

JACKSON COUNTY BOARD OF EDUCATION
TEACHERS' SALARY SCHEDULE
FOR THE 2025-26 YEAR
BASED ON 10-MONTH (200 DAYS) EMPLOYMENT

EXP	4TH	3RD	2ND	AB	AB15	MA	MA15	MA30	MA45	PHD
0	43,463	44,167	44,514	46,525	47,368	49,327	50,184	51,041	51,802	52,928
1	43,829	44,562	44,911	47,102	47,955	49,915	50,772	51,628	52,389	53,515
2	44,196	44,957	45,308	47,690	48,543	50,502	51,359	52,216	52,977	54,103
3	44,562	45,352	45,705	48,278	49,130	51,090	51,947	52,803	53,564	54,690
4	45,172	45,991	46,346	49,109	49,962	51,922	52,779	53,635	54,396	55,522
5	45,538	46,386	46,743	49,697	50,550	52,509	53,366	54,223	54,984	56,110
6	45,904	46,781	47,140	50,284	51,137	53,097	53,954	54,810	55,571	56,697
7	46,270	47,177	47,537	50,872	51,725	53,684	54,541	55,398	56,159	57,285
8	46,636	47,572	47,935	51,459	52,312	54,272	55,129	55,985	56,746	57,872
9	47,002	47,967	48,332	52,047	52,900	54,859	55,716	56,573	57,334	58,460
10	47,369	48,362	48,729	52,636	53,488	55,448	56,305	57,162	57,922	59,048
11	47,735	48,757	49,126	53,223	54,076	56,036	56,892	57,749	58,510	59,636
12	48,101	49,152	49,523	53,811	54,663	56,623	57,480	58,337	59,097	60,223
13	48,467	49,547	49,920	54,398	55,251	57,211	58,067	58,924	59,685	60,811
14	48,833	49,942	50,317	54,986	55,838	57,798	58,655	59,512	60,272	61,398
15	49,199	50,337	50,714	55,573	56,426	58,386	59,242	60,099	60,860	61,986
16	49,565	50,732	51,111	56,161	57,013	58,973	59,830	60,687	61,447	62,573
17	49,931	51,128	51,508	56,748	57,601	59,561	60,418	61,274	62,035	63,161
18	50,297	51,523	51,906	57,336	58,189	60,148	61,005	61,862	62,623	63,749
19	50,663	51,918	52,303	57,923	58,776	60,736	61,593	62,449	63,210	64,336
20	51,029	52,313	52,700	58,511	59,364	61,323	62,180	63,037	63,798	64,924
21	51,396	52,708	53,097	59,098	59,951	61,911	62,768	63,624	64,385	65,511
22	51,762	53,103	53,494	59,686	60,539	62,498	63,355	64,212	64,973	66,099
23	52,128	53,498	53,891	60,274	61,126	63,086	63,943	64,799	65,560	66,686
24	52,494	53,893	54,288	60,861	61,714	63,674	64,530	65,387	66,148	67,274
25	52,860	54,288	54,685	61,449	62,301	64,261	65,118	65,975	66,735	67,861
26	53,226	54,683	55,082	62,036	62,889	64,849	65,705	66,562	67,323	68,449
27	53,592	55,078	55,479	62,624	63,476	65,436	66,293	67,150	67,910	69,036
28	53,958	55,474	55,876	63,211	64,064	66,024	66,880	67,737	68,498	69,624
29	54,324	55,869	56,274	63,799	64,651	66,611	67,468	68,325	69,085	70,211
30	54,690	56,264	56,671	64,386	65,239	67,199	68,055	68,912	69,673	70,799
31	55,057	56,659	57,068	64,974	65,827	67,786	68,643	69,500	70,260	71,386
32	55,423	57,054	57,465	65,561	66,414	68,374	69,231	70,087	70,848	71,974
33	55,789	57,449	57,862	66,149	67,002	68,961	69,818	70,675	71,436	72,562
34	56,155	57,844	58,259	66,736	67,589	69,549	70,406	71,262	72,023	73,149
35	56,521	58,239	58,656	67,324	68,177	70,136	70,993	71,850	72,611	73,737

All professionals with at least 20 years of experience will be paid an additional \$600 supplement which IS NOT included in the salary schedule.

Vocational agriculture teachers shall be paid a stipend of \$600 which shall be prorated based upon the percentage of time spent teaching vocational agriculture classes.

Classroom teachers with National Board for Professional Teaching Standards certification shall be paid an annual bonus of \$3,500 plus an annual bonus of \$3,500 from levy funds for the life of the certificate, not to exceed ten years for any one license. Classroom teachers with NBPTS certification who are employed at a school designated as a persistently low performing school and who serve in a mentoring capacity for other teachers at the school shall be paid an additional \$2,000 supplement.

WVDE-designated speech language pathologists, audiologists, counselors, school psychologists and school nurses with national certification shall be paid an annual bonus of \$2,500 plus an annual bonus of \$2,500 from levy funds for the life of the certificate, not to exceed ten years for any one license.

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 18A-4-2.

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 18A-4-2.

Classroom teachers required to cover a class or provide student supervision during their planning period due to the unavailability of a substitute teacher or as approved in advance by the superintendent shall be paid \$30 per occurrence.

Teachers of the visually impaired who are certified in orientation and mobility services and are providing such services to students shall be paid an annual supplement of \$5,000.