

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

House Bill 5239

**FISCAL
NOTE**

By Delegates Hornbuckle, Lewis, and Hansen

[Introduced February 05, 2026; referred to the

Committee on Education then Finance]

1 A BILL to amend and reenact §18A-4-2 of the Code of West Virginia, 1931, as amended, relating
 2 to raising the state minimum salary schedule for teachers; and raising the state minimum
 3 salary for teachers to \$50,000.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

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

1 (a) For school year 2023-2024 2026-2027, and continuing thereafter, each teacher shall
 2 receive the amount prescribed in the State Minimum Salary Schedule as set forth in this section,
 3 specific additional amounts prescribed in this section or article, and any county supplement in
 4 effect in a county pursuant to §18A-4-5a of this code during the contract year.

5 **STATE MINIMUM SALARY SCHEDULE**

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A.	Doctorate
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

STATE MINIMUM SALARY SCHEDULE

Years Exp	4th Class	3rd Class	2nd Class	A.B.	A.B. 15	M.A.	M.A. 15	M.A. 30	M.A.	Doctorate
0	50,000	50,689	50,955	52,398	53,159	54,926	55,687	56,448	57,209	58,244
1	50,328	51,017	51,283	52,916	53,677	55,445	56,206	56,966	57,727	58,762
2	50,657	51,345	51,611	53,435	54,196	55,963	56,724	57,485	58,246	59,281
3	50,985	51,673	51,939	53,954	54,714	56,482	57,243	58,003	58,764	59,799
4	51,557	52,245	52,511	54,716	55,477	57,245	58,006	58,766	59,527	60,562
5	51,885	52,573	52,839	55,235	55,996	57,763	58,524	59,285	60,046	61,081
6	52,213	52,901	53,167	55,753	56,514	58,282	59,043	59,803	60,564	61,599
7	52,541	53,230	53,495	56,272	57,033	58,800	59,561	60,322	61,083	62,118
8	52,869	53,558	53,824	56,790	57,551	59,319	60,080	60,840	61,601	62,636
9	53,197	53,886	54,152	57,309	58,070	59,837	60,598	61,359	62,120	63,155
10	53,526	54,214	54,480	57,829	58,589	60,357	61,118	61,879	62,639	63,674
11	53,854	54,542	54,808	58,347	59,108	60,876	61,636	62,397	63,158	64,193
12	54,182	54,870	55,136	58,866	59,626	61,394	62,155	62,916	63,676	64,711
13	54,510	55,198	55,464	59,384	60,145	61,913	62,673	63,434	64,195	65,230
14	54,838	55,526	55,792	59,903	60,663	62,431	63,192	63,953	64,713	65,748
15	55,166	55,854	56,120	60,421	61,182	62,950	63,710	64,471	65,232	66,267
16	55,494	56,182	56,448	60,940	61,700	63,468	64,229	64,990	65,750	66,785
17	55,822	56,511	56,776	61,458	62,219	63,987	64,748	65,508	66,269	67,304
18	56,150	56,839	57,105	61,977	62,738	64,505	65,266	66,027	66,788	67,823
19	56,478	57,167	57,433	62,495	63,256	65,024	65,785	66,545	67,306	68,341
20	56,806	57,495	57,761	63,014	63,775	65,542	66,303	67,064	67,825	68,860
21	57,135	57,823	58,089	63,532	64,293	66,061	66,822	67,582	68,343	69,378

<u>22</u>	<u>57,463</u>	<u>58,151</u>	<u>58,417</u>	<u>64,051</u>	<u>64,812</u>	<u>66,579</u>	<u>67,340</u>	<u>68,101</u>	<u>68,862</u>	<u>69,897</u>
<u>23</u>	<u>57,791</u>	<u>58,479</u>	<u>58,745</u>	<u>64,570</u>	<u>65,330</u>	<u>67,098</u>	<u>67,859</u>	<u>68,619</u>	<u>69,380</u>	<u>70,415</u>
<u>24</u>	<u>58,119</u>	<u>58,807</u>	<u>59,073</u>	<u>65,088</u>	<u>65,849</u>	<u>67,617</u>	<u>68,377</u>	<u>69,138</u>	<u>69,899</u>	<u>70,934</u>
<u>25</u>	<u>58,447</u>	<u>59,135</u>	<u>59,401</u>	<u>65,607</u>	<u>66,367</u>	<u>68,135</u>	<u>68,896</u>	<u>69,657</u>	<u>70,417</u>	<u>71,452</u>
<u>26</u>	<u>58,775</u>	<u>59,463</u>	<u>59,729</u>	<u>66,125</u>	<u>66,886</u>	<u>68,654</u>	<u>69,414</u>	<u>70,175</u>	<u>70,936</u>	<u>71,971</u>
<u>27</u>	<u>59,103</u>	<u>59,791</u>	<u>60,057</u>	<u>66,644</u>	<u>67,404</u>	<u>69,172</u>	<u>69,933</u>	<u>70,694</u>	<u>71,454</u>	<u>72,489</u>
<u>28</u>	<u>59,431</u>	<u>60,120</u>	<u>60,385</u>	<u>67,162</u>	<u>67,923</u>	<u>69,691</u>	<u>70,451</u>	<u>71,212</u>	<u>71,973</u>	<u>73,008</u>
<u>29</u>	<u>59,759</u>	<u>60,448</u>	<u>60,714</u>	<u>67,681</u>	<u>68,441</u>	<u>70,209</u>	<u>70,970</u>	<u>71,731</u>	<u>72,491</u>	<u>73,526</u>
<u>30</u>	<u>60,087</u>	<u>60,776</u>	<u>61,042</u>	<u>68,199</u>	<u>68,960</u>	<u>70,728</u>	<u>71,488</u>	<u>72,249</u>	<u>73,010</u>	<u>74,045</u>
<u>31</u>	<u>60,416</u>	<u>61,104</u>	<u>61,370</u>	<u>68,718</u>	<u>69,479</u>	<u>71,246</u>	<u>72,007</u>	<u>72,768</u>	<u>73,528</u>	<u>74,563</u>
<u>32</u>	<u>60,744</u>	<u>61,432</u>	<u>61,698</u>	<u>69,236</u>	<u>69,997</u>	<u>71,765</u>	<u>72,526</u>	<u>73,286</u>	<u>74,047</u>	<u>75,082</u>
<u>33</u>	<u>61,072</u>	<u>61,760</u>	<u>62,026</u>	<u>69,755</u>	<u>70,516</u>	<u>72,283</u>	<u>73,044</u>	<u>73,805</u>	<u>74,566</u>	<u>75,601</u>
<u>34</u>	<u>61,400</u>	<u>62,088</u>	<u>62,354</u>	<u>70,273</u>	<u>71,034</u>	<u>72,802</u>	<u>73,563</u>	<u>74,323</u>	<u>75,084</u>	<u>76,119</u>
<u>35</u>	<u>61,728</u>	<u>62,416</u>	<u>62,682</u>	<u>70,792</u>	<u>71,553</u>	<u>73,320</u>	<u>74,081</u>	<u>74,842</u>	<u>75,603</u>	<u>76,638</u>

7 (b) Six hundred dollars shall be paid annually to each classroom teacher who has at least
8 20 years of teaching experience. The payments: (i) Shall be in addition to any amounts prescribed
9 in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly installments;
10 and (iii) shall be considered a part of the state minimum salaries for teachers.

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

19 (d) Effective July 1, 2019, each classroom teacher certified in special education and
20 employed as a full-time special education teacher, as defined by the State Superintendent, shall
21 be considered to have three additional years of experience only for the purposes of the salary
22 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who

23 satisfies these requirements and whose years of experience plus the three additional years due to
24 them exceeds the years of experience provided for on the salary schedule shall be paid the
25 additional amount equivalent to three additional years of experience notwithstanding the
26 maximum experience provided on the salary schedule.

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

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

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

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

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

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

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

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

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

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

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

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

NOTE: The purpose of this bill is to increase the state minimum salary schedule for teachers; and to raise the state minimum salary for teachers to \$50,000.

Strike-throughs indicate language that would be stricken from a heading or the present law
and underscoring indicates new language that would be added.