

WEST VIRGINIA
PROFESSIONAL AND SERVICE PERSONNEL
STATE MINIMUM REQUIRED SALARY SCHEDULES
FOR THE 2023-24 YEAR

West Virginia Department of Education
Office of School Finance

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE BASIC SALARY WITHOUT STATE SUPPLEMENT
FOR THE 2023-24 YEAR**

Years Exp.	4th Class	3rd Class	2nd Class	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc-torate
0	36,597	37,286	37,552	38,995	39,756	41,523	42,284	43,045	43,806	44,841
1	36,925	37,614	37,880	39,513	40,274	42,042	42,803	43,563	44,324	45,359
2	37,254	37,942	38,208	40,032	40,793	42,560	43,321	44,082	44,843	45,878
3	37,582	38,270	38,536	40,551	41,311	43,079	43,840	44,600	45,361	46,396
4	38,154	38,842	39,108	41,313	42,074	43,842	44,603	45,363	46,124	47,159
5	38,482	39,170	39,436	41,832	42,593	44,360	45,121	45,882	46,643	47,678
6	38,810	39,498	39,764	42,350	43,111	44,879	45,640	46,400	47,161	48,196
7	39,138	39,827	40,092	42,869	43,630	45,397	46,158	46,919	47,680	48,715
8	39,466	40,155	40,421	43,387	44,148	45,916	46,677	47,437	48,198	49,233
9	39,794	40,483	40,749	43,906	44,667	46,434	47,195	47,956	48,717	49,752
10	40,123	40,811	41,077	44,426	45,186	46,954	47,715	48,476	49,236	50,271
11	40,451	41,139	41,405	44,944	45,705	47,473	48,233	48,994	49,755	50,790
12	40,779	41,467	41,733	45,463	46,223	47,991	48,752	49,513	50,273	51,308
13	41,107	41,795	42,061	45,981	46,742	48,510	49,270	50,031	50,792	51,827
14	41,435	42,123	42,389	46,500	47,260	49,028	49,789	50,550	51,310	52,345
15	41,763	42,451	42,717	47,018	47,779	49,547	50,307	51,068	51,829	52,864
16	42,091	42,779	43,045	47,537	48,297	50,065	50,826	51,587	52,347	53,382
17	42,419	43,108	43,373	48,055	48,816	50,584	51,345	52,105	52,866	53,901
18	42,747	43,436	43,702	48,574	49,335	51,102	51,863	52,624	53,385	54,420
19	43,075	43,764	44,030	49,092	49,853	51,621	52,382	53,142	53,903	54,938
20	43,403	44,092	44,358	49,611	50,372	52,139	52,900	53,661	54,422	55,457
21	43,732	44,420	44,686	50,129	50,890	52,658	53,419	54,179	54,940	55,975
22	44,060	44,748	45,014	50,648	51,409	53,176	53,937	54,698	55,459	56,494
23	44,388	45,076	45,342	51,167	51,927	53,695	54,456	55,216	55,977	57,012
24	44,716	45,404	45,670	51,685	52,446	54,214	54,974	55,735	56,496	57,531
25	45,044	45,732	45,998	52,204	52,964	54,732	55,493	56,254	57,014	58,049
26	45,372	46,060	46,326	52,722	53,483	55,251	56,011	56,772	57,533	58,568
27	45,700	46,388	46,654	53,241	54,001	55,769	56,530	57,291	58,051	59,086
28	46,028	46,717	46,982	53,759	54,520	56,288	57,048	57,809	58,570	59,605
29	46,356	47,045	47,311	54,278	55,038	56,806	57,567	58,328	59,088	60,123
30	46,684	47,373	47,639	54,796	55,557	57,325	58,085	58,846	59,607	60,642
31	47,013	47,701	47,967	55,315	56,076	57,843	58,604	59,365	60,125	61,160
32	47,341	48,029	48,295	55,833	56,594	58,362	59,123	59,883	60,644	61,679
33	47,669	48,357	48,623	56,352	57,113	58,880	59,641	60,402	61,163	62,198
34	47,997	48,685	48,951	56,870	57,631	59,399	60,160	60,920	61,681	62,716
35	48,325	49,013	49,279	57,389	58,150	59,917	60,678	61,439	62,200	63,235

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b), or the \$2,000 supplement for classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school (WVC §18A-4-2c).

OSF
03/02/23
State Salary Schedules 24

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE SUPPLEMENT SCHEDULE
FOR THE 2023-24 YEAR**

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

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b), or the \$2,000 supplement for classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school (WVC §18A-4-2c).

OSF
03/02/23
State Salary Schedules 24

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2023-24 YEAR**

Years Exp.	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
0	38,378	39,082	39,429	41,355	42,208	44,167	45,024	45,881	46,642	47,768
1	38,744	39,477	39,826	41,942	42,795	44,755	45,612	46,468	47,229	48,355
2	39,111	39,872	40,223	42,530	43,383	45,342	46,199	47,056	47,817	48,943
3	39,477	40,267	40,620	43,118	43,970	45,930	46,787	47,643	48,404	49,530
4	40,087	40,906	41,261	43,949	44,802	46,762	47,619	48,475	49,236	50,362
5	40,453	41,301	41,658	44,537	45,390	47,349	48,206	49,063	49,824	50,950
6	40,819	41,696	42,055	45,124	45,977	47,937	48,794	49,650	50,411	51,537
7	41,185	42,092	42,452	45,712	46,565	48,524	49,381	50,238	50,999	52,125
8	41,551	42,487	42,850	46,299	47,152	49,112	49,969	50,825	51,586	52,712
9	41,917	42,882	43,247	46,887	47,740	49,699	50,556	51,413	52,174	53,300
10	42,284	43,277	43,644	47,476	48,328	50,288	51,145	52,002	52,762	53,888
11	42,650	43,672	44,041	48,063	48,916	50,876	51,732	52,589	53,350	54,476
12	43,016	44,067	44,438	48,651	49,503	51,463	52,320	53,177	53,937	55,063
13	43,382	44,462	44,835	49,238	50,091	52,051	52,907	53,764	54,525	55,651
14	43,748	44,857	45,232	49,826	50,678	52,638	53,495	54,352	55,112	56,238
15	44,114	45,252	45,629	50,413	51,266	53,226	54,082	54,939	55,700	56,826
16	44,480	45,647	46,026	51,001	51,853	53,813	54,670	55,527	56,287	57,413
17	44,846	46,043	46,423	51,588	52,441	54,401	55,258	56,114	56,875	58,001
18	45,212	46,438	46,821	52,176	53,029	54,988	55,845	56,702	57,463	58,589
19	45,578	46,833	47,218	52,763	53,616	55,576	56,433	57,289	58,050	59,176
20	45,944	47,228	47,615	53,351	54,204	56,163	57,020	57,877	58,638	59,764
21	46,311	47,623	48,012	53,938	54,791	56,751	57,608	58,464	59,225	60,351
22	46,677	48,018	48,409	54,526	55,379	57,338	58,195	59,052	59,813	60,939
23	47,043	48,413	48,806	55,114	55,966	57,926	58,783	59,639	60,400	61,526
24	47,409	48,808	49,203	55,701	56,554	58,514	59,370	60,227	60,988	62,114
25	47,775	49,203	49,600	56,289	57,141	59,101	59,958	60,815	61,575	62,701
26	48,141	49,598	49,997	56,876	57,729	59,689	60,545	61,402	62,163	63,289
27	48,507	49,993	50,394	57,464	58,316	60,276	61,133	61,990	62,750	63,876
28	48,873	50,389	50,791	58,051	58,904	60,864	61,720	62,577	63,338	64,464
29	49,239	50,784	51,189	58,639	59,491	61,451	62,308	63,165	63,925	65,051
30	49,605	51,179	51,586	59,226	60,079	62,039	62,895	63,752	64,513	65,639
31	49,972	51,574	51,983	59,814	60,667	62,626	63,483	64,340	65,100	66,226
32	50,338	51,969	52,380	60,401	61,254	63,214	64,071	64,927	65,688	66,814
33	50,704	52,364	52,777	60,989	61,842	63,801	64,658	65,515	66,276	67,402
34	51,070	52,759	53,174	61,576	62,429	64,389	65,246	66,102	66,863	67,989
35	51,436	53,154	53,571	62,164	63,017	64,976	65,833	66,690	67,451	68,577

Note: This schedule does not include the \$600 supplement for classroom teachers with at least 20 years of teaching experience (WVC §18A-4-2), the \$3,500 supplement for those with national certification from the National Board of Professional Teaching Standards (NBPTS) (WVC §18A-4-2a), the \$2,500 supplement for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification (WVC §18A-4-4b), or the \$2,000 supplement for classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school (WVC §18A-4-2c).

OSF
03/02/23
State Salary Schedules 24

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE BASIC PAY SCALE WITHOUT STATE SUPPLEMENT
FOR THE 2023-24 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,237	2,258	2,300	2,353	2,406	2,469	2,501	2,574
1	2,269	2,291	2,332	2,385	2,439	2,502	2,533	2,607
2	2,302	2,323	2,365	2,418	2,471	2,534	2,566	2,639
3	2,334	2,356	2,398	2,451	2,504	2,567	2,599	2,672
4	2,367	2,389	2,430	2,483	2,536	2,600	2,631	2,706
5	2,400	2,421	2,463	2,516	2,569	2,632	2,664	2,738
6	2,432	2,454	2,497	2,549	2,602	2,665	2,697	2,771
7	2,466	2,486	2,529	2,581	2,634	2,698	2,729	2,804
8	2,499	2,519	2,562	2,614	2,667	2,730	2,762	2,836
9	2,531	2,552	2,595	2,648	2,700	2,763	2,794	2,869
10	2,564	2,585	2,627	2,680	2,732	2,797	2,828	2,902
11	2,597	2,618	2,660	2,713	2,765	2,829	2,861	2,934
12	2,629	2,651	2,692	2,746	2,799	2,862	2,893	2,967
13	2,662	2,683	2,725	2,778	2,831	2,894	2,926	3,000
14	2,695	2,716	2,758	2,811	2,864	2,927	2,959	3,032
15	2,727	2,749	2,790	2,843	2,896	2,960	2,991	3,065
16	2,760	2,781	2,823	2,876	2,929	2,992	3,024	3,098
17	2,792	2,814	2,857	2,909	2,962	3,025	3,057	3,131
18	2,825	2,847	2,889	2,941	2,994	3,058	3,089	3,164
19	2,859	2,879	2,922	2,974	3,027	3,090	3,122	3,196
20	2,891	2,912	2,955	3,008	3,060	3,123	3,155	3,230
21	2,924	2,944	2,987	3,040	3,092	3,156	3,187	3,264
22	2,957	2,978	3,020	3,073	3,125	3,189	3,221	3,296
23	2,989	3,011	3,053	3,106	3,159	3,223	3,255	3,330
24	3,022	3,043	3,085	3,138	3,191	3,257	3,288	3,364
25	3,055	3,076	3,118	3,171	3,225	3,289	3,322	3,396
26	3,087	3,109	3,150	3,205	3,259	3,323	3,354	3,430
27	3,120	3,141	3,183	3,237	3,291	3,355	3,388	3,463
28	3,153	3,174	3,217	3,271	3,325	3,389	3,422	3,497
29	3,185	3,208	3,250	3,303	3,358	3,423	3,454	3,531
30	3,219	3,240	3,284	3,337	3,391	3,455	3,488	3,564
31	3,252	3,274	3,318	3,371	3,425	3,489	3,522	3,597
32	3,286	3,307	3,350	3,404	3,457	3,523	3,554	3,631
33	3,320	3,340	3,384	3,438	3,491	3,555	3,588	3,664
34	3,352	3,374	3,418	3,472	3,525	3,589	3,622	3,697
35	3,386	3,408	3,450	3,504	3,557	3,623	3,655	3,731
36	3,420	3,441	3,484	3,538	3,592	3,656	3,689	3,763
37	3,452	3,475	3,518	3,572	3,626	3,690	3,722	3,797
38	3,486	3,507	3,550	3,604	3,658	3,723	3,755	3,831
39	3,520	3,541	3,584	3,638	3,692	3,756	3,789	3,863
40	3,552	3,575	3,617	3,671	3,726	3,790	3,822	3,897

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

OSF
03/02/23
State Salary Schedules 24

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
STATE SUPPLEMENT PAY SCALE
FOR THE 2023-24 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	164	164	164	164	164	164	164	164
1	164	164	164	164	164	164	164	164
2	164	164	164	164	164	164	164	164
3	164	164	164	164	164	164	164	164
4	164	164	164	164	164	164	164	164
5	164	164	164	164	164	164	164	164
6	164	164	164	164	164	164	164	164
7	164	164	164	164	164	164	164	164
8	164	164	164	164	164	164	164	164
9	164	164	164	164	164	164	164	164
10	164	164	164	164	164	164	164	164
11	164	164	164	164	164	164	164	164
12	164	164	164	164	164	164	164	164
13	164	164	164	164	164	164	164	164
14	164	164	164	164	164	164	164	164
15	164	164	164	164	164	164	164	164
16	164	164	164	164	164	164	164	164
17	164	164	164	164	164	164	164	164
18	164	164	164	164	164	164	164	164
19	164	164	164	164	164	164	164	164
20	164	164	164	164	164	164	164	164
21	164	164	164	164	164	164	164	164
22	164	164	164	164	164	164	164	164
23	164	164	164	164	164	164	164	164
24	164	164	164	164	164	164	164	164
25	164	164	164	164	164	164	164	164
26	164	164	164	164	164	164	164	164
27	164	164	164	164	164	164	164	164
28	164	164	164	164	164	164	164	164
29	164	164	164	164	164	164	164	164
30	164	164	164	164	164	164	164	164
31	164	164	164	164	164	164	164	164
32	164	164	164	164	164	164	164	164
33	164	164	164	164	164	164	164	164
34	164	164	164	164	164	164	164	164
35	164	164	164	164	164	164	164	164
36	164	164	164	164	164	164	164	164
37	164	164	164	164	164	164	164	164
38	164	164	164	164	164	164	164	164
39	164	164	164	164	164	164	164	164
40	164	164	164	164	164	164	164	164

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

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**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS STATE SUPPLEMENT)
FOR THE 2023-24 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	2,401	2,422	2,464	2,517	2,570	2,633	2,665	2,738
1	2,433	2,455	2,496	2,549	2,603	2,666	2,697	2,771
2	2,466	2,487	2,529	2,582	2,635	2,698	2,730	2,803
3	2,498	2,520	2,562	2,615	2,668	2,731	2,763	2,836
4	2,531	2,553	2,594	2,647	2,700	2,764	2,795	2,870
5	2,564	2,585	2,627	2,680	2,733	2,796	2,828	2,902
6	2,596	2,618	2,661	2,713	2,766	2,829	2,861	2,935
7	2,630	2,650	2,693	2,745	2,798	2,862	2,893	2,968
8	2,663	2,683	2,726	2,778	2,831	2,894	2,926	3,000
9	2,695	2,716	2,759	2,812	2,864	2,927	2,958	3,033
10	2,728	2,749	2,791	2,844	2,896	2,961	2,992	3,066
11	2,761	2,782	2,824	2,877	2,929	2,993	3,025	3,098
12	2,793	2,815	2,856	2,910	2,963	3,026	3,057	3,131
13	2,826	2,847	2,889	2,942	2,995	3,058	3,090	3,164
14	2,859	2,880	2,922	2,975	3,028	3,091	3,123	3,196
15	2,891	2,913	2,954	3,007	3,060	3,124	3,155	3,229
16	2,924	2,945	2,987	3,040	3,093	3,156	3,188	3,262
17	2,956	2,978	3,021	3,073	3,126	3,189	3,221	3,295
18	2,989	3,011	3,053	3,105	3,158	3,222	3,253	3,328
19	3,023	3,043	3,086	3,138	3,191	3,254	3,286	3,360
20	3,055	3,076	3,119	3,172	3,224	3,287	3,319	3,394
21	3,088	3,108	3,151	3,204	3,256	3,320	3,351	3,428
22	3,121	3,142	3,184	3,237	3,289	3,353	3,385	3,460
23	3,153	3,175	3,217	3,270	3,323	3,387	3,419	3,494
24	3,186	3,207	3,249	3,302	3,355	3,421	3,452	3,528
25	3,219	3,240	3,282	3,335	3,389	3,453	3,486	3,560
26	3,251	3,273	3,314	3,369	3,423	3,487	3,518	3,594
27	3,284	3,305	3,347	3,401	3,455	3,519	3,552	3,627
28	3,317	3,338	3,381	3,435	3,489	3,553	3,586	3,661
29	3,349	3,372	3,414	3,467	3,522	3,587	3,618	3,695
30	3,383	3,404	3,448	3,501	3,555	3,619	3,652	3,728
31	3,416	3,438	3,482	3,535	3,589	3,653	3,686	3,761
32	3,450	3,471	3,514	3,568	3,621	3,687	3,718	3,795
33	3,484	3,504	3,548	3,602	3,655	3,719	3,752	3,828
34	3,516	3,538	3,582	3,636	3,689	3,753	3,786	3,861
35	3,550	3,572	3,614	3,668	3,721	3,787	3,819	3,895
36	3,584	3,605	3,648	3,702	3,756	3,820	3,853	3,927
37	3,616	3,639	3,682	3,736	3,790	3,854	3,886	3,961
38	3,650	3,671	3,714	3,768	3,822	3,887	3,919	3,995
39	3,684	3,705	3,748	3,802	3,856	3,920	3,953	4,027
40	3,716	3,739	3,781	3,835	3,890	3,954	3,986	4,061

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

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**PRINCIPALS AND ASSISTANT PRINCIPALS
STATE MINIMUM SALARY INCREMENT SCHEDULE
FOR THE 2023-24 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	38,995	39,756	41,523	42,284	43,045	43,806	44,841

PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
1 - 7	11.00%	4,289	4,373	4,568	4,651	4,735	4,819	4,933
8 - 14	11.50%	4,484	4,572	4,775	4,863	4,950	5,038	5,157
15 - 24	12.00%	4,679	4,771	4,983	5,074	5,165	5,257	5,381
25 - 38	12.50%	4,874	4,970	5,190	5,286	5,381	5,476	5,605
39 - 57	13.00%	5,069	5,168	5,398	5,497	5,596	5,695	5,829
58 - Up	13.50%	5,264	5,367	5,606	5,708	5,811	5,914	6,054

ASSISTANT PRINCIPALS SALARY INCREMENT SCHEDULE								
Number Teachers Supervised	Rate	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
1 - 7	5.50%	2,145	2,187	2,284	2,326	2,367	2,409	2,466
8 - 14	5.75%	2,242	2,286	2,388	2,431	2,475	2,519	2,578
15 - 24	6.00%	2,340	2,385	2,491	2,537	2,583	2,628	2,690
25 - 38	6.25%	2,437	2,485	2,595	2,643	2,690	2,738	2,803
39 - 57	6.50%	2,535	2,584	2,699	2,748	2,798	2,847	2,915
58 - Up	6.75%	2,632	2,684	2,803	2,854	2,906	2,957	3,027

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

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