

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

Senate Bill 870

By Senator Garcia

[Introduced February 9, 2026; referred
to the Committee on Education; and then to the
Committee on Finance]

1 A BILL to amend and reenact §18A-4-2 and §18A-4-8a of the Code of West Virginia, 1931, as
 2 amended, relating to salaries for school personnel; providing a \$10,000 pay raise to
 3 teachers across five years; and providing a 25 percent pay raise to service personnel
 4 across five years.

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 2024-2025, and continuing thereafter, each teacher shall receive the
 2 amount prescribed in the State Minimum Salary Schedule as set forth in this section, specific
 3 additional amounts prescribed in this section or article, and any county supplement in effect in a
 4 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. 45	Doctorate
0	39,057	39,746	40,012	41,455	42,216	43,983	44,744	45,505	46,266	47,301
1	39,385	40,074	40,340	41,973	42,734	44,502	45,263	46,023	46,784	47,819
2	39,714	40,402	40,668	42,492	43,253	45,020	45,781	46,542	47,303	48,338
3	40,042	40,730	40,996	43,011	43,771	45,539	46,300	47,060	47,821	48,856
4	40,614	41,302	41,568	43,773	44,534	46,302	47,063	47,823	48,584	49,619
5	40,942	41,630	41,896	44,292	45,053	46,820	47,581	48,342	49,103	50,138
6	41,270	41,958	42,224	44,810	45,571	47,339	48,100	48,860	49,621	50,656
7	41,598	42,287	42,552	45,329	46,090	47,857	48,618	49,379	50,140	51,175
8	41,926	42,615	42,881	45,847	46,608	48,376	49,137	49,897	50,658	51,693
9	42,254	42,943	43,209	46,366	47,127	48,894	49,655	50,416	51,177	52,212
10	42,583	43,271	43,537	46,886	47,646	49,414	50,175	50,936	51,696	52,731
11	42,911	43,599	43,865	47,404	48,165	49,933	50,693	51,454	52,215	53,250
12	43,239	43,927	44,193	47,923	48,683	50,451	51,212	51,973	52,733	53,768
13	43,567	44,255	44,521	48,441	49,202	50,970	51,730	52,491	53,252	54,287
14	43,895	44,583	44,849	48,960	49,720	51,488	52,249	53,010	53,770	54,805
15	44,223	44,911	45,177	49,478	50,239	52,007	52,767	53,528	54,289	55,324
16	44,551	45,239	45,505	49,997	50,757	52,525	53,286	54,047	54,807	55,842
17	44,879	45,568	45,833	50,515	51,276	53,044	53,805	54,565	55,326	56,361

18	45,207	45,896	46,162	51,034	51,795	53,562	54,323	55,084	55,845	56,880
19	45,535	46,224	46,490	51,552	52,313	54,081	54,842	55,602	56,363	57,398
20	45,863	46,552	46,818	52,071	52,832	54,599	55,360	56,121	56,882	57,917
21	46,192	46,880	47,146	52,589	53,350	55,118	55,879	56,639	57,400	58,435
22	46,520	47,208	47,474	53,108	53,869	55,636	56,397	57,158	57,919	58,954
23	46,848	47,536	47,802	53,627	54,387	56,155	56,916	57,676	58,437	59,472
24	47,176	47,864	48,130	54,145	54,906	56,674	57,434	58,195	58,956	59,991
25	47,504	48,192	48,458	54,664	55,424	57,192	57,953	58,714	59,474	60,509
26	47,832	48,520	48,786	55,182	55,943	57,711	58,471	59,232	59,993	61,028
27	48,160	48,848	49,114	55,701	56,461	58,229	58,990	59,751	60,511	61,546
28	48,488	49,177	49,442	56,219	56,980	58,748	59,508	60,269	61,030	62,065
29	48,816	49,505	49,771	56,738	57,498	59,266	60,027	60,788	61,548	62,583
30	49,144	49,833	50,099	57,256	58,017	59,785	60,545	61,306	62,067	63,102
31	49,473	50,161	50,427	57,775	58,536	60,303	61,064	61,825	62,585	63,620
32	49,801	50,489	50,755	58,293	59,054	60,822	61,583	62,343	63,104	64,139
33	50,129	50,817	51,083	58,812	59,573	61,340	62,101	62,862	63,623	64,658
34	50,457	51,145	51,411	59,330	60,091	61,859	62,620	63,380	64,141	65,176
35	50,785	51,473	51,739	59,849	60,610	62,377	63,138	63,899	64,660	65,695

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

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

18 (d) Effective July 1, 2019, each classroom teacher certified in special education and
19 employed as a full-time special education teacher, as defined by the State Superintendent, shall

20 be considered to have three additional years of experience only for the purposes of the salary
21 schedule set forth in subsection (a) of this section: *Provided*, That for any classroom teacher who
22 satisfies these requirements and whose years of experience plus the three additional years due to
23 them exceeds the years of experience provided for on the salary schedule shall be paid the
24 additional amount equivalent to three additional years of experience notwithstanding the
25 maximum experience provided on the salary schedule.

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

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

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

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

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

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

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

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

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

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

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

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

54 (f) Beginning school year 2026-2027 and continuing thereafter for the ensuing four school
55 years, the amounts prescribed in the State Minimum Salary Schedule set forth in this section shall
56 be increased by \$2,000 each year, such that the state minimum salary for all teachers will, by the
57 2030-2031 school year, have increased by \$10,000 over the minimum salary levels set in the
58 2025-2026 school year.

§18A-4-8a. Service personnel minimum monthly salaries.

1 (a) Effective July 1, 2024, the minimum monthly pay for each service employee shall be as
2 follows:

3 (1) For school year 2024-2025 and continuing thereafter, the minimum monthly pay for
4 each service employee whose employment is for a period of more than three and one-half hours a
5 day shall be at least the amounts indicated in the State Minimum Pay Scale Pay Grade Schedule
6 set forth in this subdivision and the minimum monthly pay for each service employee whose
7 employment is for a period of three and one-half hours or less a day shall be at least one-half the
8 amount indicated in the State Minimum Pay Scale Pay Grade Schedule set forth in this
9 subdivision.

STATE MINIMUM PAY SCALE PAY GRADE SCHEDULE	
Years	PAY GRADE

Exp.	A	B	C	D	E	F	G	H
0	2,377	2,398	2,440	2,493	2,546	2,609	2,641	2,714
1	2,409	2,431	2,472	2,525	2,579	2,642	2,673	2,747
2	2,442	2,463	2,505	2,558	2,611	2,674	2,706	2,779
3	2,474	2,496	2,538	2,591	2,644	2,707	2,739	2,812
4	2,507	2,529	2,570	2,623	2,676	2,740	2,771	2,846
5	2,540	2,561	2,603	2,656	2,709	2,772	2,804	2,878
6	2,572	2,594	2,637	2,689	2,742	2,805	2,837	2,911
7	2,606	2,626	2,669	2,721	2,774	2,838	2,869	2,944
8	2,639	2,659	2,702	2,754	2,807	2,870	2,902	2,976
9	2,671	2,692	2,735	2,788	2,840	2,903	2,934	3,009
10	2,704	2,725	2,767	2,820	2,872	2,937	2,968	3,042
11	2,737	2,758	2,800	2,853	2,905	2,969	3,001	3,074
12	2,769	2,791	2,832	2,886	2,939	3,002	3,033	3,107
13	2,802	2,823	2,865	2,918	2,971	3,034	3,066	3,140
14	2,835	2,856	2,898	2,951	3,004	3,067	3,099	3,172
15	2,867	2,889	2,930	2,983	3,036	3,100	3,131	3,205
16	2,900	2,921	2,963	3,016	3,069	3,132	3,164	3,238
17	2,932	2,954	2,997	3,049	3,102	3,165	3,197	3,271
18	2,965	2,987	3,029	3,081	3,134	3,198	3,229	3,304
19	2,999	3,019	3,062	3,114	3,167	3,230	3,262	3,336
20	3,031	3,052	3,095	3,148	3,200	3,263	3,295	3,370
21	3,064	3,084	3,127	3,180	3,232	3,296	3,327	3,404
22	3,097	3,118	3,160	3,213	3,265	3,329	3,361	3,436
23	3,129	3,151	3,193	3,246	3,299	3,363	3,395	3,470
24	3,162	3,183	3,225	3,278	3,331	3,397	3,428	3,504
25	3,195	3,216	3,258	3,311	3,365	3,429	3,462	3,536
26	3,227	3,249	3,290	3,345	3,399	3,463	3,494	3,570
27	3,260	3,281	3,323	3,377	3,431	3,495	3,528	3,603
28	3,293	3,314	3,357	3,411	3,465	3,529	3,562	3,637
29	3,325	3,348	3,390	3,443	3,498	3,563	3,594	3,671
30	3,359	3,380	3,424	3,477	3,531	3,595	3,628	3,704
31	3,392	3,414	3,458	3,511	3,565	3,629	3,662	3,737
32	3,426	3,447	3,490	3,544	3,597	3,663	3,694	3,771
33	3,460	3,480	3,524	3,578	3,631	3,695	3,728	3,804
34	3,492	3,514	3,558	3,612	3,665	3,729	3,762	3,837
35	3,526	3,548	3,590	3,644	3,697	3,763	3,795	3,871
36	3,560	3,581	3,624	3,678	3,732	3,796	3,829	3,903

37	3,592	3,615	3,658	3,712	3,766	3,830	3,862	3,937
38	3,626	3,647	3,690	3,744	3,798	3,863	3,895	3,971
39	3,660	3,681	3,724	3,778	3,832	3,896	3,929	4,003
40	3,692	3,715	3,757	3,811	3,866	3,930	3,962	4,037

10 (2) Each service employee shall receive the amount prescribed in the State Minimum Pay
 11 Scale Pay Grade in accordance with the provisions of this subsection according to their class title
 12 and pay grade as set forth in this subdivision:

CLASS TITLE	PAY GRADE
Accountant I	D
Accountant II	E
Accountant III	F
Accounts Payable Supervisor	G
Aide I	A
Aide II	B
Aide III	C
Aide IV	D
Aide V – Temporary Authorization	E
Aide V	F
Aide VI – Temporary Authorization	E
Aide VI	F

Audiovisual Technician	C
Auditor	G
Autism Mentor	F
Braille Specialist	E
Bus Operator	D
Buyer	F
Cabinetmaker	G
Cafeteria Manager	D
Carpenter I	E
Carpenter II	F
Chief Mechanic	G
Clerk I	B
Clerk II	C
Computer Operator	E
Cook I	A
Cook II	B
Cook III	C
Crew Leader	F
Custodian I	A
Custodian II	B

Custodian III	C
Custodian IV	D
Director or Coordinator of Services	H
Draftsman	D
Early Childhood Classroom Assistant Teacher I	E
Early Childhood Classroom Assistant Teacher II	E
Early Childhood Classroom Assistant Teacher III	F
Educational Sign Language Interpreter I	F

Educational Sign Language Interpreter II	G
Electrician I	F
Electrician II	G
Electronic Technician I	F
Electronic Technician II	G
Executive Secretary	G
Food Services Supervisor	G
Foreman	G
General Maintenance	C
Glazier	D
Graphic Artist	D
Groundsman	B
Handyman	B

Heating and Air Conditioning Mechanic I	E
Heating and Air Conditioning Mechanic II	G
Heavy Equipment Operator	E
Inventory Supervisor	D
Key Punch Operator	B
Licensed Practical Nurse	F
Locksmith	G
Lubrication Man	C
Machinist	F
Mail Clerk	D
Maintenance Clerk	C
Mason	G
Mechanic	F

Mechanic Assistant	E
Office Equipment Repairman I	F
Office Equipment Repairman II	G
Painter	E
Paraprofessional	F
Payroll Supervisor	G
Plumber I	E
Plumber II	G
Printing Operator	B
Printing Supervisor	D
Programmer	H
Roofing/Sheet Metal Mechanic	F
Sanitation Plant Operator	G

School Bus Supervisor	E
Secretary I	D
Secretary II	E
Secretary III	F
Sign Support Specialist	E
Supervisor of Maintenance	H
Supervisor of Transportation	H
Switchboard Receptionist Operator-	D
Truck Driver	D
Warehouse Clerk	C
Watchman	B
Welder	F
WVEIS Data Entry and Administrative Clerk	B

13

14 (b) An additional \$12 per month is added to the minimum monthly pay of each service
15 person who holds a high school diploma or its equivalent.

16 (c) An additional \$11 per month also is added to the minimum monthly pay of each service
17 person for each of the following:

18 (1) A service person who holds 12 college hours or comparable credit obtained in a trade
19 or vocational school as approved by the state board;

20 (2) A service person who holds 24 college hours or comparable credit obtained in a trade
21 or vocational school as approved by the state board;

22 (3) A service person who holds 36 college hours or comparable credit obtained in a trade
23 or vocational school as approved by the state board;

24 (4) A service person who holds 48 college hours or comparable credit obtained in a trade
25 or vocational school as approved by the state board;

26 (5) A service employee who holds 60 college hours or comparable credit obtained in a
27 trade or vocational school as approved by the state board;

28 (6) A service person who holds 72 college hours or comparable credit obtained in a trade
29 or vocational school as approved by the state board;

30 (7) A service person who holds 84 college hours or comparable credit obtained in a trade
31 or vocational school as approved by the state board;

32 (8) A service person who holds 96 college hours or comparable credit obtained in a trade
33 or vocational school as approved by the state board;

34 (9) A service person who holds 108 college hours or comparable credit obtained in a trade
35 or vocational school as approved by the state board;

36 (10) A service person who holds 120 college hours or comparable credit obtained in a
37 trade or vocational school as approved by the state board.

38 (d) An additional \$40 per month also is added to the minimum monthly pay of each service

39 person for each of the following:

40 (1) A service person who holds an associate's degree;

41 (2) A service person who holds a bachelor's degree;

42 (3) A service person who holds a master's degree;

43 (4) A service person who holds a doctorate degree.

44 (e) An additional \$11 per month is added to the minimum monthly pay of each service

45 person for each of the following:

46 (1) A service person who holds a bachelor's degree plus 15 college hours;

47 (2) A service person who holds a master's degree plus 15 college hours;

48 (3) A service person who holds a master's degree plus 30 college hours;

49 (4) A service person who holds a master's degree plus 45 college hours; and

50 (5) A service person who holds a master's degree plus 60 college hours.

51 (f) Each service person is paid a supplement, as set forth in §18A-4-5 of this code, of \$164

52 per month, subject to the provisions of that section. These payments: (i) Are in addition to any

53 amounts prescribed in the applicable State Minimum Pay Scale Pay Grade, any specific additional

54 amounts prescribed in this section and article and any county supplement in effect in a county

55 pursuant to §18A-4-5b of this code; (ii) are paid in equal monthly installments; and (iii) are

56 considered a part of the state minimum salaries for service personnel.

57 (g) When any part of a school service person's daily shift of work is performed between the

58 hours of 6:00 p. m. and 5:00 a. m. the following day, the employee is paid no less than an

59 additional \$10 per month and one half of the pay is paid with local funds.

60 (h) Any service person required to work on any legal school holiday is paid at a rate one

61 and one-half times the person's usual hourly rate.

62 (i) Any full-time service personnel required to work in excess of their normal working day

63 during any week which contains a school holiday for which they are paid is paid for the additional

64 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate

65 and paid entirely from county board funds.

66 (j) A service person may not have his or her daily work schedule changed during the school
67 year without the employee's written consent and the person's required daily work hours may not
68 be changed to prevent the payment of time and one-half wages or the employment of another
69 employee.

70 (k) The minimum hourly rate of pay for extra duty assignments as defined in §18A-4-8b of
71 this code is no less than one seventh of the person's daily total salary for each hour the person is
72 involved in performing the assignment and paid entirely from local funds: *Provided*, That an
73 alternative minimum hourly rate of pay for performing extra duty assignments within a particular
74 category of employment may be used if the alternate hourly rate of pay is approved both by the
75 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons
76 within that classification category of employment within that county: *Provided, however*, That the
77 vote is by secret ballot if requested by a service person within that classification category within
78 that county. The salary for any fraction of an hour the employee is involved in performing the
79 assignment is prorated accordingly. When performing extra duty assignments, persons who are
80 regularly employed on a one-half day salary basis shall receive the same hourly extra duty
81 assignment pay computed as though the person were employed on a full-day salary basis.

82 (l) The minimum pay for any service personnel engaged in the removal of asbestos
83 material or related duties required for asbestos removal is their regular total daily rate of pay and
84 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel supervising
85 asbestos removal responsibilities for each hour these employees are involved in asbestos-related
86 duties. Related duties required for asbestos removal include, but are not limited to, travel,
87 preparation of the work site, removal of asbestos, decontamination of the work site, placing and
88 removal of equipment and removal of structures from the site. If any member of an asbestos crew
89 is engaged in asbestos-related duties outside of the employee's regular employment county, the
90 daily rate of pay is no less than the minimum amount as established in the employee's regular

91 employment county for asbestos removal and an additional \$30 per each day the employee is
92 engaged in asbestos removal and related duties. The additional pay for asbestos removal and
93 related duties shall be payable entirely from county funds. Before service personnel may be used
94 in the removal of asbestos material or related duties, they shall have completed a federal
95 Environmental Protection Act-approved training program and be licensed. The employer shall
96 provide all necessary protective equipment and maintain all records required by the
97 Environmental Protection Act.

98 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code, an
99 aide is considered to be exercising the authority of a supervisory aide and control over pupils if the
100 aide is required to supervise, control, direct, monitor, escort, or render service to a child or children
101 when not under the direct supervision of a certified professional person within the classroom,
102 library, hallway, lunchroom, gymnasium, school building, school grounds, or wherever supervision
103 is required. For purposes of this section, "under the direct supervision of a certified professional
104 person" means that certified professional person is present, with and accompanying the aide.

105 (n) Beginning school year 2026-2027 and continuing thereafter for the ensuing four school
106 years, the amounts prescribed in the State Minimum Pay Scale Pay Grade Schedule set forth in
107 this section shall be increased by five percent each year over the minimum pay levels in effect as
108 of the effective date of the amendments made to this section during the regular session of the
109 Legislature, 2026, such that the state minimum monthly pay for all service employees will, by the
110 2030-2031 school year, have increased by 25% over the minimum pay levels set in the 2025-2026
111 school year.

NOTE: The purpose of this bill is to provide teachers a \$10,000 pay raise across five years, with a \$2,000 raise to be provided in each school year beginning with the 2026-2027 school year and ending with the 2030-2031 school year, and to provide service personnel with a 25% raise across five years, with a five percent raise to be provided in each school year beginning with the 2026-2027 school year and ending with the 2030-2031 school year.

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