

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE BASIC SALARY WITHOUT EQUITY  
FOR THE 2017-18 YEAR**

Years Exp.	4th Class	3rd Class	2nd Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
0	27,917	28,606	28,872	30,315	31,076	32,843	33,604	34,365	35,126	36,161
1	28,245	28,934	29,200	30,833	31,594	33,362	34,123	34,883	35,644	36,679
2	28,574	29,262	29,528	31,352	32,113	33,880	34,641	35,402	36,163	37,198
3	28,902	29,590	29,856	31,871	32,631	34,399	35,160	35,920	36,681	37,716
4	29,474	30,162	30,428	32,633	33,394	35,162	35,923	36,683	37,444	38,479
5	29,802	30,490	30,756	33,152	33,913	35,680	36,441	37,202	37,963	38,998
6	30,130	30,818	31,084	33,670	34,431	36,199	36,960	37,720	38,481	39,516
7	30,458	31,147	31,412	34,189	34,950	36,717	37,478	38,239	39,000	40,035
8	30,786	31,475	31,741	34,707	35,468	37,236	37,997	38,757	39,518	40,553
9	31,114	31,803	32,069	35,226	35,987	37,754	38,515	39,276	40,037	41,072
10	31,443	32,131	32,397	35,746	36,506	38,274	39,035	39,796	40,556	41,591
11	31,771	32,459	32,725	36,264	37,025	38,793	39,553	40,314	41,075	42,110
12	32,099	32,787	33,053	36,783	37,543	39,311	40,072	40,833	41,593	42,628
13	32,427	33,115	33,381	37,301	38,062	39,830	40,590	41,351	42,112	43,147
14	32,755	33,443	33,709	37,820	38,580	40,348	41,109	41,870	42,630	43,665
15	33,083	33,771	34,037	38,338	39,099	40,867	41,627	42,388	43,149	44,184
16	33,411	34,099	34,365	38,857	39,617	41,385	42,146	42,907	43,667	44,702
17	33,739	34,428	34,693	39,375	40,136	41,904	42,665	43,425	44,186	45,221
18	34,067	34,756	35,022	39,894	40,655	42,422	43,183	43,944	44,705	45,740
19	34,395	35,084	35,350	40,412	41,173	42,941	43,702	44,462	45,223	46,258
20	34,723	35,412	35,678	40,931	41,692	43,459	44,220	44,981	45,742	46,777
21	35,052	35,740	36,006	41,449	42,210	43,978	44,739	45,499	46,260	47,295
22	35,380	36,068	36,334	41,968	42,729	44,496	45,257	46,018	46,779	47,814
23	35,708	36,396	36,662	42,487	43,247	45,015	45,776	46,536	47,297	48,332
24	36,036	36,724	36,990	43,005	43,766	45,534	46,294	47,055	47,816	48,851
25	36,364	37,052	37,318	43,524	44,284	46,052	46,813	47,574	48,334	49,369
26	36,692	37,380	37,646	44,042	44,803	46,571	47,331	48,092	48,853	49,888
27	37,020	37,708	37,974	44,561	45,321	47,089	47,850	48,611	49,371	50,406
28	37,348	38,037	38,302	45,079	45,840	47,608	48,368	49,129	49,890	50,925
29	37,676	38,365	38,631	45,598	46,358	48,126	48,887	49,648	50,408	51,443
30	38,004	38,693	38,959	46,116	46,877	48,645	49,405	50,166	50,927	51,962
31	38,333	39,021	39,287	46,635	47,396	49,163	49,924	50,685	51,445	52,480
32	38,661	39,349	39,615	47,153	47,914	49,682	50,443	51,203	51,964	52,999
33	38,989	39,677	39,943	47,672	48,433	50,200	50,961	51,722	52,483	53,518
34	39,317	40,005	40,271	48,190	48,951	50,719	51,480	52,240	53,001	54,036
35	39,645	40,333	40,599	48,709	49,470	51,237	51,998	52,759	53,520	54,555

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).

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE EQUITY SUPPLEMENT SCHEDULE  
FOR THE 2017-18 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).

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State Salary Schedules 18

**TEACHERS' STATE MINIMUM SALARY SCHEDULE  
STATE TOTAL SALARY (BASIC PLUS EQUITY)  
FOR THE 2017-18 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	29,698	30,402	30,749	32,675	33,528	35,487	36,344	37,201	37,962	39,088
1	30,064	30,797	31,146	33,262	34,115	36,075	36,932	37,788	38,549	39,675
2	30,431	31,192	31,543	33,850	34,703	36,662	37,519	38,376	39,137	40,263
3	30,797	31,587	31,940	34,438	35,290	37,250	38,107	38,963	39,724	40,850
4	31,407	32,226	32,581	35,269	36,122	38,082	38,939	39,795	40,556	41,682
5	31,773	32,621	32,978	35,857	36,710	38,669	39,526	40,383	41,144	42,270
6	32,139	33,016	33,375	36,444	37,297	39,257	40,114	40,970	41,731	42,857
7	32,505	33,412	33,772	37,032	37,885	39,844	40,701	41,558	42,319	43,445
8	32,871	33,807	34,170	37,619	38,472	40,432	41,289	42,145	42,906	44,032
9	33,237	34,202	34,567	38,207	39,060	41,019	41,876	42,733	43,494	44,620
10	33,604	34,597	34,964	38,796	39,648	41,608	42,465	43,322	44,082	45,208
11	33,970	34,992	35,361	39,383	40,236	42,196	43,052	43,909	44,670	45,796
12	34,336	35,387	35,758	39,971	40,823	42,783	43,640	44,497	45,257	46,383
13	34,702	35,782	36,155	40,558	41,411	43,371	44,227	45,084	45,845	46,971
14	35,068	36,177	36,552	41,146	41,998	43,958	44,815	45,672	46,432	47,558
15	35,434	36,572	36,949	41,733	42,586	44,546	45,402	46,259	47,020	48,146
16	35,800	36,967	37,346	42,321	43,173	45,133	45,990	46,847	47,607	48,733
17	36,166	37,363	37,743	42,908	43,761	45,721	46,578	47,434	48,195	49,321
18	36,532	37,758	38,141	43,496	44,349	46,308	47,165	48,022	48,783	49,909
19	36,898	38,153	38,538	44,083	44,936	46,896	47,753	48,609	49,370	50,496
20	37,264	38,548	38,935	44,671	45,524	47,483	48,340	49,197	49,958	51,084
21	37,631	38,943	39,332	45,258	46,111	48,071	48,928	49,784	50,545	51,671
22	37,997	39,338	39,729	45,846	46,699	48,658	49,515	50,372	51,133	52,259
23	38,363	39,733	40,126	46,434	47,286	49,246	50,103	50,959	51,720	52,846
24	38,729	40,128	40,523	47,021	47,874	49,834	50,690	51,547	52,308	53,434
25	39,095	40,523	40,920	47,609	48,461	50,421	51,278	52,135	52,895	54,021
26	39,461	40,918	41,317	48,196	49,049	51,009	51,865	52,722	53,483	54,609
27	39,827	41,313	41,714	48,784	49,636	51,596	52,453	53,310	54,070	55,196
28	40,193	41,709	42,111	49,371	50,224	52,184	53,040	53,897	54,658	55,784
29	40,559	42,104	42,509	49,959	50,811	52,771	53,628	54,485	55,245	56,371
30	40,925	42,499	42,906	50,546	51,399	53,359	54,215	55,072	55,833	56,959
31	41,292	42,894	43,303	51,134	51,987	53,946	54,803	55,660	56,420	57,546
32	41,658	43,289	43,700	51,721	52,574	54,534	55,391	56,247	57,008	58,134
33	42,024	43,684	44,097	52,309	53,162	55,121	55,978	56,835	57,596	58,722
34	42,390	44,079	44,494	52,896	53,749	55,709	56,566	57,422	58,183	59,309
35	42,756	44,474	44,891	53,484	54,337	56,296	57,153	58,010	58,771	59,897

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).

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State Salary Schedules 18

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
STATE BASIC PAY SCALE WITHOUT EQUITY  
FOR THE 2017-18 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,660	1,681	1,723	1,776	1,829	1,892	1,924	1,997
1	1,692	1,714	1,755	1,808	1,862	1,925	1,956	2,030
2	1,725	1,746	1,788	1,841	1,894	1,957	1,989	2,062
3	1,757	1,779	1,821	1,874	1,927	1,990	2,022	2,095
4	1,790	1,812	1,853	1,906	1,959	2,023	2,054	2,129
5	1,823	1,844	1,886	1,939	1,992	2,055	2,087	2,161
6	1,855	1,877	1,920	1,972	2,025	2,088	2,120	2,194
7	1,889	1,909	1,952	2,004	2,057	2,121	2,152	2,227
8	1,922	1,942	1,985	2,037	2,090	2,153	2,185	2,259
9	1,954	1,975	2,018	2,071	2,123	2,186	2,217	2,292
10	1,987	2,008	2,050	2,103	2,155	2,220	2,251	2,325
11	2,020	2,041	2,083	2,136	2,188	2,252	2,284	2,357
12	2,052	2,074	2,115	2,169	2,222	2,285	2,316	2,390
13	2,085	2,106	2,148	2,201	2,254	2,317	2,349	2,423
14	2,118	2,139	2,181	2,234	2,287	2,350	2,382	2,455
15	2,150	2,172	2,213	2,266	2,319	2,383	2,414	2,488
16	2,183	2,204	2,246	2,299	2,352	2,415	2,447	2,521
17	2,215	2,237	2,280	2,332	2,385	2,448	2,480	2,554
18	2,248	2,270	2,312	2,364	2,417	2,481	2,512	2,587
19	2,282	2,302	2,345	2,397	2,450	2,513	2,545	2,619
20	2,314	2,335	2,378	2,431	2,483	2,546	2,578	2,653
21	2,347	2,367	2,410	2,463	2,515	2,579	2,610	2,687
22	2,380	2,401	2,443	2,496	2,548	2,612	2,644	2,719
23	2,412	2,434	2,476	2,529	2,582	2,646	2,678	2,753
24	2,445	2,466	2,508	2,561	2,614	2,680	2,711	2,787
25	2,478	2,499	2,541	2,594	2,648	2,712	2,745	2,819
26	2,510	2,532	2,573	2,628	2,682	2,746	2,777	2,853
27	2,543	2,564	2,606	2,660	2,714	2,778	2,811	2,886
28	2,576	2,597	2,640	2,694	2,748	2,812	2,845	2,920
29	2,608	2,631	2,673	2,726	2,781	2,846	2,877	2,954
30	2,642	2,663	2,707	2,760	2,814	2,878	2,911	2,987
31	2,675	2,697	2,741	2,794	2,848	2,912	2,945	3,020
32	2,709	2,730	2,773	2,827	2,880	2,946	2,977	3,054
33	2,743	2,763	2,807	2,861	2,914	2,978	3,011	3,087
34	2,775	2,797	2,841	2,895	2,948	3,012	3,045	3,120
35	2,809	2,831	2,873	2,927	2,980	3,046	3,078	3,154
36	2,843	2,864	2,907	2,961	3,015	3,079	3,112	3,186
37	2,875	2,898	2,941	2,995	3,049	3,113	3,145	3,220
38	2,909	2,930	2,973	3,027	3,081	3,146	3,178	3,254
39	2,943	2,964	3,007	3,061	3,115	3,179	3,212	3,286
40	2,975	2,998	3,040	3,094	3,149	3,213	3,245	3,320

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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State Salary Schedules 18

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
STATE EQUITY SUPPLEMENT PAY SCALE  
FOR THE 2017-18 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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04/21/17

State Salary Schedules 18

**SERVICE PERSONNEL STATE MINIMUM MONTHLY PAY SCALE  
TOTAL MINIMUM REQUIRED PAY SCALE (BASIC PLUS EQUITY)  
FOR THE 2017-18 YEAR**

Years Exp.	PAY GRADE							
	A	B	C	D	E	F	G	H
0	1,824	1,845	1,887	1,940	1,993	2,056	2,088	2,161
1	1,856	1,878	1,919	1,972	2,026	2,089	2,120	2,194
2	1,889	1,910	1,952	2,005	2,058	2,121	2,153	2,226
3	1,921	1,943	1,985	2,038	2,091	2,154	2,186	2,259
4	1,954	1,976	2,017	2,070	2,123	2,187	2,218	2,293
5	1,987	2,008	2,050	2,103	2,156	2,219	2,251	2,325
6	2,019	2,041	2,084	2,136	2,189	2,252	2,284	2,358
7	2,053	2,073	2,116	2,168	2,221	2,285	2,316	2,391
8	2,086	2,106	2,149	2,201	2,254	2,317	2,349	2,423
9	2,118	2,139	2,182	2,235	2,287	2,350	2,381	2,456
10	2,151	2,172	2,214	2,267	2,319	2,384	2,415	2,489
11	2,184	2,205	2,247	2,300	2,352	2,416	2,448	2,521
12	2,216	2,238	2,279	2,333	2,386	2,449	2,480	2,554
13	2,249	2,270	2,312	2,365	2,418	2,481	2,513	2,587
14	2,282	2,303	2,345	2,398	2,451	2,514	2,546	2,619
15	2,314	2,336	2,377	2,430	2,483	2,547	2,578	2,652
16	2,347	2,368	2,410	2,463	2,516	2,579	2,611	2,685
17	2,379	2,401	2,444	2,496	2,549	2,612	2,644	2,718
18	2,412	2,434	2,476	2,528	2,581	2,645	2,676	2,751
19	2,446	2,466	2,509	2,561	2,614	2,677	2,709	2,783
20	2,478	2,499	2,542	2,595	2,647	2,710	2,742	2,817
21	2,511	2,531	2,574	2,627	2,679	2,743	2,774	2,851
22	2,544	2,565	2,607	2,660	2,712	2,776	2,808	2,883
23	2,576	2,598	2,640	2,693	2,746	2,810	2,842	2,917
24	2,609	2,630	2,672	2,725	2,778	2,844	2,875	2,951
25	2,642	2,663	2,705	2,758	2,812	2,876	2,909	2,983
26	2,674	2,696	2,737	2,792	2,846	2,910	2,941	3,017
27	2,707	2,728	2,770	2,824	2,878	2,942	2,975	3,050
28	2,740	2,761	2,804	2,858	2,912	2,976	3,009	3,084
29	2,772	2,795	2,837	2,890	2,945	3,010	3,041	3,118
30	2,806	2,827	2,871	2,924	2,978	3,042	3,075	3,151
31	2,839	2,861	2,905	2,958	3,012	3,076	3,109	3,184
32	2,873	2,894	2,937	2,991	3,044	3,110	3,141	3,218
33	2,907	2,927	2,971	3,025	3,078	3,142	3,175	3,251
34	2,939	2,961	3,005	3,059	3,112	3,176	3,209	3,284
35	2,973	2,995	3,037	3,091	3,144	3,210	3,242	3,318
36	3,007	3,028	3,071	3,125	3,179	3,243	3,276	3,350
37	3,039	3,062	3,105	3,159	3,213	3,277	3,309	3,384
38	3,073	3,094	3,137	3,191	3,245	3,310	3,342	3,418
39	3,107	3,128	3,171	3,225	3,279	3,343	3,376	3,450
40	3,139	3,162	3,204	3,258	3,313	3,377	3,409	3,484

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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04/21/17

State Salary Schedules 18

**PRINCIPALS AND ASSISTANT PRINCIPALS  
STATE MINIMUM SALARY INCREMENT SCHEDULE  
FOR THE 2017-18 YEAR**

Degree Classification	A.B.	A.B. +15	M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
State Basic Salary	30,315	31,076	32,843	33,604	34,365	35,126	36,161

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%	3,335	3,418	3,813	3,896	3,780	3,864	3,978
8 - 14	11.50%	3,486	3,574	3,777	3,864	3,952	4,039	4,159
15 - 24	12.00%	3,638	3,729	3,941	4,032	4,124	4,215	4,339
25 - 38	12.50%	3,789	3,885	4,105	4,201	4,296	4,391	4,520
39 - 57	13.00%	3,941	4,040	4,270	4,369	4,467	4,566	4,701
58 - Up	13.50%	4,093	4,195	4,434	4,537	4,639	4,742	4,882

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%	1,667	1,709	1,806	1,848	1,890	1,932	1,989
8 - 14	5.75%	1,743	1,787	1,888	1,932	1,976	2,020	2,079
15 - 24	6.00%	1,819	1,865	1,971	2,016	2,062	2,108	2,170
25 - 38	6.25%	1,895	1,942	2,053	2,100	2,148	2,195	2,260
39 - 57	6.50%	1,970	2,020	2,135	2,184	2,234	2,283	2,350
58 - Up	6.75%	2,046	2,098	2,217	2,268	2,320	2,371	2,441

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

**SERVICE PERSONNEL  
CLASS TITLE AND PAY GRADES  
(For State Minimum Pay Scale)**

<b>CLASS TITLE</b>	<b>PAY GRADE</b>	<b>CLASS TITLE</b>	<b>PAY GRADE</b>
Accountant I	D	Handyman	B
Accountant II	E	Heating and Air Conditioning	
Accountant III	F	Mechanic I	E
Aide I	A	Mechanic II	G
Aide II	B	Heavy Equipment Operator	E
Aide III	C	Inventory Supervisor	D
Aide IV	D	Key Punch Operator	B
Audiovisual Technician	C	Locksmith	G
Bus Operator	D	Lubrication Man	C
Buyers	F	Machinist	F
Cabinet Maker	G	Maintenance Clerk	C
Cafeteria Manager	D	Mason	G
Carpenter I	E	Mechanic	F
Carpenter II	F	Mechanic Assistant	E
Chief Mechanic	G	Office Equipment Repairman I	F
Clerk I	B	Office Equipment Repairman II	G
Clerk II	C	Paraprofessional	F
Computer Operator	E	Painter	E
Cook I	A	Plumber I	E
Cook II	B	Plumber II	G
Cook III	C	Printing Operator	B
Crew Leader	F	Printing Supervisor	D
Custodian I	A	Programmer	H
Custodian II	B	Roofing/Sheet Metal Mechanic	F
Custodian III	C	Sanitation Plan Operator	F
Custodian IV	D	School Bus Supervisor	E
Director or Coordinator of Services	H	Secretary I	D
Draftsman	D	Secretary II	E
Electrician I	F	Secretary III	F
Electrician II	G	Supervisor Accountant	G
Electronic Tech I	F	Supervisor of Maintenance	H
Electronic Tech II	G	Supervisor Payroll	G
Executive Secretary	G	Supervisor of Transportation	H
Food Service Supervisor	G	Switchboard Operator/Receptionist	D
Foreman	G	Truck Driver	D
General Maintenance	D	Warehouse Clerk	C
Glazier	D	Watchman	B
Graphic Artist	D	Welder	F
Grounds Man	B		