

**Oklahoma City Public Schools - FY19 Teacher Salary Schedule**

Regular Teachers Nurses	<b>Schedule 001</b>
	181 days
	Base Schedule

**Base Salary**

Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$34,000	\$34,300	\$35,100	\$35,600	\$36,550
1	1	\$34,240	\$34,540	\$35,340	\$35,840	\$36,790
2	2	\$34,430	\$34,730	\$35,530	\$36,030	\$36,980
3	3	\$35,130	\$35,430	\$36,230	\$36,730	\$37,680
4	4	\$35,270	\$35,570	\$36,370	\$36,870	\$37,820
5	5	\$35,460	\$35,760	\$36,560	\$37,060	\$38,210
6	6	\$35,850	\$36,150	\$36,950	\$37,450	\$38,500
7	7	\$36,300	\$36,600	\$37,400	\$37,900	\$38,950
8	8	\$36,750	\$37,050	\$37,850	\$38,350	\$39,400
9	9	\$37,200	\$37,500	\$38,300	\$38,800	\$39,850
10	10	\$37,700	\$38,000	\$39,700	\$40,300	\$41,450
11	11	\$38,200	\$38,600	\$40,300	\$40,800	\$41,950
12	12	\$38,750	\$39,050	\$40,750	\$41,350	\$42,500
13	13	\$39,350	\$39,750	\$41,450	\$41,950	\$43,100
14	14	\$39,850	\$40,250	\$41,950	\$42,450	\$43,600
15	15	\$41,250	\$41,650	\$43,350	\$43,850	\$45,000
16	16	\$42,350	\$42,750	\$44,450	\$44,950	\$46,100
17	17	\$45,350	\$45,750	\$47,450	\$47,950	\$49,100
18	18	\$48,075	\$48,475	\$50,175	\$50,675	\$51,825
19	19	\$50,275	\$50,675	\$52,375	\$52,875	\$54,025
20	20	\$50,875	\$51,275	\$52,975	\$53,475	\$54,625
21+	21	\$51,575	\$51,975	\$53,675	\$54,175	\$55,325

\*Step increase and base salary are negotiated though AFT

**District Paid Life: \$35,000** of term life insurance (**\$100.80 annual** benefit negotiated agreement between AFT and District)

**Health Insurance - Insurance through OMES**

Flexible Benefit Allowance for Major Medical - Teachers enrolled in District's Health Insurance Plan shall receive **\$594.90 per month/\$7,138.80 annually** annually as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2018. Calendar Year 2019 amounts have not been established. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation.

**Cash in Lieu of Flexible Benefit Allowance** - Teachers not enrolled in the District's Health Insurance Plan shall receive **\$69.71 per month/\$836.50 annually** in lieu of health insurance with proof of other group coverage.

**District Paid Retirement:** OKCPS pays on behalf of the employee **7% of the Total Compensation** less the TRS Credit. State Paid Teachers' Retirement Credit which is the statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

**Oklahoma City Public Schools - FY19 Teacher Salary Schedule**

<b>Special Education Teachers</b> <b>Speech and Language Pathologist (+5000)</b>	<b>Schedule 003</b>
	181 days
	Base + 5%

Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$35,700	\$36,015	\$36,855	\$37,380	\$38,378
1	1	\$35,952	\$36,267	\$37,107	\$37,632	\$38,630
2	2	\$36,152	\$36,467	\$37,307	\$37,832	\$38,829
3	3	\$36,887	\$37,202	\$38,042	\$38,567	\$39,564
4	4	\$37,034	\$37,349	\$38,189	\$38,714	\$39,711
5	5	\$37,233	\$37,548	\$38,388	\$38,913	\$40,121
6	6	\$37,643	\$37,958	\$38,798	\$39,323	\$40,425
7	7	\$38,115	\$38,430	\$39,270	\$39,795	\$40,898
8	8	\$38,588	\$38,903	\$39,743	\$40,268	\$41,370
9	9	\$39,060	\$39,375	\$40,215	\$40,740	\$41,843
10	10	\$39,585	\$39,900	\$41,685	\$42,315	\$43,523
11	11	\$40,110	\$40,530	\$42,315	\$42,840	\$44,048
12	12	\$40,688	\$41,003	\$42,788	\$43,418	\$44,625
13	13	\$41,318	\$41,738	\$43,523	\$44,048	\$45,255
14	14	\$41,843	\$42,263	\$44,048	\$44,573	\$45,780
15	15	\$43,313	\$43,733	\$45,518	\$46,043	\$47,250
16	16	\$44,468	\$44,888	\$46,673	\$47,198	\$48,405
17	17	\$47,618	\$48,038	\$49,823	\$50,348	\$51,555
18	18	\$50,479	\$50,899	\$52,684	\$53,209	\$54,416
19	19	\$52,789	\$53,209	\$54,994	\$55,519	\$56,726
20	20	\$53,419	\$53,839	\$55,624	\$56,149	\$57,356
21+	21	\$54,154	\$54,574	\$56,359	\$56,884	\$58,091

\*Step increase and base salary are negotiated through AFT

**District Paid Life: \$35,000** of term life insurance (**\$100.80 annual** benefit negotiated agreement between AFT and District)

**Health Insurance - Insurance through OMES**

Flexible Benefit Allowance for Major Medical - Teachers enrolled in District's Health Insurance Plan shall receive **\$594.90 per month/\$7,138.80 annually** annually as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2018. Calendar Year 2019 amounts have not been established. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation.

**Cash in Lieu of Flexible Benefit Allowance** - Teachers not enrolled in the District's Health Insurance Plan shall receive **\$69.71 per month/\$836.50 annually** in lieu of health insurance with proof of other group coverage.

**District Paid Retirement:** OKCPS pays on behalf of the employee **7% of the Total Compensation** less the TRS Credit. State Paid Teachers' Retirement Credit which is the statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

**Oklahoma City Public Schools - FY19 Teacher Salary Schedule**

<b>Vocational Teachers</b>	<b>Schedule 004</b>
	196 days
	Base + 8.3% + \$2000

Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$38,822	\$39,147	\$40,013	\$40,555	\$41,584
1	1	\$39,082	\$39,407	\$40,273	\$40,815	\$41,844
2	2	\$39,288	\$39,613	\$40,479	\$41,020	\$42,049
3	3	\$40,046	\$40,371	\$41,237	\$41,779	\$42,807
4	4	\$40,197	\$40,522	\$41,389	\$41,930	\$42,959
5	5	\$40,403	\$40,728	\$41,594	\$42,136	\$43,381
6	6	\$40,826	\$41,150	\$42,017	\$42,558	\$43,696
7	7	\$41,313	\$41,638	\$42,504	\$43,046	\$44,183
8	8	\$41,800	\$42,125	\$42,992	\$43,533	\$44,670
9	9	\$42,288	\$42,613	\$43,479	\$44,020	\$45,158
10	10	\$42,829	\$43,154	\$44,995	\$45,645	\$46,890
11	11	\$43,371	\$43,804	\$45,645	\$46,186	\$47,432
12	12	\$43,966	\$44,291	\$46,132	\$46,782	\$48,028
13	13	\$44,616	\$45,049	\$46,890	\$47,432	\$48,677
14	14	\$45,158	\$45,591	\$47,432	\$47,973	\$49,219
15	15	\$46,674	\$47,107	\$48,948	\$49,490	\$50,735
16	16	\$47,865	\$48,298	\$50,139	\$50,681	\$51,926
17	17	\$51,114	\$51,547	\$53,388	\$53,930	\$55,175
18	18	\$54,065	\$54,498	\$56,340	\$56,881	\$58,126
19	19	\$56,448	\$56,881	\$58,722	\$59,264	\$60,509
20	20	\$57,098	\$57,531	\$59,372	\$59,913	\$61,159
21+	21	\$57,856	\$58,289	\$60,130	\$60,672	\$61,917

\*Step increase and base salary are negotiated through AFT

**District Paid Life: \$35,000** of term life insurance (**\$100.80 annual** benefit negotiated agreement between AFT and District)

**Health Insurance - Insurance through OMES** *Flexible*  
*Benefit Allowance for Major Medical* - Teachers enrolled in District's Health Insurance Plan shall receive **571.04 per month/\$6,852.50 annually** as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2017. Calendar Year 2018 amounts will be **\$594.90 per month/\$7138.80 annually** not been determined. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation.

**Cash in Lieu of Flexible Benefit Allowance** - Teachers not enrolled in the District's Health Insurance Plan shall receive **\$69.71 per month/\$836.50 annually** in lieu of health insurance with proof of other group coverage.

**District Paid Retirement:** *OKCPS pays* on behalf of the employee **7% of the Total Compensation** less the TRS Credit. State Paid Teachers' Retirement Credit which is the statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

**Oklahoma City Public Schools - FY19 Teacher Salary Schedule**

<b>Media Specialist</b>	<b>Schedule 006</b>
	201 days
	Base + 19.985%

<b>Base Salary</b>						
<b>Yrs. Exp</b>	<b>STEP</b>	<b>Bachelor</b>	<b>Bachelor +15</b>	<b>Master</b>	<b>Master + 30</b>	<b>Doctorate</b>
0	0	\$40,795	\$41,155	\$42,115	\$42,715	\$43,855
1	1	\$41,083	\$41,443	\$42,403	\$43,003	\$44,142
2	2	\$41,311	\$41,671	\$42,631	\$43,231	\$44,370
3	3	\$42,151	\$42,511	\$43,471	\$44,070	\$45,210
4	4	\$42,319	\$42,679	\$43,639	\$44,238	\$45,378
5	5	\$42,547	\$42,907	\$43,867	\$44,466	\$45,846
6	6	\$43,015	\$43,375	\$44,334	\$44,934	\$46,194
7	7	\$43,555	\$43,915	\$44,874	\$45,474	\$46,734
8	8	\$44,094	\$44,454	\$45,414	\$46,014	\$47,274
9	9	\$44,634	\$44,994	\$45,954	\$46,554	\$47,814
10	10	\$45,234	\$45,594	\$47,634	\$48,354	\$49,734
11	11	\$45,834	\$46,314	\$48,354	\$48,954	\$50,334
12	12	\$46,494	\$46,854	\$48,894	\$49,614	\$50,994
13	13	\$47,214	\$47,694	\$49,734	\$50,334	\$51,714
14	14	\$47,814	\$48,294	\$50,334	\$50,934	\$52,313
15	15	\$49,494	\$49,974	\$52,013	\$52,613	\$53,993
16	16	\$50,814	\$51,294	\$53,333	\$53,933	\$55,313
17	17	\$54,413	\$54,893	\$56,933	\$57,533	\$58,913
18	18	\$57,683	\$58,163	\$60,202	\$60,802	\$62,182
19	19	\$60,322	\$60,802	\$62,842	\$63,442	\$64,822
20	20	\$61,042	\$61,522	\$63,562	\$64,162	\$65,542
21+	21	\$61,882	\$62,362	\$64,402	\$65,002	\$66,382

\*Step increase and base salary are negotiated though AFT

**District Paid Life: \$35,000** of term life insurance (**\$100.80 annual** benefit negotiated agreement between AFT and District)

**Health Insurance - Insurance through OMES**

Flexible Benefit Allowance for Major Medical - Teachers enrolled in District's Health Insurance Plan shall receive **\$594.90 per month/\$7,138.80 annually** annually as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2018. Calendar Year 2019 amounts have not been established. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation.

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Oklahoma City Public Schools - FY19 Teacher Salary Schedule						
Psychologists					Schedule 014	
					207 days	
					Base + 27%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$44,577	\$45,212	\$46,419
1	1			\$44,882	\$45,517	\$46,723
2	2			\$45,123	\$45,758	\$46,965
3	3			\$46,012	\$46,647	\$47,854
4	4			\$46,190	\$46,825	\$48,031
5	5			\$46,431	\$47,066	\$48,527
6	6			\$46,927	\$47,562	\$48,895
7	7			\$47,498	\$48,133	\$49,467
8	8			\$48,070	\$48,705	\$50,038
9	9			\$48,641	\$49,276	\$50,610
10	10			\$50,419	\$51,181	\$52,642
11	11			\$51,181	\$51,816	\$53,277
12	12			\$51,753	\$52,515	\$53,975
13	13			\$52,642	\$53,277	\$54,737
14	14			\$53,277	\$53,912	\$55,372
15	15			\$55,055	\$55,690	\$57,150
16	16			\$56,452	\$57,087	\$58,547
17	17			\$60,262	\$60,897	\$62,357
18	18			\$63,722	\$64,357	\$65,818
19	19			\$66,516	\$67,151	\$68,612
20	20			\$67,278	\$67,913	\$69,374
21+	21			\$68,167	\$68,802	\$70,263

\*Step increase and base salary are negotiated through AFT

**District Paid Life: \$35,000** of term life insurance (**\$100.80 annual** benefit negotiated agreement between AFT and District)

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Oklahoma City Public Schools - FY19 Teacher Salary Schedule						
Elementary Counselors					Schedule 015	
					181 days	
					Base + 7%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$37,557	\$38,092	\$39,109
1	1			\$37,814	\$38,349	\$39,365
2	2			\$38,017	\$38,552	\$39,569
3	3			\$38,766	\$39,301	\$40,318
4	4			\$38,916	\$39,451	\$40,467
5	5			\$39,119	\$39,654	\$40,885
6	6			\$39,537	\$40,072	\$41,195
7	7			\$40,018	\$40,553	\$41,677
8	8			\$40,500	\$41,035	\$42,158
9	9			\$40,981	\$41,516	\$42,640
10	10			\$42,479	\$43,121	\$44,352
11	11			\$43,121	\$43,656	\$44,887
12	12			\$43,603	\$44,245	\$45,475
13	13			\$44,352	\$44,887	\$46,117
14	14			\$44,887	\$45,422	\$46,652
15	15			\$46,385	\$46,920	\$48,150
16	16			\$47,562	\$48,097	\$49,327
17	17			\$50,772	\$51,307	\$52,537
18	18			\$53,687	\$54,222	\$55,453
19	19			\$56,041	\$56,576	\$57,807
20	20			\$56,683	\$57,218	\$58,449
21+	21			\$57,432	\$57,967	\$59,198

\*Step increase and base salary are negotiated though AFT

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**Health Insurance - Insurance through OMES**  
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Oklahoma City Public Schools - FY19 Teacher Salary Schedule						
Secondary Counselors					Schedule 016	
					196 days	
					Base + 17%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$41,067	\$41,652	\$42,764
1	1			\$41,348	\$41,933	\$43,044
2	2			\$41,570	\$42,155	\$43,267
3	3			\$42,389	\$42,974	\$44,086
4	4			\$42,553	\$43,138	\$44,249
5	5			\$42,775	\$43,360	\$44,706
6	6			\$43,232	\$43,817	\$45,045
7	7			\$43,758	\$44,343	\$45,572
8	8			\$44,285	\$44,870	\$46,098
9	9			\$44,811	\$45,396	\$46,625
10	10			\$46,449	\$47,151	\$48,497
11	11			\$47,151	\$47,736	\$49,082
12	12			\$47,678	\$48,380	\$49,725
13	13			\$48,497	\$49,082	\$50,427
14	14			\$49,082	\$49,667	\$51,012
15	15			\$50,720	\$51,305	\$52,650
16	16			\$52,007	\$52,592	\$53,937
17	17			\$55,517	\$56,102	\$57,447
18	18			\$58,705	\$59,290	\$60,635
19	19			\$61,279	\$61,864	\$63,209
20	20			\$61,981	\$62,566	\$63,911
21+	21			\$62,800	\$63,385	\$64,730

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Oklahoma City Public Schools - FY19 Teacher Salary Schedule						
Instructional Coaches					Schedule 017	
ELL Instructional Facilitators					191 days	
Administrative Interns					Base + \$6000	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$40,000	\$40,300	\$41,100	\$41,600	\$42,550
1	1	\$40,240	\$40,540	\$41,340	\$41,840	\$42,790
2	2	\$40,430	\$40,730	\$41,530	\$42,030	\$42,980
3	3	\$41,130	\$41,430	\$42,230	\$42,730	\$43,680
4	4	\$41,270	\$41,570	\$42,370	\$42,870	\$43,820
5	5	\$41,460	\$41,760	\$42,560	\$43,060	\$44,210
6	6	\$41,850	\$42,150	\$42,950	\$43,450	\$44,500
7	7	\$42,300	\$42,600	\$43,400	\$43,900	\$44,950
8	8	\$42,750	\$43,050	\$43,850	\$44,350	\$45,400
9	9	\$43,200	\$43,500	\$44,300	\$44,800	\$45,850
10	10	\$43,700	\$44,000	\$45,700	\$46,300	\$47,450
11	11	\$44,200	\$44,600	\$46,300	\$46,800	\$47,950
12	12	\$44,750	\$45,050	\$46,750	\$47,350	\$48,500
13	13	\$45,350	\$45,750	\$47,450	\$47,950	\$49,100
14	14	\$45,850	\$46,250	\$47,950	\$48,450	\$49,600
15	15	\$47,250	\$47,650	\$49,350	\$49,850	\$51,000
16	16	\$48,350	\$48,750	\$50,450	\$50,950	\$52,100
17	17	\$51,350	\$51,750	\$53,450	\$53,950	\$55,100
18	18	\$54,075	\$54,475	\$56,175	\$56,675	\$57,825
19	19	\$56,275	\$56,675	\$58,375	\$58,875	\$60,025
20	20	\$56,875	\$57,275	\$58,975	\$59,475	\$60,625
21+	21	\$57,575	\$57,975	\$59,675	\$60,175	\$61,325

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