

Professional Annual Salary Schedule 2017-18

	4th Class	3rd Class	2nd Class	AB	AB+15	MA	MA+15	MA+30	MA+45	PHD/EDD
0	32,567	33,256	33,522	34,965	35,778	37,737	38,594	39,451	40,212	41,338
1	32,895	33,584	33,850	35,512	36,365	38,325	39,182	40,038	40,799	41,925
2	33,224	33,912	34,178	36,100	36,953	38,912	39,769	40,626	41,387	42,513
3	33,552	34,240	34,506	36,688	37,540	39,500	40,357	41,213	41,974	43,100
4	34,124	34,812	35,078	37,519	38,372	40,332	41,189	42,045	42,806	43,932
5	34,452	35,140	35,406	38,107	38,960	40,919	41,776	42,633	43,394	44,520
6	34,780	35,468	35,734	38,694	39,547	41,507	42,364	43,220	43,981	45,107
7	35,108	35,797	36,062	39,282	40,135	42,094	42,951	43,808	44,569	45,695
8	35,436	36,125	36,420	39,869	40,722	42,682	43,539	44,395	45,156	46,282
9	35,764	36,453	36,817	40,457	41,310	43,269	44,126	44,983	45,744	46,870
10	36,093	36,847	37,214	41,046	41,898	43,858	44,715	45,572	46,332	47,458
11	36,421	37,242	37,611	41,633	42,486	44,446	45,302	46,159	46,920	48,046
12	36,749	37,637	38,008	42,221	43,073	45,033	45,890	46,747	47,507	48,633
13	37,077	38,032	38,405	42,808	43,661	45,621	46,477	47,334	48,095	49,221
14	37,405	38,427	38,802	43,396	44,248	46,208	47,065	47,922	48,682	49,808
15	37,733	38,822	39,199	43,983	44,836	46,796	47,652	48,509	49,270	50,396
16	38,061	39,217	39,596	44,571	45,423	47,383	48,240	49,097	49,857	50,983
17	38,416	39,613	39,993	45,158	46,011	47,971	48,828	49,684	50,445	51,571
18	38,782	40,008	40,391	45,746	46,599	48,558	49,415	50,272	51,033	52,159
19	39,148	40,403	40,788	46,333	47,186	49,146	50,003	50,859	51,620	52,746
20	40,114	41,398	41,785	47,521	48,374	50,333	51,190	52,047	52,808	53,934
21	40,481	41,793	42,182	48,108	48,961	50,921	51,778	52,634	53,395	54,521
22	40,847	42,188	42,579	48,696	49,549	51,508	52,365	53,222	53,983	55,109
23	41,213	42,583	42,976	49,284	50,136	52,096	52,953	53,809	54,570	55,696
24	41,579	42,978	43,373	49,871	50,724	52,684	53,540	54,397	55,158	56,284
25	41,945	43,373	43,770	50,459	51,311	53,271	54,128	54,985	55,745	56,871
26	42,311	43,768	44,167	51,046	51,899	53,859	54,715	55,572	56,333	57,459
27	42,677	44,163	44,564	51,634	52,486	54,446	55,303	56,160	56,920	58,046
28	43,043	44,559	44,961	52,221	53,074	55,034	55,890	56,747	57,508	58,634
29	43,409	44,954	45,359	52,809	53,661	55,621	56,478	57,335	58,095	59,221
30	43,775	45,349	45,756	53,396	54,249	56,209	57,065	57,922	58,683	59,809
31	44,142	45,744	46,153	53,984	54,837	56,796	57,653	58,510	59,270	60,396
32	44,508	46,139	46,550	54,571	55,424	57,384	58,241	59,097	59,858	60,984
33	44,874	46,534	46,947	55,159	56,012	57,971	58,828	59,685	60,446	61,572
34	45,240	46,929	47,344	55,746	56,599	58,559	59,416	60,272	61,033	62,159
35	45,606	47,324	47,741	56,334	57,187	59,146	60,003	60,860	61,621	62,747

This schedule includes the \$600 increment to be paid annually to each classroom teacher who has at least 20 years of training pursuant to WV Code 18a-4-2 and \$4,650 from the excess levy. Employees with national board certification will be paid an additional \$4,000. The schedule does not reflect the \$1,500 medical allotment supplement. 4th Class is defined as "Certificates secured by examination" and "other first grade certificates", 3rd Class is defined by Standard normal certificates or "Third class temporary certificates, 2nd Class is defined as "Second class temporary certificates based upon the required ninety-six hours of college work".

Service Personnel Monthly Salary Schedule 2017-18

Yrs Exp	A	B	C	D	E	F	G	H
0	2,041	2,062	2,104	2,157	2,210	2,273	2,305	2,378
1	2,073	2,095	2,136	2,189	2,243	2,306	2,337	2,411
2	2,106	2,127	2,169	2,222	2,275	2,338	2,370	2,443
3	2,138	2,160	2,202	2,255	2,308	2,371	2,403	2,476
4	2,171	2,193	2,234	2,287	2,340	2,404	2,435	2,510
5	2,204	2,225	2,267	2,320	2,373	2,436	2,468	2,542
6	2,236	2,258	2,301	2,353	2,406	2,469	2,501	2,575
7	2,270	2,290	2,333	2,385	2,438	2,502	2,533	2,608
8	2,303	2,323	2,366	2,418	2,471	2,534	2,566	2,640
9	2,335	2,356	2,399	2,452	2,504	2,567	2,598	2,673
10	2,368	2,389	2,431	2,484	2,536	2,601	2,632	2,706
11	2,401	2,422	2,464	2,517	2,569	2,633	2,665	2,738
12	2,433	2,455	2,496	2,550	2,603	2,666	2,697	2,771
13	2,466	2,487	2,529	2,582	2,635	2,698	2,730	2,804
14	2,499	2,520	2,562	2,615	2,668	2,731	2,763	2,836
15	2,531	2,553	2,594	2,647	2,700	2,764	2,795	2,869
16	2,564	2,585	2,627	2,680	2,733	2,796	2,828	2,902
17	2,596	2,618	2,661	2,713	2,766	2,829	2,861	2,935
18	2,629	2,651	2,693	2,745	2,798	2,862	2,893	2,968
19	2,663	2,683	2,726	2,778	2,831	2,894	2,926	3,000
20	2,695	2,716	2,759	2,812	2,864	2,927	2,959	3,034
21	2,728	2,748	2,791	2,844	2,896	2,960	2,991	3,068
22	2,761	2,782	2,824	2,877	2,929	2,993	3,025	3,100
23	2,793	2,815	2,857	2,910	2,963	3,027	3,059	3,134
24	2,826	2,847	2,889	2,942	2,995	3,061	3,092	3,168
25	2,859	2,880	2,922	2,975	3,029	3,093	3,126	3,200
26	2,891	2,913	2,954	3,009	3,063	3,127	3,158	3,234
27	2,924	2,945	2,987	3,041	3,095	3,159	3,192	3,267
28	2,957	2,978	3,021	3,075	3,129	3,193	3,226	3,301
29	2,989	3,012	3,054	3,107	3,162	3,227	3,258	3,335
30	3,023	3,044	3,088	3,141	3,195	3,259	3,292	3,368
31	3,056	3,078	3,122	3,175	3,229	3,293	3,326	3,401
32	3,090	3,111	3,154	3,208	3,261	3,327	3,358	3,435
33	3,124	3,144	3,188	3,242	3,295	3,359	3,392	3,468
34	3,156	3,178	3,222	3,276	3,329	3,393	3,426	3,501
35	3,190	3,212	3,254	3,308	3,361	3,427	3,459	3,535
36	3,224	3,245	3,288	3,342	3,396	3,460	3,493	3,567
37	3,256	3,279	3,322	3,376	3,430	3,494	3,526	3,601
38	3,290	3,311	3,354	3,408	3,462	3,527	3,559	3,635
39	3,324	3,345	3,388	3,442	3,496	3,560	3,593	3,667
40	3,356	3,379	3,421	3,475	3,530	3,594	3,626	3,701

A-none; B-Aide II, Cook II; C-Aide III, Custodian III, General Maintenance; D-Aide IV, Bus Operator, Cafeteria Manager, Custodian IV, Receptionist, Truck Driver; E-Accountant II, Braille/Sign Language Specialist, Bus Supervisor, Carpenter I, HVAC I, Heavy Equipment Operator, Painter I, Plumber I, Secretary I; F-Accountant III, Autism Mentor, Buyer, Carpenter II, Electrician I, LPN, Mechanic, Paraprofessional, Roofer, Secretary III; G-Chief Mechanic, Electrician II, Foreman, HVAC II, Mason, Plumber; H-Auditor, Data Processing Technician, Director/Coordinator, Executive Secretary

This schedule includes \$12 for high school diploma/GED and \$335 from the excess levy per month. In addition to the above schedule, employees will receive \$11/month for each of the following: 12,24,36,48,60,72,84,96,108, or 120 hours of college credit or comparable training in a trade or vocational school. Employees with an associate degree, bachelor's degree, or master's degree will receive an additional \$40/month for each. Employees with a BA+15 MA+15, MA+30, MA+45, and MA+60 will receive an additional \$11/month for each. Employees will also receive \$10/month for shift differential pay, if applicable. This schedule does not reflect the \$1500 medical allotment supplement provided by the excess levy.

ADMINISTRATIVE SUPPLEMENTAL PAY SCHEDULE

Base salary determined on approved certification and number of years of experience.

Assistant Superintendent*	\$2,435/calendar month plus \$10/day employment
Treasurer*	\$1,723/calendar month plus \$10,000, plus \$10/day employment
Supervisor*	\$1,321/calendar month, plus \$10/day employment
Director	\$400/calendar month, plus \$5/day employment
Curriculum Coordinator	\$358/calendar month, plus \$5/day employment
Professional Accountant^	\$358/calendar month, plus \$5/day employment
Curriculum Specialist	\$292/calendar month, plus \$5/day employment
Coordinator	\$220/calendar month, plus \$5/day employment
*Administrative Council Staff	Additional \$30/calendar month to above amounts
+Supervisor Certificate	Additional \$25/month for WVDE Supervisor Certificate as applicable
^Certified Public Accountant	Additional \$4,000/calendar year to above amount

PRINCIPAL COUNTY SUPPLEMENTAL SCHEDULE (paid in addition to state index)

Base salary determined on approved certification and number of years of experience.

ELEMENTARY		PRINCIPAL	ASSISTANT PRINCIPAL
Level I	100-299 students	\$6,700/year	n/a
Level II	300-499 students	\$8,300/year	n/a
Level III	500+ students	\$10,200/year	As approved \$6,700/year
MIDDLE		PRINCIPAL	ASSISTANT PRINCIPAL
Level I	100-299 students	\$8,300/year	\$4,500/year
Level II	300-499 students	\$10,200/year	\$5,300/year
Level III	500+ students	\$12,000/year	\$7,200/year
HIGH		PRINCIPAL	ASSISTANT PRINCIPAL
Level I	200-500 students	\$12,000/year	\$8,200/year
Level II	501-700 students	\$14,000/year	\$9,400/year
Level III	701+ students	\$16,000/year	\$11,600/year
Level IV	0-199 students	\$8,000/year	n/a

- Student enrollment is based on previous year second month report
- Originally adopted 4/16/02 effective 7/1/02, revised 7/1/08.

STATE PRINCIPAL'S INDEX *

Teachers Supervised	Principal Rate	Assistant Principal Rate
0-7	11.0%	5.50%
8-14	11.5%	5.75%
15-24	12.0%	6.00%
25-38	12.5%	6.25%
39-57	13.0%	6.50%
58-up	13.5%	6.75%

Note that the state only pays for the above percentages to be applied to the state basic salary. HCBOE applies these rates to the actual employee salary for actual contacted days employed and the resulting difference is considered an additional county supplement.

PROFESSIONAL COUNTY SUPPLEMENT SCHEDULE

Base salary determined on approved certification and number of years of experience.

Advance Placement Teachers	\$2,000/1 st syllabi; \$1,000/2 nd syllabi; \$500/3 rd syllabi
Attendance Director	\$5/day of employment
Certified Occupational Therapy Assistant	Two-year degree employees are paid on the 3 rd class pay-grade. Employees with a bachelor degree are paid on the 2 nd class pay-grade. The supplement paid to all COTA employees is the difference between the AB degree and the 3 rd class pay-grade, which varies depending upon the years of experience.
CTE Approved Outside Work Hours	\$35/hour up to 40 hours maximum
Distance Learning Teacher	\$2,000 per semester/per class, plus \$100 per remote student > 25 students (\$3,500 maximum)
Evening Course Instructor	\$1,000 per class, Plus \$100 per student > 15 students (\$3,500 maximum)
Guidance Counselors	\$400/year
Lead Speech Therapist	\$500/year, plus \$5/day employment
On Line Course Instructor	\$1,000 per class plus \$100 per student > 15 students (\$3,500 maximum)
Physical Therapist	\$14,368/year
Psychologists	\$2,900/year – based on 240 day contract
Social Worker	\$5/day employment
Special Education Resource Teacher	\$270/calendar month plus \$5/day employment
Special Education Supervisor	\$1,000/year in addition to admin supplement
Special Education Teacher	\$20/calendar month
Speech Therapist	\$500/year
Vocational Teacher (Includes Home Economics, Diversified Cooperative Training, Vocational Agriculture, Business Ed, and Technical Education)	\$10/calendar month

SERVICE PERSONNEL COUNTY SUPPLEMENT SCHEDULE

Accountant II	\$1,000/year plus \$15/day employment
Auditor	Pay grade H, \$3,200/year(12 month), plus \$15/day employment
Bus Supervisor	\$2,000/year (12 month), plus 2 additional hours per day at current pay grade
Data Processing Technician	Pay grade H plus \$5,500/year (12 month)
Director/Coordinator Level B	Pay grade H \$11,000 plus 23% supplemental index*
Director/Coordinator Level C	Pay grade H \$11,000 plus 15% supplemental index*
Executive Secretary	Pay grade H plus \$3,000/year (12 month) plus \$15/day employment
Maintenance Workers, Warehouse support staff, Mechanics and Buyers	0 years employment \$.50/hour 1-year employment \$1.00/hour 2 years employment \$1.50/hour 3 years employment \$2.10/hour
Secretary I, II, III, IIIA	\$500/year, plus \$15/day employment

*The supplemental index percentage is multiplied by appropriate pay grade level, including years of service and length of employment term to arrive at total supplement. Highest supplement paid (only) for multi classifications.

EXTRA CURRICULAR CONTRACT PAY SCHEDULE		
	High School	Middle School
Athletic Trainer	\$6,000, plus \$150/playoff game	n/a
Baseball – Head	\$3,200, plus \$150 regional/state game	n/a
Baseball-Assistant	\$2,560, plus \$150/regional/state game	n/a
Basketball- Head	\$5,000, plus \$150/regional/state game	\$3,000
Basketball- Assistant	\$4,000, plus \$150/regional/state game	\$2,400
Basketball- Freshman	\$3,000	n/a
Cheerleading- Head	\$4,200, plus \$150/day state cheer competition, plus \$75/required post season	\$2,520
Cheerleading-Assistant	\$3,360, plus \$150/day state cheer competition, plus \$75/required post season	n/a
Cross Country	\$2,000, plus \$150/day state tournament	\$1,080
Dance Team	n/a	\$2,520
Football- Head	\$8,380, plus \$150/playoff game	\$5,028
Football- Assistant	\$6,704, plus \$150/playoff game	\$4,022
Football- Head Freshman	\$5,028	n/a
Football- Assistant Freshman	\$4,022	n/a
Golf	\$1,800, plus \$150/day state tournament	n/a
Soccer	\$2,800, plus \$150/day state tournament	\$1,680
Softball- Head	\$3,200, plus \$150/regional/state game	\$1,920
Softball- Assistant	\$2,560, plus \$150/regional/state game	n/a
Swimming	\$2,240, plus \$150/day state tournament	n/a
Tennis	\$2,000, plus \$150/day state tournament	n/a
Track- Head	\$3,200, plus \$150/day state tournament	\$1,920
Track- Assistant	\$2,560, plus \$150/day state tournament	n/a
Volleyball	\$2,300, plus \$150/regional/state game	\$1,380
Weight Supervisor	\$3,000	n/a
Wrestling- Head	\$2,885, plus \$150/day state tournament	\$1,731
Wrestling- Assistant	\$2,308, plus \$150/day state tournament	n/a

BREAKFAST/LUNCH SUPERVISOR	
15 minute per day contract	\$631.26/year -- \$315.63/semester
30 minute per day contract	\$1,262.50/year -- \$631.25/semester
35 minute per day contract-breakfast only	\$1473.03/year -- \$736.52/semester
40 minute per day contract-breakfast only	\$1,683.45/year -- \$841.73/semester
45 minute per day contract-breakfast only	\$1,893.90/year -- \$946.95/semester
50 minute per day contract-breakfast only	\$2,104.33/year -- \$1,052.16/semester

EXTRA CURRICULAR CONTRACT PAY SCHEDULE, continued

Band Director- High	\$10,200, plus \$150/day state tournament
Band Director- Middle	\$1,200
Band Director- Assistant High	\$4,050, plus \$150/day state tournament
Band Director- Assistant Middle	\$645
Regional Band Director	\$2,300
Orchestra Director	\$990
Choir Director- High	\$1,100
Choir Director- Middle	\$645
Choir Director- Elementary	\$507
Show Choir- High	\$900, plus \$200/day for 5 days camp (max)
Show Choir- Middle	\$500, plus \$100/day for 5 days camp (max)
Band Auxiliary Advisor	\$2,520
Summer Theater Coordinator	\$100/day, up to \$500 (max)
Academic Coach	\$800
After School Detention (ES/MS/HS)	\$35/hour
Cooperative Education Contact	\$500/year, Plus \$50 per student/per semester, \$2,000 maximum/year
Credit Recovery (summer positions)	\$35/hour (maximum \$3,500)
Curriculum Contract Person	\$1,350
Department Chairperson – High Schools	\$775
Interventionist (after school positions)	\$25/hour (maximum \$3,750)
National Honor Society	\$600
Newspaper Sponsor- High	\$1,000
Newspaper Sponsor- Middle	\$600
Online Communications Contact-School Level	\$1,850
Play Sponsor – High School	\$500/per play (max 2 plays)
Play Sponsor – Middle School	\$307/per play (max 2 plays)
Play Sponsor – Elementary School	\$307
School Technology Contact- HS 200-549 students	\$1,500
School Technology Contact -HS 550-749 students	\$2,000
School Technology Contact - HS 750+ students	\$2,500
School Technology Contact -MS/ES 100-299 students	\$1,500
School Technology Contact -MS/ES 300-499 students	\$2,000
School Technology Contact -MS/ES 500+ students	\$2,500
Student Council	\$600
Team Leader- Elementary & Middle	\$775
Video Coordinator	\$5,000
Yearbook Sponsor- High	\$2,000
Yearbook Sponsor – Middle	\$800