

# **WEST VIRGINIA LEGISLATURE**

## **2026 REGULAR SESSION**

**Introduced**

### **House Bill 4654**

**FISCAL  
NOTE**

By Delegates Stephens, Pritt, Campbell, Shamblin,  
and Dittman

[Introduced January 21, 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 state minimum salaries for teachers; providing a pay increase for teachers who have  
 3 more than 30 students; and providing for an exception.

*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.
0	39,057	39,746	40,012	41,455	42,216	43,983
1	39,385	40,074	40,340	41,973	42,734	44,502
2	39,714	40,402	40,668	42,492	43,253	45,020
3	40,042	40,730	40,996	43,011	43,771	45,539
4	40,614	41,302	41,568	43,773	44,534	46,302
5	40,942	41,630	41,896	44,292	45,053	46,820
6	41,270	41,958	42,224	44,810	45,571	47,339
7	41,598	42,287	42,552	45,329	46,090	47,857
8	41,926	42,615	42,881	45,847	46,608	48,376
9	42,254	42,943	43,209	46,366	47,127	48,894
10	42,583	43,271	43,537	46,886	47,646	49,414
11	42,911	43,599	43,865	47,404	48,165	49,933
12	43,239	43,927	44,193	47,923	48,683	50,451
13	43,567	44,255	44,521	48,441	49,202	50,970
14	43,895	44,583	44,849	48,960	49,720	51,488
15	44,223	44,911	45,177	49,478	50,239	52,007
16	44,551	45,239	45,505	49,997	50,757	52,525
17	44,879	45,568	45,833	50,515	51,276	53,044
18	45,207	45,896	46,162	51,034	51,795	53,562

19	45,535	46,224	46,490	51,552	52,313	54,081
20	45,863	46,552	46,818	52,071	52,832	54,599
21	46,192	46,880	47,146	52,589	53,350	55,118
22	46,520	47,208	47,474	53,108	53,869	55,636
23	46,848	47,536	47,802	53,627	54,387	56,155
24	47,176	47,864	48,130	54,145	54,906	56,674
25	47,504	48,192	48,458	54,664	55,424	57,192
26	47,832	48,520	48,786	55,182	55,943	57,711
27	48,160	48,848	49,114	55,701	56,461	58,229
28	48,488	49,177	49,442	56,219	56,980	58,748
29	48,816	49,505	49,771	56,738	57,498	59,266
30	49,144	49,833	50,099	57,256	58,017	59,785
31	49,473	50,161	50,427	57,775	58,536	60,303
32	49,801	50,489	50,755	58,293	59,054	60,822
33	50,129	50,817	51,083	58,812	59,573	61,340
34	50,457	51,145	51,411	59,330	60,091	61,859
35	50,785	51,473	51,739	59,849	60,610	62,377

(b) 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.

(c) 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 (a) 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.

(d) Effective July 1, 2019, each classroom teacher certified in special education and

employed as a full-time special education teacher, as defined by the State Superintendent, shall be considered to have three additional years of experience only for the purposes of the salary schedule set forth in subsection (a) 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) 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.

(11) 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.

(f) All teachers who have a class in grades 7 through 12 with more than 30 students shall receive an additional amount of \$25 per day per student over the 30 student-limit: *Provided*, That this additional pay shall not apply to those classes relating to physical education, band, chorus, strings, theater, dance, and all other classes aimed at artistic performance.

NOTE: The purpose of this bill is to provide a pay increase for teachers who have more than 30 students in their classroom, and to provide for an exception.

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