

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

House Bill 4939

By Delegates Pritt, Crouse, and Bell

[Introduced January 29, 2026; referred to the

Committee on Education then Finance]

1 A BILL to amend and reenact §18A-4-2a of the Code of West Virginia, 1931, as amended, relating
2 to providing a \$10,000 a year salary increase for any teacher who goes through the
3 National Board Certification process and becomes nationally certified.

Be it enacted by the Legislature of West Virginia:

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-2a. State minimum salary bonus for classroom teachers with national board certification.

1 (a) The Legislature finds and declares that the rigorous standards and processes for
2 certification by the National Board for Professional Teaching Standards (NBPTS) helps to promote
3 the quality of teaching and learning. Therefore, classroom teachers in the public schools of West
4 Virginia should be encouraged to achieve national board certification through a reimbursement of
5 expenses and an additional salary bonus which reflects their additional certification, to be paid in
6 accordance with the provisions of this section.

7 (b) (1) ~~Three thousand five hundred dollars~~ Ten thousand dollars shall be paid annually to
8 each classroom teacher who holds a valid certificate issued by the National Board of for
9 Professional Teaching Standards for the life of the certification. ~~but in no event more than ten years~~
10 ~~for any one certification~~

11 (2) ~~Three thousand five hundred dollars~~ Ten thousand dollars shall be paid annually to
12 each classroom teacher who holds a valid renewal certificate issued by the National Board of for
13 Professional Teaching Standards for the life of the renewal certificate. ~~but in no event more than~~
14 ~~ten years for any one renewal certificate~~

15 (c) The payments:

16 (1) Shall be in addition to any amounts prescribed in the applicable state minimum salary
17 schedule;
18 (2) Shall be paid in equal monthly installments; and
19 (3) Shall be considered a part of the state minimum salaries for teachers.

20 (d) For initial certification, one half of the certification fee shall be paid for reimbursement
21 once to each teacher who submits satisfactory evidence to the West Virginia Department of
22 Education of enrollment in the program for the National Board for Professional Teaching
23 Standards certification as verified by the National Board for Professional Teaching Standards. The
24 remaining one half of the certification fee shall be paid for reimbursement once to each teacher
25 who submits satisfactory evidence to the West Virginia Department of Education of completion of
26 the National Board for Professional Teaching Standards certification as verified by the National
27 Board for Professional Teaching Standards. Teachers who achieve National Board for
28 Professional Teaching Standards certification may be reimbursed a maximum of \$600 for
29 expenses actually incurred while obtaining the National Board for Professional Teaching
30 Standards certification.

31 (e) For renewal certification, each teacher who completes the National Board for
32 Professional Teaching Standards certification renewal process shall be reimbursed for the
33 renewal certification fee. Completion of the certification renewal process means the submission of
34 satisfactory evidence to the West Virginia Department of Education of the successful renewal of
35 the ten-year certification as verified by the National Board for Professional Teaching Standards.

36 (f) The state board shall establish selection criteria for the teachers by the legislative rule
37 required pursuant to subsection (h) of this section.

38 (g) Funding for reimbursement of the initial certification fee and expenses actually incurred
39 while obtaining the National Board for Professional Teaching Standards certifications and funding
40 for reimbursement of the renewal certification fee shall be administered by the state Department of
41 Education from an appropriation established for that purpose by the Legislature. If funds
42 appropriated by the Legislature to accomplish the purposes of this subsection are insufficient, the
43 state department shall prorate the reimbursements for expenses and shall request of the
44 Legislature, at its next regular session, funds sufficient to accomplish the purposes of this
45 subsection, including needed retroactive payments.

46 (h) The state board shall promulgate legislative rules pursuant to ~~article three-b, chapter~~
47 ~~twenty-nine-a~~ §29A-3B-1 et seq. of this code to implement the provisions of this section.

NOTE: The purpose of this bill is to provide a \$10,000 a year salary increase for any teacher who goes through the National Board Certification process and becomes nationally certified.

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