WEST virginia legislature

2021 regular session

Committee Substitute

for

Senate Bill 15

By Senators Rucker, Roberts, and Takubo

[Originating in the Committee on Education; reported on February 13, 2021]

A BILL to amend and reenact §18A-4-1 and §18A-4-2 of the Code of West Virginia, 1931, as amended, all relating generally to in-field master’s degree; revising definition of “M.A.”; providing that salary increase for holding an in-field master’s degree is contingent upon a classroom teacher’s assignment; requiring the state board to promulgate rules for the administration and implementation of the in-field master’s salary; specifying contents of rule; requiring the Higher Education Policy Commission to develop a plan to provide readily accessible “MA” classification programs at West Virginia institutions of higher education for professional educators throughout the state; requiring the commission to propose a legislative rule outlining the process for the state’s public, master’s degree granting institutions to offer a fully online, collaborative graduate program for educators providing academic coursework including pedagogy, curriculum and instructional design, and behavioral health areas of focus; and prohibiting a classroom teacher from receiving the salary increase for any education level above A.B. plus 15 unless certain in-field master’s degree related requirements have been satisfied.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES, AND OTHER BENEFITS.

§18A-4-1. Definitions.

(a) For the purpose of this article; ~~salaries shall be defined as:~~ ~~(a) "Basic salaries" which shall mean the salaries paid to teachers with zero years of experience and in accordance with the classification of certification and of training of said teachers; and (b) "advanced salaries" which shall mean the basic salary plus an experience increment based on the allowable years of experience of the respective teachers in accordance with the schedule established herein for the applicable classification of certification and of training of said teachers are defined as:~~

(1) Salaries are defined as:

(A) “Advanced salaries” means the basic salary plus an experience increment based on the allowable years of experience of the respective teachers in accordance with the schedule established herein for the applicable classification of certification and of training of said teachers; or

(B) “Basic salaries” means the salaries paid to teachers with zero years of experience and in accordance with the classification of certification and training of said teachers.

(2) “Classification of certification” means the class or type of certificate issued by the State Superintendent under the statutory provisions of this chapter.

(3) “Classification of training” means the number of collegiate or graduate hours necessary to meet the requirements stipulated in the definitions set forth in ~~the next paragraph in items~~ subdivisions (2) through (11), inclusive, subsection (b) of this section.

(b) The column heads of the state minimum salary schedule set forth in §18A-4-2 of this code are defined as follows:

(1) “Years of experience” means the number of years the teacher has been employed in the teaching profession, including active work in educational positions other than the public schools, and service in the armed forces of the United States if the teacher was under contract to teach at the time of induction. For a registered professional nurse employed by a county board, “years of experience” means the number of years the nurse has been employed as a public school health nurse, including active work in a nursing position related to education, and service in the armed forces if the nurse was under contract with the county board at the time of induction. For the purpose of §18A-4-2 of this code, the experience of a teacher or a nurse shall be limited to that allowed under their training classification as found in the minimum salary schedule.

(2) “Fourth class” means all certificates previously identified as:

~~(a)~~ (A) “Certificates secured by examination”; and

~~(b)~~ (B) “~~other~~ Other first grade certificates”.

(3) “Third class” means all certificates previously identified as:

~~(a)~~ (A) “Standard normal certificates”; and

~~(b)~~ (B) “~~third~~ Third class temporary (64 semester hours) certificates”.

(4) “Second class” means all certificates previously identified as “second class temporary certificates based upon the required 96 hours of college work”.

(5) “A.B.” means a bachelor’s degree, from an accredited institution of higher education, which has been issued to, or for which the requirements for such have been met by, a person who qualifies for or holds a professional certificate or its equivalent. A registered professional nurse with a bachelor’s degree, who is licensed by the West Virginia Board of Examiners for Registered Professional Nurses and employed by a county board, shall be within this classification for payment in accordance with §18A-4-2 and §18A-4-2a of this code.

(6) “A.B. plus 15” means a bachelor’s degree as defined above plus 15 hours of graduate work, from an accredited institution of higher education certified to do graduate work, in an approved planned program at the graduate level which requirements have been met by a person who qualifies for or holds a professional certificate or its equivalent.

(7) “M.A.”, which starting July 1, 2022 shall be known as an “in-field master’s degree”, means a master’s degree, earned in an institution of higher education approved to do graduate work, which has been issued to, or the requirements for such have been met by, a person who qualifies for or holds a professional certificate or its equivalent: *Provided,* That starting July 1, 2022, shall consist of one of the following:

(A) Thirty credit hours of post baccalaureate graduate credit confined to the specialization completed at the undergraduate level as set forth on the classroom teacher’s professional certificate or its equivalent and in the field the teacher is teaching;

(B) Thirty credit hours of post baccalaureate graduate credit in an area, approved by the state board, that enhances a classroom teacher’s effectiveness and ability to deliver instruction or meet daily student needs; or

(C) A master’s degree earned prior to July 1, 2022.

(8) “M.A. plus 15” means the above-defined master’s degree plus 15 hours of graduate work, earned in an institution of higher education approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent.

(9) “M.A. plus 30” means the above-defined master’s degree plus 30 graduate hours, earned in an institution approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent.

(10) “M.A. plus 45” means the above-defined master’s degree plus 45 graduate hours, earned in an institution approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent.

~~(10)~~ (11) “Doctorate” means a doctor’s degree, earned from a university qualified and approved to confer such a degree, which has been issued to or the requirements for such have been met by a person who qualifies for or holds a professional certificate or its equivalent.

(c) For purposes of advanced salary classification, graduate work completed after July 1, 1994, shall be related to the public school program, as prescribed by the state board.

(d) Notwithstanding the requirements set forth in subdivisions ~~(6), (8) and (9)~~ (6), (7), (8), (9), and (10), subsection b of this section relating to hours of graduate work at an institution certified to do such work, 15 undergraduate credit hours from a regionally accredited institution of higher education, earned after the effective date of this section, may be utilized for advanced salary classification if such hours are in accordance with:

~~(a)~~ (1) The teacher’s current classification of certification and of training;

~~(b)~~ (2) A designated instructional shortage area documented by the employing county superintendent; or

~~(c)~~ (3) An identified teaching deficiency documented through the state-approved county personnel evaluation system.

 ~~Effective July 1, 1994, the following definition shall be applicable.~~

~~(11) "M.A. plus 45" means the above-defined master's degree plus forty-five graduate hours, earned in an institution approved to do graduate work, if the person is qualified for or holds a professional certificate or its equivalent~~

(e) Starting July 1, 2022, the salary increase for holding an in-field master’s degree is contingent upon a classroom teacher’s assignment. The state board shall promulgate rules for the administration and implementation of the in-field master’s salary as set forth in §18A-4-2(f) of this code and shall be consistent with the following:

(1) Classroom teachers holding an in-field master’s degree who are assigned to teach, for at least one half of the total classes assigned, subjects which are consistent with the teachers’ degrees are eligible for an advanced salary based pursuant to §18A-4-2(f) of this code. A teacher meeting one of the following criteria may petition the county superintendent of the county in which they teach for a salary increase notwithstanding not meeting the instruction requirements:

(A) If a school’s scheduling constraints prevent the teacher from being assigned to teach subjects consistent with the teacher’s degrees for at least one half of the total classes assigned to teach;

(B) If the teacher was teaching subjects consistent with the teacher’s degree and was voluntarily reassigned to assist the school or county in meeting a critical staffing need; or

(C) If the teacher was teaching subjects consistent with the teacher’s degree but is no longer due to a reduction in force.

(2) A county superintendent shall review all petitions submitted for a salary increase notwithstanding not meeting the instructional requirements to verify that the appropriate circumstances exist that would entitle the teacher to a salary increase under this subsection. After review, the county superintendent shall submit the petition to the State Superintendent on behalf of the teacher and verify, with the appropriate supporting justification, whether or not the salary increase is warranted notwithstanding the teacher not meeting the instructional requirements. After review, the State Superintendent shall make a final determination on whether the salary increase is to be granted. Petitions submitted pursuant to this provision are valid for the school year in which they were submitted.

(f) The Higher Education Policy Commission in consultation with the State Superintendent of Schools, by August 31, 2021 shall develop a plan to provide readily accessible “M.A.” classification programs at West Virginia institutions of higher education for professional educators throughout the state. The objective is to provide coursework enabling professional educators to achieve efficiently a qualifying “M.A.” degree classification in their teaching field or a specialized pedagogical degree designed to directly enhance the educator’s classroom and online instructional skills. The Higher Education Policy Commission shall submit this plan to the Legislative Oversight Commission on Education Accountability. Further, the commission shall propose a legislative rule for legislative approval pursuant to §29A-3A-1 *et seq.* of this code by August 31, 2022, outlining the process for the state’s public, master’s degree granting institutions to offer a fully online, collaborative graduate program for educators that provides academic coursework including pedagogy, curriculum and instructional design, and behavioral health areas of focus.

§18A-4-2. State minimum salaries for teachers.

(a) It is the goal of the Legislature to increase the state minimum salary for teachers with zero years of experience and an A.B. degree, including the supplement, to at least $43,000 by fiscal year 2019.

(b) For school year 2018-2019, and continuing thereafter, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule I as set forth in this section subject to subsection (f) of this section; specific additional amounts prescribed in this section or article; and any county supplement in effect in a county pursuant to §18A-4-5a of this code during the contract year: *Provided,* That for the school year 2019-2020, and continuing thereafter, each teacher shall receive the amount prescribed in the State Minimum Salary Schedule II as set forth in this section, subject to subsection (f) of this section, specific additional amounts prescribed in this section or article, and any county supplement in effect in a county pursuant to §18A-4-5a of this code during the contract year.

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| STATE MINIMUM SALARY SCHEDULE I |
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|  |
| YearsExp | 4thClass | 3rdClass | 2nd Class | A.B. | A.B. + 15 | M.A. | M.A.+ 15 | M.A.+ 30 | M.A.+ 45 | Doc-torate |
|

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 29,937 | 30,626 | 30,892 | 32,335 | 33,096 | 34,863 | 35,624 | 36,385 | 37,146 | 38,181 |
| 1 | 30,265 | 30,954 | 31,220 | 32,853 | 33,614 | 35,382 | 36,143 | 36,903 | 37,664 | 38,699 |
| 2 | 30,594 | 31,282 | 31,548 | 33,372 | 34,133 | 35,900 | 36,661 | 37,422 | 38,183 | 39,218 |
| 3 | 30,922 | 31,610 | 31,876 | 33,891 | 34,651 | 36,419 | 37,180 | 37,940 | 38,701 | 39,736 |
| 4 | 31,494 | 32,182 | 32,448 | 34,653 | 35,414 | 37,182 | 37,943 | 38,703 | 39,464 | 40,499 |
| 5 | 31,822 | 32,510 | 32,776 | 35,172 | 35,933 | 37,700 | 38,461 | 39,222 | 39,983 | 41,018 |
| 6 | 32,150 | 32,838 | 33,104 | 35,690 | 36,451 | 38,219 | 38,980 | 39,740 | 40,501 | 41,536 |
| 7 | 32,478 | 33,167 | 33,432 | 36,209 | 36,970 | 38,737 | 39,498 | 40,259 | 41,020 | 42,055 |
| 8 | 32,806 | 33,495 | 33,761 | 36,727 | 37,488 | 39,256 | 40,017 | 40,777 | 41,538 | 42,573 |
| 9 | 33,134 | 33,823 | 34,089 | 37,246 | 38,007 | 39,774 | 40,535 | 41,296 | 42,057 | 43,092 |
| 10 | 33,463 | 34,151 | 34,417 | 37,766 | 38,526 | 40,294 | 41,055 | 41,816 | 42,576 | 43,611 |
| 11 | 33,791 | 34,479 | 34,745 | 38,284 | 39,045 | 40,813 | 41,573 | 42,334 | 43,095 | 44,130 |
| 12 | 34,119 | 34,807 | 35,073 | 38,803 | 39,563 | 41,331 | 42,092 | 42,853 | 43,613 | 44,648 |
| 13 | 34,447 | 35,135 | 35,401 | 39,321 | 40,082 | 41,850 | 42,610 | 43,371 | 44,132 | 45,167 |
| 14 | 34,775 | 35,463 | 35,729 | 39,840 | 40,600 | 42,368 | 43,129 | 43,890 | 44,650 | 45,685 |
| 15 | 35,103 | 35,791 | 36,057 | 40,358 | 41,119 | 42,887 | 43,647 | 44,408 | 45,169 | 46,204 |
| 16 | 35,431 | 36,119 | 36,385 | 40,877 | 41,637 | 43,405 | 44,166 | 44,927 | 45,687 | 46,722 |
| 17 | 35,759 | 36,448 | 36,713 | 41,395 | 42,156 | 43,924 | 44,685 | 45,445 | 46,206 | 47,241 |
| 18 | 36,087 | 36,776 | 37,042 | 41,914 | 42,675 | 44,442 | 45,203 | 45,964 | 46,725 | 47,760 |
| 19 | 36,415 | 37,104 | 37,370 | 42,432 | 43,193 | 44,961 | 45,722 | 46,482 | 47,243 | 48,278 |
| 20 | 36,743 | 37,432 | 37,698 | 42,951 | 43,712 | 45,479 | 46,240 | 47,001 | 47,762 | 48,797 |
| 21 | 37,072 | 37,760 | 38,026 | 43,469 | 44,230 | 45,998 | 46,759 | 47,519 | 48,280 | 49,315 |
| 22 | 37,400 | 38,088 | 38,354 | 43,988 | 44,749 | 46,516 | 47,277 | 48,038 | 48,799 | 49,834 |
| 23 | 37,728 | 38,416 | 38,682 | 44,507 | 45,267 | 47,035 | 47,796 | 48,556 | 49,317 | 50,352 |
| 24 | 38,056 | 38,744 | 39,010 | 45,025 | 45,786 | 47,554 | 48,314 | 49,075 | 49,836 | 50,871 |
| 25 | 38,384 | 39,072 | 39,338 | 45,544 | 46,304 | 48,072 | 48,833 | 49,594 | 50,354 | 51,389 |
| 26 | 38,712 | 39,400 | 39,666 | 46,062 | 46,823 | 48,591 | 49,351 | 50,112 | 50,873 | 51,908 |
| 27 | 39,040 | 39,728 | 39,994 | 46,581 | 47,341 | 49,109 | 49,870 | 50,631 | 51,391 | 52,426 |
| 28 | 39,368 | 40,057 | 40,322 | 47,099 | 47,860 | 49,628 | 50,388 | 51,149 | 51,910 | 52,945 |
| 29 | 39,696 | 40,385 | 40,651 | 47,618 | 48,378 | 50,146 | 50,907 | 51,668 | 52,428 | 53,463 |
| 30 | 40,024 | 40,713 | 40,979 | 48,136 | 48,897 | 50,665 | 51,425 | 52,186 | 52,947 | 53,982 |
| 31 | 40,353 | 41,041 | 41,307 | 48,655 | 49,416 | 51,183 | 51,944 | 52,705 | 53,465 | 54,500 |
| 32 | 40,681 | 41,369 | 41,635 | 49,173 | 49,934 | 51,702 | 52,463 | 53,223 | 53,984 | 55,019 |
| 33 | 41,009 | 41,697 | 41,963 | 49,692 | 50,453 | 52,220 | 52,981 | 53,742 | 54,503 | 55,538 |
| 34 | 41,337 | 42,025 | 42,291 | 50,210 | 50,971 | 52,739 | 53,500 | 54,260 | 55,021 | 56,056 |
| 35 | 41,665 | 42,353 | 42,619 | 50,729 | 51,490 | 53,257 | 54,018 | 54,779 | 55,540 | 56,575 |

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| STATE MINIMUM SALARY SCHEDULE II |
| YearsExp. | 4thClass | 3rdClass | 2ndClass | A.B. | A.B.+15 | M.A. | M.A.+15 | M.A.+30 | M.A.+45 | Doc-torate |
| 0 | 32,057  | 32,746  | 33,012  | 34,455  | 35,216  | 36,983  | 37,744  | 38,505  | 39,266  | 40,301  |
| 1 | 32,385  | 33,074  | 33,340  | 34,973  | 35,734  | 37,502  | 38,263  | 39,023  | 39,784  | 40,819  |
| 2 | 32,714  | 33,402  | 33,668  | 35,492  | 36,253  | 38,020  | 38,781  | 39,542  | 40,303  | 41,338  |
| 3 | 33,042  | 33,730  | 33,996  | 36,011  | 36,771  | 38,539  | 39,300  | 40,060  | 40,821  | 41,856  |
| 4 | 33,614  | 34,302  | 34,568  | 36,773  | 37,534  | 39,302  | 40,063  | 40,823  | 41,584  | 42,619  |
| 5 | 33,942  | 34,630  | 34,896  | 37,292  | 38,053  | 39,820  | 40,581  | 41,342  | 42,103  | 43,138  |
| 6 | 34,270  | 34,958  | 35,224  | 37,810  | 38,571  | 40,339  | 41,100  | 41,860  | 42,621  | 43,656  |
| 7 | 34,598  | 35,287  | 35,552  | 38,329  | 39,090  | 40,857  | 41,618  | 42,379  | 43,140  | 44,175  |
| 8 | 34,926  | 35,615  | 35,881  | 38,847  | 39,608  | 41,376  | 42,137  | 42,897  | 43,658  | 44,693  |
| 9 | 35,254  | 35,943  | 36,209  | 39,366  | 40,127  | 41,894  | 42,655  | 43,416  | 44,177  | 45,212  |
| 10 | 35,583  | 36,271  | 36,537  | 39,886  | 40,646  | 42,414  | 43,175  | 43,936  | 44,696  | 45,731  |
| 11 | 35,911  | 36,599  | 36,865  | 40,404  | 41,165  | 42,933  | 43,693  | 44,454  | 45,215  | 46,250  |
| 12 | 36,239  | 36,927  | 37,193  | 40,923  | 41,683  | 43,451  | 44,212  | 44,973  | 45,733  | 46,768  |
| 13 | 36,567  | 37,255  | 37,521  | 41,441  | 42,202  | 43,970  | 44,730  | 45,491  | 46,252  | 47,287  |
| 14 | 36,895  | 37,583  | 37,849  | 41,960  | 42,720  | 44,488  | 45,249  | 46,010  | 46,770  | 47,805  |
| 15 | 37,223  | 37,911  | 38,177  | 42,478  | 43,239  | 45,007  | 45,767  | 46,528  | 47,289  | 48,324  |
| 16 | 37,551  | 38,239  | 38,505  | 42,997  | 43,757  | 45,525  | 46,286  | 47,047  | 47,807  | 48,842  |
| 17 | 37,879  | 38,568  | 38,833  | 43,515  | 44,276  | 46,044  | 46,805  | 47,565  | 48,326  | 49,361  |
| 18 | 38,207  | 38,896  | 39,162  | 44,034  | 44,795  | 46,562  | 47,323  | 48,084  | 48,845  | 49,880  |
| 19 | 38,535  | 39,224  | 39,490  | 44,552  | 45,313  | 47,081  | 47,842  | 48,602  | 49,363  | 50,398  |
| 20 | 38,863  | 39,552  | 39,818  | 45,071  | 45,832  | 47,599  | 48,360  | 49,121  | 49,882  | 50,917  |
| 21 | 39,192  | 39,880  | 40,146  | 45,589  | 46,350  | 48,118  | 48,879  | 49,639  | 50,400  | 51,435  |
| 22 | 39,520  | 40,208  | 40,474  | 46,108  | 46,869  | 48,636  | 49,397  | 50,158  | 50,919  | 51,954  |
| 23 | 39,848  | 40,536  | 40,802  | 46,627  | 47,387  | 49,155  | 49,916  | 50,676  | 51,437  | 52,472  |
| 24 | 40,176  | 40,864  | 41,130  | 47,145  | 47,906  | 49,674  | 50,434  | 51,195  | 51,956  | 52,991  |
| 25 | 40,504  | 41,192  | 41,458  | 47,664  | 48,424  | 50,192  | 50,953  | 51,714  | 52,474  | 53,509  |
| 26 | 40,832  | 41,520  | 41,786  | 48,182  | 48,943  | 50,711  | 51,471  | 52,232  | 52,993  | 54,028  |
| 27 | 41,160  | 41,848  | 42,114  | 48,701  | 49,461  | 51,229  | 51,990  | 52,751  | 53,511  | 54,546  |
| 28 | 41,488  | 42,177  | 42,442  | 49,219  | 49,980  | 51,748  | 52,508  | 53,269  | 54,030  | 55,065  |
| 29 | 41,816  | 42,505  | 42,771  | 49,738  | 50,498  | 52,266  | 53,027  | 53,788  | 54,548  | 55,583  |
| 30 | 42,144  | 42,833  | 43,099  | 50,256  | 51,017  | 52,785  | 53,545  | 54,306  | 55,067  | 56,102  |
| 31 | 42,473  | 43,161  | 43,427  | 50,775  | 51,536  | 53,303  | 54,064  | 54,825  | 55,585  | 56,620  |
| 32 | 42,801  | 43,489  | 43,755  | 51,293  | 52,054  | 53,822  | 54,583  | 55,343  | 56,104  | 57,139  |
| 33 | 43,129  | 43,817  | 44,083  | 51,812  | 52,573  | 54,340  | 55,101  | 55,862  | 56,623  | 57,658  |
| 34 | 43,457  | 44,145  | 44,411  | 52,330  | 53,091  | 54,859  | 55,620  | 56,380  | 57,141  | 58,176  |
| 35 | 43,785  | 44,473  | 44,739  | 52,849  | 53,610  | 55,377  | 56,138  | 56,899  | 57,660  | 58,695  |

(c) Six hundred dollars shall be paid annually to each classroom teacher who has at least 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

(d) Effective July 1, 2019, each classroom teacher providing math instruction in the teacher’s certified area of study for at least 60 percent of the time the teacher is providing instruction to students shall be considered to have three additional years of experience only for the purposes of the salary schedule set forth in subsection (b) of this section: *Provided,* That for any classroom teacher who satisfies these requirements and whose years of experience plus the three additional years due to them exceeds the years of experience provided for on the salary schedule shall be paid the additional amount equivalent to three additional years of experience notwithstanding the maximum experience provided on the salary schedule.

(e) Effective July 1, 2019, each classroom teacher certified in special education and employed as a full-time special education teacher shall be considered to have three additional years of experience only for the purposes of the salary schedule set forth in subsection (b) of this section: *Provided,* That for any classroom teacher who satisfies these requirements and whose years of experience plus the three additional years due to them exceeds the years of experience provided for on the salary schedule shall be paid the additional amount equivalent to three additional years of experience notwithstanding the maximum experience provided on the salary schedule.

(f) Notwithstanding any other provision of this section to the contrary, starting July 1, 2022, no classroom teacher may receive the salary increase for any education level above A.B. plus 15 unless the requirements for an in-field master’s degree as outlined in §18A-4-1 of this code have been satisfied.

~~(f)~~ (g) In accordance with §18A-4-5 of this code, each teacher shall be paid the supplement amount as applicable for his or her classification of certification or classification of training and years of experience as follows, subject to the provisions of that section:

(1) For “4th Class” at zero years of experience, $1,781. An additional $38 shall be paid for each year of experience up to and including 35 years of experience;

(2) For “3rd Class” at zero years of experience, $1,796. An additional $67 shall be paid for each year of experience up to and including 35 years of experience;

(3) For “2nd Class” at zero years of experience, $1,877. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(4) For “A.B.” at zero years of experience, $2,360. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(5) For “A.B. + 15” at zero years of experience, $2,452. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(6) For “M.A.” at zero years of experience, $2,644. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(7) For “M.A. + 15” at zero years of experience, $2,740. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(8) For “M.A. + 30” at zero years of experience, $2,836. An additional $69 shall be paid for each year of experience up to and including 35 years of experience;

(9) For “M.A. + 45” at zero years of experience, $2,836. An additional $69 shall be paid for each year of experience up to and including 35 years of experience; and

(10) For “Doctorate” at zero years of experience, $2,927. An additional $69 shall be paid for each year of experience up to and including 35 years of experience.

These payments: (i) Shall be in addition to any amounts prescribed in the applicable State Minimum Salary Schedule, any specific additional amounts prescribed in this section and article and any county supplement in effect in a county pursuant to §18A-4-5a of this code; (ii) shall be paid in equal monthly installments; and (iii) shall be considered a part of the state minimum salaries for teachers.