

**TEACHERS' STATE MINIMUM SALARY SCHEDULE
STATE TOTAL SALARY (BASIC PLUS EQUITY)
FOR THE 2015-16 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).