

OKCPS Teacher Salary Schedule - FY2019-B

2018-19 School Year (effective 8/1/18)

Regular Teachers Nurses Homebound Teachers (+600)	Schedule 001
	181 days
	Base Schedule

Base Salary

Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$39,001	\$39,459	\$40,291	\$40,949	\$41,931
1	1	\$39,301	\$39,759	\$40,591	\$41,249	\$42,231
2	2	\$39,551	\$40,009	\$40,841	\$41,499	\$42,481
3	3	\$40,311	\$40,769	\$41,601	\$42,259	\$43,241
4	4	\$40,651	\$41,109	\$41,941	\$42,599	\$43,581
5	5	\$41,051	\$41,509	\$42,341	\$42,999	\$44,043
6	6	\$41,506	\$41,964	\$42,796	\$43,454	\$44,398
7	7	\$42,021	\$42,479	\$43,311	\$43,969	\$44,913
8	8	\$42,536	\$42,994	\$43,826	\$44,484	\$45,428
9	9	\$43,051	\$43,509	\$44,341	\$44,999	\$45,943
10	10	\$43,726	\$44,184	\$45,980	\$46,740	\$47,919
11	11	\$44,294	\$44,851	\$46,648	\$47,308	\$48,487
12	12	\$44,912	\$45,369	\$47,166	\$47,925	\$49,105
13	13	\$45,579	\$46,137	\$47,934	\$48,593	\$49,773
14	14	\$46,147	\$46,705	\$48,501	\$49,161	\$50,340
15	15	\$47,634	\$48,192	\$49,989	\$50,649	\$51,829
16	16	\$48,802	\$49,360	\$51,157	\$51,817	\$52,997
17	17	\$51,870	\$52,428	\$54,225	\$54,885	\$56,065
18	18	\$54,663	\$55,221	\$57,018	\$57,678	\$58,858
19	19	\$56,931	\$57,489	\$59,286	\$59,946	\$61,126
20	20	\$57,619	\$58,178	\$59,975	\$60,635	\$61,816
21	21	\$58,387	\$58,946	\$60,743	\$61,404	\$62,584
22	22	\$58,456	\$59,014	\$60,811	\$61,472	\$62,652
23	23	\$58,524	\$59,082	\$60,880	\$61,540	\$62,721
24	24	\$58,592	\$59,150	\$60,948	\$61,608	\$62,789
25	25	\$59,591	\$60,172	\$61,983	\$62,665	\$63,869

*Step increase and base salary are negotiated through AFT

<p>District Paid Life: \$35,000 of term life insurance (\$75.60 annual benefit negotiated agreement between AFT and District)</p>
<p>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.</p>
<p>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.</p>
<p>District Paid Retirement: <i>OKCPS pays</i> 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.</p>

OKCPS Teacher Salary Schedule - FY2019-B						
2018-19 School Year (effective 8/1/18)						
Special Education Teachers					Schedule 003	
					181 days	
					Base + 5%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$40,951	\$41,432	\$42,306	\$42,996	\$44,028
1	1	\$41,266	\$41,747	\$42,621	\$43,311	\$44,343
2	2	\$41,529	\$42,009	\$42,883	\$43,574	\$44,605
3	3	\$42,327	\$42,807	\$43,681	\$44,372	\$45,403
4	4	\$42,684	\$43,164	\$44,038	\$44,729	\$45,760
5	5	\$43,104	\$43,584	\$44,458	\$45,149	\$46,245
6	6	\$43,581	\$44,062	\$44,936	\$45,627	\$46,618
7	7	\$44,122	\$44,603	\$45,477	\$46,167	\$47,159
8	8	\$44,663	\$45,144	\$46,017	\$46,708	\$47,699
9	9	\$45,204	\$45,684	\$46,558	\$47,249	\$48,240
10	10	\$45,912	\$46,393	\$48,279	\$49,077	\$50,315
11	11	\$46,509	\$47,094	\$48,980	\$49,673	\$50,911
12	12	\$47,158	\$47,637	\$49,524	\$50,321	\$51,560
13	13	\$47,858	\$48,444	\$50,331	\$51,023	\$52,262
14	14	\$48,454	\$49,040	\$50,926	\$51,619	\$52,857
15	15	\$50,016	\$50,602	\$52,488	\$53,181	\$54,420
16	16	\$51,242	\$51,828	\$53,715	\$54,408	\$55,647
17	17	\$54,464	\$55,049	\$56,936	\$57,629	\$58,868
18	18	\$57,396	\$57,982	\$59,869	\$60,562	\$61,801
19	19	\$59,778	\$60,363	\$62,250	\$62,943	\$64,182
20	20	\$60,500	\$61,087	\$62,974	\$63,667	\$64,907
21	21	\$61,306	\$61,893	\$63,780	\$64,474	\$65,713
22	22	\$61,379	\$61,965	\$63,852	\$64,546	\$65,785
23	23	\$61,450	\$62,036	\$63,924	\$64,617	\$65,857
24	24	\$61,522	\$62,108	\$63,995	\$64,688	\$65,928
25	25	\$62,571	\$63,181	\$65,082	\$65,798	\$67,062

*Step increase and base salary are negotiated through AFT

District Paid Life: \$35,000 of term life insurance (\$75.60 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.

OKCPS Teacher Salary Schedule - FY2019-B

2018-19 School Year (effective 8/1/18)

Vocational Teachers	Schedule 004	
	196 days	
	Base + 8.3% + \$2000	

Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$44,238	\$44,734	\$45,635	\$46,348	\$47,411
1	1	\$44,563	\$45,059	\$45,960	\$46,673	\$47,736
2	2	\$44,834	\$45,330	\$46,231	\$46,943	\$48,007
3	3	\$45,657	\$46,153	\$47,054	\$47,766	\$48,830
4	4	\$46,025	\$46,521	\$47,422	\$48,135	\$49,198
5	5	\$46,458	\$46,954	\$47,855	\$48,568	\$49,699
6	6	\$46,951	\$47,447	\$48,348	\$49,061	\$50,083
7	7	\$47,509	\$48,005	\$48,906	\$49,618	\$50,641
8	8	\$48,066	\$48,563	\$49,464	\$50,176	\$51,199
9	9	\$48,624	\$49,120	\$50,021	\$50,734	\$51,756
10	10	\$49,355	\$49,851	\$51,796	\$52,619	\$53,896
11	11	\$49,970	\$50,574	\$52,520	\$53,235	\$54,511
12	12	\$50,640	\$51,135	\$53,081	\$53,903	\$55,181
13	13	\$51,362	\$51,966	\$53,913	\$54,626	\$55,904
14	14	\$51,977	\$52,582	\$54,527	\$55,241	\$56,518
15	15	\$53,588	\$54,192	\$56,138	\$56,853	\$58,131
16	16	\$54,853	\$55,457	\$57,403	\$58,118	\$59,396
17	17	\$58,175	\$58,780	\$60,726	\$61,440	\$62,718
18	18	\$61,200	\$61,804	\$63,750	\$64,465	\$65,743
19	19	\$63,656	\$64,261	\$66,207	\$66,922	\$68,199
20	20	\$64,401	\$65,007	\$66,953	\$67,668	\$68,947
21	21	\$65,233	\$65,839	\$67,785	\$68,501	\$69,778
22	22	\$65,308	\$65,912	\$67,858	\$68,574	\$69,852
23	23	\$65,381	\$65,986	\$67,933	\$68,648	\$69,927
24	24	\$65,455	\$66,059	\$68,007	\$68,721	\$70,000
25	25	\$66,537	\$67,166	\$69,128	\$69,866	\$71,170

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Health Insurance - Insurance through OMES

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OKCPS Teacher Salary Schedule - FY2019-B						
2018-19 School Year (effective 8/1/18)						
Media Specialist					Schedule 006	
					201 days	
					Base + 19.985%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$46,795	\$47,345	\$48,343	\$49,133	\$50,311
1	1	\$47,155	\$47,705	\$48,703	\$49,493	\$50,671
2	2	\$47,455	\$48,005	\$49,003	\$49,793	\$50,971
3	3	\$48,367	\$48,917	\$49,915	\$50,704	\$51,883
4	4	\$48,775	\$49,325	\$50,323	\$51,112	\$52,291
5	5	\$49,255	\$49,805	\$50,803	\$51,592	\$52,845
6	6	\$49,801	\$50,351	\$51,349	\$52,138	\$53,271
7	7	\$50,419	\$50,968	\$51,967	\$52,756	\$53,889
8	8	\$51,037	\$51,586	\$52,585	\$53,374	\$54,507
9	9	\$51,655	\$52,204	\$53,203	\$53,992	\$55,125
10	10	\$52,465	\$53,014	\$55,169	\$56,081	\$57,496
11	11	\$53,146	\$53,814	\$55,971	\$56,763	\$58,177
12	12	\$53,888	\$54,436	\$56,592	\$57,503	\$58,919
13	13	\$54,688	\$55,357	\$57,514	\$58,304	\$59,720
14	14	\$55,369	\$56,039	\$58,194	\$58,986	\$60,400
15	15	\$57,154	\$57,823	\$59,979	\$60,771	\$62,187
16	16	\$58,555	\$59,225	\$61,381	\$62,173	\$63,588
17	17	\$62,236	\$62,906	\$65,062	\$65,854	\$67,270
18	18	\$65,587	\$66,257	\$68,413	\$69,205	\$70,621
19	19	\$68,309	\$68,978	\$71,134	\$71,926	\$73,342
20	20	\$69,134	\$69,805	\$71,961	\$72,753	\$74,170
21	21	\$70,056	\$70,726	\$72,882	\$73,676	\$75,091
22	22	\$70,138	\$70,808	\$72,964	\$73,757	\$75,173
23	23	\$70,220	\$70,890	\$73,047	\$73,839	\$75,256
24	24	\$70,302	\$70,971	\$73,128	\$73,920	\$75,337
25	25	\$71,500	\$72,197	\$74,370	\$75,189	\$76,633

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Health Insurance - Insurance through OMES Flexible
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OKCPS Teacher Salary Schedule - FY2019-B						
2018-19 School Year (effective 8/1/18)						
Psychologists					Schedule 014	
					207 days	
					Base + 27%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$51,170	\$52,005	\$53,252
1	1			\$51,551	\$52,386	\$53,633
2	2			\$51,868	\$52,704	\$53,951
3	3			\$52,833	\$53,669	\$54,916
4	4			\$53,265	\$54,101	\$55,348
5	5			\$53,773	\$54,609	\$55,935
6	6			\$54,351	\$55,187	\$56,385
7	7			\$55,005	\$55,841	\$57,040
8	8			\$55,659	\$56,495	\$57,694
9	9			\$56,313	\$57,149	\$58,348
10	10			\$58,395	\$59,360	\$60,857
11	11			\$59,243	\$60,081	\$61,578
12	12			\$59,901	\$60,865	\$62,363
13	13			\$60,876	\$61,713	\$63,212
14	14			\$61,596	\$62,434	\$63,932
15	15			\$63,486	\$64,324	\$65,823
16	16			\$64,969	\$65,808	\$67,306
17	17			\$68,866	\$69,704	\$71,203
18	18			\$72,413	\$73,251	\$74,750
19	19			\$75,293	\$76,131	\$77,630
20	20			\$76,168	\$77,006	\$78,506
21	21			\$77,144	\$77,983	\$79,482
22	22			\$77,230	\$78,069	\$79,568
23	23			\$77,318	\$78,156	\$79,656
24	24			\$77,404	\$78,242	\$79,742
25	25			\$78,718	\$79,585	\$81,114

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Health Insurance - Insurance through OMES

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OKCPS Teacher Salary Schedule - FY2019-B						
2018-19 School Year (effective 8/1/18)						
Elementary Counselors					Schedule 015	
					181 days	
					Base + 7%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$43,111	\$43,815	\$44,866
1	1			\$43,432	\$44,136	\$45,187
2	2			\$43,700	\$44,404	\$45,455
3	3			\$44,513	\$45,217	\$46,268
4	4			\$44,877	\$45,581	\$46,632
5	5			\$45,305	\$46,009	\$47,126
6	6			\$45,792	\$46,496	\$47,506
7	7			\$46,343	\$47,047	\$48,057
8	8			\$46,894	\$47,598	\$48,608
9	9			\$47,445	\$48,149	\$49,159
10	10			\$49,199	\$50,012	\$51,273
11	11			\$49,913	\$50,620	\$51,881
12	12			\$50,468	\$51,280	\$52,542
13	13			\$51,289	\$51,995	\$53,257
14	14			\$51,896	\$52,602	\$53,864
15	15			\$53,488	\$54,194	\$55,457
16	16			\$54,738	\$55,444	\$56,707
17	17			\$58,021	\$58,727	\$59,990
18	18			\$61,009	\$61,715	\$62,978
19	19			\$63,436	\$64,142	\$65,405
20	20			\$64,173	\$64,879	\$66,143
21	21			\$64,995	\$65,702	\$66,965
22	22			\$65,068	\$65,775	\$67,038
23	23			\$65,142	\$65,848	\$67,111
24	24			\$65,214	\$65,921	\$67,184
25	25			\$66,322	\$67,052	\$68,340

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<p>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.</p>
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OKCPS Teacher Salary Schedule - FY2019-B						
2018-19 School Year (effective 8/1/18)						
Secondary Counselors					Schedule 016	
					196 days	
					Base + 17%	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0			\$47,140	\$47,910	\$49,059
1	1			\$47,491	\$48,261	\$49,410
2	2			\$47,784	\$48,554	\$49,703
3	3			\$48,673	\$49,443	\$50,592
4	4			\$49,071	\$49,841	\$50,990
5	5			\$49,539	\$50,309	\$51,530
6	6			\$50,071	\$50,841	\$51,946
7	7			\$50,674	\$51,444	\$52,548
8	8			\$51,276	\$52,046	\$53,151
9	9			\$51,879	\$52,649	\$53,753
10	10			\$53,797	\$54,686	\$56,065
11	11			\$54,578	\$55,350	\$56,730
12	12			\$55,184	\$56,072	\$57,453
13	13			\$56,083	\$56,854	\$58,234
14	14			\$56,746	\$57,518	\$58,898
15	15			\$58,487	\$59,259	\$60,640
16	16			\$59,854	\$60,626	\$62,006
17	17			\$63,443	\$64,215	\$65,596
18	18			\$66,711	\$67,483	\$68,864
19	19			\$69,365	\$70,137	\$71,517
20	20			\$70,171	\$70,943	\$72,325
21	21			\$71,069	\$71,843	\$73,223
22	22			\$71,149	\$71,922	\$73,303
23	23			\$71,230	\$72,002	\$73,384
24	24			\$71,309	\$72,081	\$73,463
25	25			\$72,520	\$73,318	\$74,727

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Health Insurance - Insurance through OMES

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OKCPS Teacher Salary Schedule - FY2019-B

2018-19 School Year (effective 8/1/18)

Instructional Coaches ELL Instructional Facilitators Administrative Interns	Schedule 017	
	191 days	
	Base + \$6000	

Base Salary

Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$45,001	\$45,459	\$46,291	\$46,949	\$47,931
1	1	\$45,301	\$45,759	\$46,591	\$47,249	\$48,231
2	2	\$45,551	\$46,009	\$46,841	\$47,499	\$48,481
3	3	\$46,311	\$46,769	\$47,601	\$48,259	\$49,241
4	4	\$46,651	\$47,109	\$47,941	\$48,599	\$49,581
5	5	\$47,051	\$47,509	\$48,341	\$48,999	\$50,043
6	6	\$47,506	\$47,964	\$48,796	\$49,454	\$50,398
7	7	\$48,021	\$48,479	\$49,311	\$49,969	\$50,913
8	8	\$48,536	\$48,994	\$49,826	\$50,484	\$51,428
9	9	\$49,051	\$49,509	\$50,341	\$50,999	\$51,943
10	10	\$49,726	\$50,184	\$51,980	\$52,740	\$53,919
11	11	\$50,294	\$50,851	\$52,648	\$53,308	\$54,487
12	12	\$50,912	\$51,369	\$53,166	\$53,925	\$55,105
13	13	\$51,579	\$52,137	\$53,934	\$54,593	\$55,773
14	14	\$52,147	\$52,705	\$54,501	\$55,161	\$56,340
15	15	\$53,634	\$54,192	\$55,989	\$56,649	\$57,829
16	16	\$54,802	\$55,360	\$57,157	\$57,817	\$58,997
17	17	\$57,870	\$58,428	\$60,225	\$60,885	\$62,065
18	18	\$60,663	\$61,221	\$63,018	\$63,678	\$64,858
19	19	\$62,931	\$63,489	\$65,286	\$65,946	\$67,126
20	20	\$63,619	\$64,178	\$65,975	\$66,635	\$67,816
21	21	\$64,387	\$64,946	\$66,743	\$67,404	\$68,584
22	22	\$64,456	\$65,014	\$66,811	\$67,472	\$68,652
23	23	\$64,524	\$65,082	\$66,880	\$67,540	\$68,721
24	24	\$64,592	\$65,150	\$66,948	\$67,608	\$68,789
25	25	\$65,591	\$66,172	\$67,983	\$68,665	\$69,869

*Step increase and base salary are negotiated through AFT

District Paid Life: \$35,000 of term life insurance (\$75.60 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.