | 2.00 |
| 29 | | | 3.00 | 1.00 | | 2.00 | 2.50 | | 8.50 |
| 30 | | | 2.00 | | 1.00 | 1.00 | 3.00 | | 7.00 |
| 31 | | | 1.00 | | 2.00 | 1.00 | 2.00 | | 6.00 |
| 32 | | | | | | 2.00 | 4.00 | | 6.00 |
| 33 | | | | | | 1.00 | 4.50 | | 5.50 |
| 34 | | | | | 1.00 | 1.00 | 2.00 | | 4.00 |
| 35 | | | 3.00 | | 1.00 | 1.00 | 9.20 | | 14.20 |
| Total | | 88.50 | 47.00 | 38.00 | 28.00 | 30.00 | 62.20 | 2.00 | 295.70 |
| | | | | | | | | Less Ceiling Reduction - | 13.14 |
| | | | | | | | | Adjusted Total | 282.56 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS
 2018-2019 School Year
 (Used for the 2019-2020 Comps)

WYOMING COUNTY SCHOOLS

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|-----|---------------------|---------------------|---------------------|---------------------|---------------------|--|---------------------------|----------------------|
| 0 | | 482,370.00 | | 36,983.00 | | | | | 519,353.00 |
| 1 | | 559,568.00 | | 75,004.00 | | | | | 634,572.00 |
| 2 | | 408,158.00 | | 114,060.00 | | | | | 522,218.00 |
| 3 | | 432,132.00 | 36,771.00 | 77,078.00 | 39,300.00 | | | | 585,281.00 |
| 4 | | 294,184.00 | 75,068.00 | 157,208.00 | 40,063.00 | | | | 566,523.00 |
| 5 | | 111,876.00 | | 278,740.00 | 202,905.00 | | 42,103.00 | | 635,624.00 |
| 6 | | 37,810.00 | | | | 41,860.00 | | | 79,670.00 |
| 7 | | 114,987.00 | 39,090.00 | 40,857.00 | | | | | 194,934.00 |
| 8 | | 77,694.00 | 198,040.00 | | 168,548.00 | 128,691.00 | 43,658.00 | | 616,631.00 |
| 9 | | 118,098.00 | 120,381.00 | 209,470.00 | 42,655.00 | 86,832.00 | 44,177.00 | | 621,613.00 |
| 10 | | | 40,646.00 | 84,828.00 | | 43,936.00 | 223,480.00 | | 392,890.00 |
| 11 | | 80,808.00 | 123,495.00 | 85,866.00 | | 44,454.00 | 90,430.00 | | 425,053.00 |
| 12 | | 81,846.00 | 41,683.00 | 130,353.00 | 44,212.00 | 44,973.00 | 45,733.00 | | 388,800.00 |
| 13 | | 207,205.00 | 84,404.00 | 131,910.00 | 44,730.00 | 90,982.00 | 46,252.00 | | 605,483.00 |
| 14 | | 41,960.00 | 85,440.00 | | | 46,010.00 | 46,770.00 | | 220,180.00 |
| 15 | | | 43,239.00 | 45,007.00 | 45,767.00 | | 236,445.00 | | 370,458.00 |
| 16 | | | 175,028.00 | 45,525.00 | 92,572.00 | | 47,807.00 | | 360,932.00 |
| 17 | | 43,515.00 | 44,276.00 | | 93,610.00 | 95,130.00 | | | 276,531.00 |
| 18 | | 132,102.00 | 44,795.00 | | | 48,084.00 | | | 224,981.00 |
| 19 | | | | | | | 98,726.00 | | 98,726.00 |
| 20 | | | 45,832.00 | 149,646.00 | 48,360.00 | | 149,646.00 | | 243,838.00 |
| 21 | | 45,589.00 | 46,350.00 | | | | 151,200.00 | | 243,139.00 |
| 22 | | | 140,607.00 | | 49,397.00 | 50,158.00 | 50,919.00 | | 291,081.00 |
| 23 | | | 47,387.00 | | 99,832.00 | 50,676.00 | 205,748.00 | 52,472.00 | 456,115.00 |
| 24 | | | | | | 102,390.00 | | | 102,390.00 |
| 25 | | | 48,424.00 | | | | | | 48,424.00 |
| 26 | | | 48,943.00 | | | 52,232.00 | 52,993.00 | | 154,168.00 |
| 27 | | | 49,461.00 | | | 52,751.00 | 53,511.00 | 54,546.00 | 210,269.00 |
| 28 | | | 49,980.00 | | | | 54,030.00 | | 104,010.00 |
| 29 | | | 151,494.00 | 52,266.00 | | 107,576.00 | 136,370.00 | | 447,706.00 |
| 30 | | | 102,034.00 | | | 53,545.00 | 54,306.00 | | 375,086.00 |
| 31 | | | 51,536.00 | | | 108,128.00 | 54,825.00 | | 325,659.00 |
| 32 | | | | | | | 110,686.00 | | 335,102.00 |
| 33 | | | | | | | 55,862.00 | | 310,665.50 |
| 34 | | | | | | 55,620.00 | 56,380.00 | | 226,282.00 |
| 35 | | | 160,830.00 | | 56,138.00 | 56,899.00 | 530,472.00 | | 804,339.00 |
| Total | | 3,269,902.00 | 2,095,234.00 | 1,565,155.00 | 1,285,382.00 | 1,475,693.00 | 3,220,342.50 | 107,018.00 | 13,018,726.50 |
| | | | | | | | Plus 20+ Year Supplement | (72.5 Personnel at \$600) | 43,500.00 |
| | | | | | | | Plus National Board Certified Supplement | (1 Personnel at \$3500) | 3,500.00 |
| | | | | | | | Equals Grand Total | | 13,065,726.50 |
| | | | | | | | Divided by FTE | | 295.70 |
| | | | | | | | Equals Avg Salary | | 44,185.75 |
| | | | | | | | Less Formula Ceiling Reduction | | 580,600.76 |
| | | | | | | | Equals Adjusted Total | | 12,485,125.75 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

2018-2019 School Year
 (Used for the 2019-2020 Comps)

ENTIRE STATE

| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
|--------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------------|------------------|
| 0 | 7.50 | 644.32 | 15.00 | 136.00 | 13.00 | 6.00 | 12.00 | 3.00 | 836.82 |
| 1 | 1.00 | 504.40 | 24.50 | 142.00 | 30.50 | 12.00 | 12.00 | 5.00 | 731.40 |
| 2 | 2.50 | 502.20 | 60.00 | 181.85 | 29.50 | 23.00 | 16.50 | 3.00 | 818.55 |
| 3 | 0.50 | 473.45 | 93.50 | 210.68 | 55.50 | 35.00 | 21.55 | 4.00 | 894.18 |
| 4 | 1.00 | 435.22 | 106.50 | 219.30 | 94.65 | 63.15 | 43.00 | 1.00 | 963.82 |
| 5 | | 325.60 | 105.50 | 197.50 | 96.30 | 66.50 | 48.60 | 3.00 | 843.00 |
| 6 | 1.20 | 256.00 | 118.00 | 165.50 | 102.60 | 91.00 | 65.50 | 5.00 | 804.80 |
| 7 | | 192.00 | 127.00 | 154.50 | 105.50 | 91.95 | 71.51 | 5.00 | 747.46 |
| 8 | | 179.45 | 147.50 | 147.45 | 141.60 | 87.25 | 99.00 | 2.00 | 804.25 |
| 9 | | 156.80 | 117.50 | 125.80 | 122.50 | 93.00 | 86.78 | 2.00 | 704.38 |
| 10 | | 148.00 | 167.50 | 110.00 | 125.39 | 107.75 | 128.20 | 3.50 | 790.34 |
| 11 | 1.00 | 136.39 | 161.90 | 114.95 | 127.00 | 109.00 | 125.00 | 3.60 | 778.84 |
| 12 | | 113.50 | 176.00 | 106.99 | 137.50 | 97.67 | 129.20 | 9.00 | 769.86 |
| 13 | 1.00 | 86.50 | 194.83 | 103.50 | 125.70 | 77.50 | 133.95 | 4.00 | 726.98 |
| 14 | | 91.00 | 159.50 | 80.50 | 97.50 | 101.50 | 134.00 | 11.30 | 675.30 |
| 15 | | 61.94 | 149.50 | 61.72 | 85.50 | 92.00 | 145.60 | 5.50 | 601.76 |
| 16 | 0.60 | 42.50 | 125.00 | 70.39 | 90.10 | 86.00 | 137.60 | 6.00 | 558.19 |
| 17 | | 42.00 | 135.00 | 45.50 | 64.00 | 88.50 | 130.62 | 3.50 | 509.12 |
| 18 | | 37.00 | 116.00 | 40.00 | 57.00 | 66.40 | 101.87 | 4.00 | 422.27 |
| 19 | | 29.50 | 150.57 | 42.17 | 63.50 | 79.30 | 124.90 | 6.39 | 496.33 |
| 20 | | 29.50 | 107.40 | 36.00 | 73.38 | 79.45 | 121.30 | 4.00 | 451.03 |
| 21 | | 31.00 | 129.50 | 33.00 | 47.85 | 67.85 | 131.02 | 4.32 | 444.54 |
| 22 | | 13.50 | 102.50 | 28.00 | 48.85 | 65.78 | 124.30 | 5.25 | 388.18 |
| 23 | | 12.00 | 79.00 | 20.00 | 41.00 | 54.50 | 101.30 | 5.00 | 312.80 |
| 24 | | 11.00 | 79.50 | 19.00 | 35.00 | 46.10 | 114.51 | 4.00 | 309.11 |
| 25 | | 8.00 | 81.00 | 20.00 | 29.00 | 52.00 | 110.55 | 11.00 | 311.55 |
| 26 | | 6.90 | 67.35 | 8.00 | 31.00 | 38.00 | 112.80 | 5.00 | 269.05 |
| 27 | | 9.00 | 83.50 | 19.00 | 21.00 | 35.00 | 90.55 | 6.50 | 264.55 |
| 28 | | 6.00 | 78.00 | 9.50 | 25.10 | 36.89 | 119.45 | 4.00 | 278.94 |
| 29 | | 9.00 | 93.90 | 18.00 | 24.00 | 54.00 | 126.25 | 1.00 | 326.15 |
| 30 | | 11.50 | 98.00 | 14.00 | 23.75 | 38.00 | 126.30 | 6.00 | 317.55 |
| 31 | | 4.00 | 85.00 | 14.50 | 32.50 | 34.28 | 105.55 | | 275.83 |
| 32 | | 8.00 | 79.00 | 12.50 | 24.00 | 40.00 | 117.00 | 3.00 | 283.50 |
| 33 | | 6.00 | 79.00 | 11.00 | 16.00 | 33.69 | 108.44 | 3.00 | 257.13 |
| 34 | | 8.50 | 43.00 | 7.25 | 13.00 | 43.00 | 115.50 | 3.05 | 233.30 |
| 35 | | 26.50 | 195.75 | 46.00 | 52.40 | 133.34 | 520.57 | 23.50 | 998.06 |
| Total | 16.30 | 4,658.18 | 3,885.20 | 2,772.05 | 2,302.67 | 2,326.35 | 4,012.77 | 178.41 | 20,198.92 |
| | | | | | | | | Less Ceiling Reduction - | 777.27 |
| | | | | | | | | Adjusted Total | 19,421.65 |

West Virginia Department of Education
 Teacher Distribution by Degree and Years Service
 WITHOUT NURSES, COUNSELORS

| ENTIRE STATE | | | | | | | | | |
|--------------------------------|------------|----------------|----------------|----------------|----------------|----------------|--|---------------------------------|----------------|
| (Used for the 2019-2020 Comps) | | | | | | | | | |
| YEARS | 3RD | AB | AB+15 | MA | MA+15 | MA+30 | MA+45 | DR | TOTAL |
| 0 | 245,595.00 | 22,200,045.60 | 528,240.00 | 5,029,688.00 | 490,672.00 | 231,030.00 | 471,192.00 | 120,903.00 | 29,317,365.60 |
| 1 | 33,074.00 | 17,640,381.20 | 875,483.00 | 5,325,284.00 | 1,167,021.50 | 468,276.00 | 477,408.00 | 204,095.00 | 26,191,022.70 |
| 2 | 83,505.00 | 17,824,082.40 | 2,175,180.00 | 6,913,937.00 | 1,144,039.50 | 909,466.00 | 664,999.50 | 124,014.00 | 29,839,223.40 |
| 3 | 16,865.00 | 17,049,407.95 | 3,438,088.50 | 8,119,396.52 | 2,181,150.00 | 1,402,100.00 | 879,692.55 | 167,424.00 | 33,254,124.52 |
| 4 | 34,302.00 | 16,004,345.06 | 3,997,371.00 | 8,618,928.60 | 3,791,962.95 | 2,577,972.45 | 1,788,112.00 | 42,619.00 | 36,855,613.06 |
| 5 | | 12,142,275.20 | 4,014,591.50 | 7,864,450.00 | 3,907,950.30 | 2,749,243.00 | 2,046,205.80 | 129,414.00 | 32,854,129.80 |
| 6 | 41,949.60 | 9,679,360.00 | 4,551,378.00 | 6,676,104.50 | 4,216,860.00 | 3,809,260.00 | 2,791,675.50 | 218,280.00 | 31,984,867.60 |
| 7 | | 7,359,168.00 | 4,964,430.00 | 6,312,406.50 | 4,390,699.00 | 3,896,749.05 | 3,084,941.40 | 220,875.00 | 30,229,268.95 |
| 8 | | 6,971,094.15 | 5,842,180.00 | 6,100,891.20 | 5,966,599.20 | 3,742,763.25 | 4,322,142.00 | 89,386.00 | 33,035,055.80 |
| 9 | | 6,172,588.80 | 4,714,922.50 | 5,270,265.20 | 5,225,237.50 | 4,037,688.00 | 3,833,680.06 | 90,424.00 | 29,344,806.06 |
| 10 | | 5,903,128.00 | 6,808,205.00 | 4,665,540.00 | 5,413,713.25 | 4,734,104.00 | 5,730,027.20 | 160,058.50 | 33,414,775.95 |
| 11 | 36,599.00 | 5,510,701.56 | 6,664,613.50 | 6,649,148.35 | 5,549,011.00 | 4,845,486.00 | 5,651,875.00 | 166,500.00 | 33,359,934.41 |
| 12 | | 4,644,760.50 | 7,336,208.00 | 4,648,822.49 | 6,079,150.00 | 4,392,512.91 | 5,908,703.60 | 420,912.00 | 33,431,069.50 |
| 13 | 37,255.00 | 3,584,646.50 | 8,222,215.66 | 4,550,895.00 | 5,622,561.00 | 3,525,552.50 | 6,195,455.40 | 189,148.00 | 31,927,729.06 |
| 14 | | 3,818,360.00 | 6,813,840.00 | 3,581,284.00 | 4,411,777.50 | 4,670,015.00 | 6,267,180.00 | 540,196.50 | 30,102,653.00 |
| 15 | | 2,631,087.32 | 6,464,230.50 | 2,777,832.04 | 3,913,078.50 | 4,280,576.00 | 6,885,278.40 | 265,782.00 | 27,217,864.76 |
| 16 | 22,943.40 | 1,827,372.50 | 5,469,625.00 | 3,204,504.75 | 4,170,368.60 | 4,046,042.00 | 6,578,243.20 | 293,052.00 | 25,612,151.45 |
| 17 | | 1,827,630.00 | 5,977,260.00 | 2,095,002.00 | 2,995,520.00 | 4,209,502.50 | 6,312,342.12 | 172,763.50 | 23,590,020.12 |
| 18 | | 1,629,258.00 | 5,196,220.00 | 1,862,480.00 | 2,697,411.00 | 3,192,777.60 | 4,975,840.15 | 199,520.00 | 19,753,506.75 |
| 19 | | 1,314,284.00 | 6,822,778.41 | 1,985,405.77 | 3,037,967.00 | 3,854,138.60 | 6,165,438.70 | 322,043.22 | 23,502,055.70 |
| 20 | | 1,329,594.50 | 4,922,356.80 | 1,713,564.00 | 3,548,656.80 | 3,902,663.45 | 6,050,686.60 | 203,668.00 | 21,671,190.15 |
| 21 | | 1,413,259.00 | 6,002,325.00 | 1,587,894.00 | 2,338,860.15 | 3,368,006.15 | 6,603,408.00 | 222,199.20 | 21,535,951.50 |
| 22 | | 622,458.00 | 4,804,072.50 | 1,361,808.00 | 2,413,043.45 | 3,299,393.24 | 6,329,231.70 | 272,758.50 | 19,102,765.39 |
| 23 | | 559,524.00 | 3,743,573.00 | 983,100.00 | 2,046,556.00 | 2,761,842.00 | 5,210,568.10 | 262,360.00 | 15,567,523.10 |
| 24 | | 518,595.00 | 3,808,527.00 | 943,806.00 | 1,765,190.00 | 2,360,089.50 | 5,949,481.56 | 211,964.00 | 15,557,653.06 |
| 25 | | 381,312.00 | 3,922,344.00 | 1,003,840.00 | 1,477,637.00 | 2,689,128.00 | 5,801,000.70 | 588,599.00 | 15,863,860.70 |
| 26 | | 332,455.80 | 3,296,311.05 | 405,688.00 | 1,595,601.00 | 1,984,816.00 | 5,977,610.40 | 270,140.00 | 13,862,622.25 |
| 27 | | 438,309.00 | 4,129,993.50 | 973,351.00 | 1,091,790.00 | 1,846,285.00 | 4,845,421.05 | 354,549.00 | 13,679,698.55 |
| 28 | | 295,314.00 | 3,898,440.00 | 491,606.00 | 1,317,950.80 | 1,965,093.41 | 6,453,883.50 | 220,260.00 | 14,642,547.71 |
| 29 | | 447,642.00 | 4,741,762.20 | 940,788.00 | 1,272,648.00 | 2,904,552.00 | 6,886,685.00 | 55,583.00 | 17,249,660.20 |
| 30 | | 577,944.00 | 4,999,666.00 | 738,990.00 | 1,271,693.75 | 2,063,628.00 | 6,954,962.10 | 336,612.00 | 16,943,495.85 |
| 31 | | 203,100.00 | 4,380,560.00 | 772,893.50 | 1,757,080.00 | 1,879,401.00 | 5,866,996.75 | 14,860,031.25 | 14,860,031.25 |
| 32 | | 410,344.00 | 4,112,266.00 | 672,775.00 | 1,309,992.00 | 2,213,720.00 | 6,564,168.00 | 171,417.00 | 15,454,682.00 |
| 33 | | 310,872.00 | 4,153,267.00 | 597,740.00 | 881,616.00 | 1,881,990.78 | 6,140,198.12 | 172,974.00 | 14,138,657.90 |
| 34 | | 444,805.00 | 2,282,913.00 | 397,727.75 | 723,060.00 | 2,424,340.00 | 6,599,785.50 | 177,436.80 | 13,050,068.05 |
| 35 | | 1,400,498.50 | 10,494,157.50 | 2,547,342.00 | 2,941,631.20 | 7,586,912.66 | 30,016,066.20 | 1,379,332.50 | 56,365,940.56 |
| Total | 552,088.00 | 175,420,003.54 | 174,569,595.12 | 116,671,179.17 | 104,125,755.95 | 110,707,116.05 | 203,280,585.86 | 9,037,262.72 | 894,363,586.41 |
| | | | | | | | Plus 20+ Year Supplement | (4935.01981 Personnel at \$600) | 2,961,011.89 |
| | | | | | | | Plus National Board Certified Supplement | (392.25 Personnel at \$3500) | 1,372,875.00 |
| | | | | | | | Equals Grand Total | | 898,697,473.30 |
| | | | | | | | Divided by FTE | | 20,198.92 |
| | | | | | | | Equals Average Salary | | 44,492.35 |
| | | | | | | | Less Formula Ceiling Reduction | | 34,636,766.09 |
| | | | | | | | Equals Adjusted Total | | 864,060,707.22 |