

SCHEDULES

SCHEDULE I

Tulsa Public Schools 2021-2022 SALARY SCHEDULE**

Tulsa Public Schools 2020-2021 SALARY SCHEDULE <small>*pending board approval</small> TEACHERS											
Standard Schedule						National Board Schedule					
Step	Bachelors	Masters	Masters +30	Masters +60	Doctorate	Step	Bachelors + NBC*	Masters + NBC*	Masters +30 + NBC*	Masters +60 + NBC*	Doctorate + NBC*
0	40,000	41,000	41,500	42,500	43,500	0	41,158	42,158	42,658	43,658	44,658
1	40,410	41,410	41,910	42,910	43,910	1	41,568	42,568	43,068	44,068	45,068
2	40,820	41,820	42,320	43,320	44,365	2	41,979	42,979	43,479	44,479	45,524
3	41,250	42,250	42,750	43,750	44,834	3	42,408	43,408	43,908	44,908	45,992
4	41,745	42,745	43,245	44,245	45,294	4	42,903	43,903	44,403	45,403	46,452
5	42,200	43,700	44,200	44,700	45,763	5	43,358	44,858	45,358	46,358	47,421
6	43,160	44,660	45,160	45,660	46,660	6	44,319	45,819	46,319	47,319	48,319
7	43,700	45,200	45,700	46,200	47,200	7	44,858	46,358	46,858	47,358	48,358
8	44,140	45,640	46,140	46,640	47,640	8	45,298	46,799	47,299	47,799	48,799
9	44,575	46,075	46,575	47,075	48,075	9	45,734	47,233	47,733	48,233	49,233
10	45,019	46,519	47,019	47,519	48,519	10	46,179	47,679	48,179	48,679	49,679
11	45,575	47,075	47,575	48,316	49,723	11	46,734	48,235	48,735	49,476	50,883
12	46,075	47,575	48,575	49,575	50,943	12	47,234	48,734	49,734	50,734	52,102
13	46,574	48,074	49,074	50,074	51,501	13	47,734	49,233	50,233	51,233	52,660
14	46,962	48,962	49,962	50,962	52,389	14	48,122	50,122	51,122	52,122	53,549
15	47,435	49,435	50,435	51,939	53,366	15	48,595	50,595	51,595	53,099	54,526
16	47,895	49,895	51,416	53,047	54,475	16	49,055	51,055	52,576	54,207	55,635
17	48,448	50,894	52,922	54,573	55,977	17	49,608	52,054	54,082	55,733	57,137
18	49,726	52,114	54,142	55,793	57,197	18	50,886	53,274	55,302	56,953	58,357
19	50,946	52,792	54,930	56,561	57,985	19	52,106	53,952	56,090	57,721	59,145
20	51,514	53,449	55,558	57,179	58,613	20	52,675	54,609	56,718	58,339	59,773
21	52,102	54,669	56,307	57,928	59,363	21	53,263	55,830	57,468	59,089	60,524
22	52,870	55,237	57,193	58,824	60,249	22	54,030	56,398	58,354	59,985	61,410
23	53,439	55,805	58,413	60,044	61,469	23	54,599	56,965	59,573	61,204	62,629
24	54,007	56,574	58,982	60,613	62,038	24	55,167	57,734	60,142	61,773	63,198
25	54,854	57,457	60,065	61,696	63,166	25	56,037	58,639	61,247	62,878	64,348
26	56,074	58,677	61,285	62,916	64,386	26	57,257	59,859	62,467	64,098	65,568
27	56,574	59,177	61,785	63,416	64,886	27	57,757	60,359	62,967	64,598	66,068
28	57,074	59,677	62,285	63,916	65,386	28	58,257	60,859	63,467	65,098	66,568
29	57,574	60,177	62,785	64,416	65,886	29	58,757	61,359	63,967	65,598	67,068
30	58,074	60,677	63,285	64,916	66,386	30	59,257	61,859	64,467	66,098	67,568
31	59,500	61,177	63,785	65,416	66,886	31	60,683	62,359	64,967	66,598	68,068
32	60,000	62,177	64,285	65,916	67,386	32	61,183	63,359	65,467	67,098	68,568
33			64,785	66,416	67,886	33			65,967	67,598	69,068
34			65,785	67,416	68,886	34			66,967	68,598	70,068

*Teachers who attained NBC certification before June 30, 2013, are eligible to receive from the State Department of Education an annual \$5,000 bonus for 10 years measured from the date they received the NBC as long as they continue to teach full time in the classroom for TPS and their national board certification remains current. Teachers who attain NBC certification after June 30, 2013 are eligible to receive from the State Department of Education a \$5,000 bonus only if the teacher was (1) selected for the Educational Leadership Oklahoma Program before June 30, 2013, or (2) if the teacher applied for the certification to the National Board for Professional Teaching Standards before June 30, 2013. **Any teacher who receives an annual NBC bonus, regardless of whether they attained their NBC before or after June 30, 2013, is not eligible to participate in the NBC minimum salary increment.**

Note: The School District's existing agreement provides a career increment in the amount of \$1,000 after 20, 25, 30, 34, 37 years of creditable service. Beginning with the 1995-96 school year, teachers who complete their 20, 25, 30, and 34 years of service during the first semester will move to the appropriate career increment for the second semester. The salary adjustment will be one-half the amount indicated for the yearly career increment.

A maximum of five years will be granted on the salary schedule for prior active military service.

Benefits: Health insurance not to exceed HealthChoice High; \$11.00/month dental; Life insurance - 1 ½ times employee's annual salary; Long Term Disability. Teachers not electing to take health insurance through the District shall be paid a taxable cash "in-lieu-of" payment of \$69.71 per month.

Teachers who have topped out of their salary lane will receive a one-time \$500 stipend for the 2020-2021 school year.

*Salary Schedule approved by the Board at the Jan 25, 2021 meeting

**The Salary schedule has not changed since the 2020-2021 school year. Teachers will be moved up one step on the current

(2020-2021) salary schedule for the 2022-2023 school year.

1. Advance all eligible teachers one step on the salary schedule to reflect the appropriate amount of years taught step increase.
2. Pay career increments as stipulated in the agreement for those teachers who have completed 20, 25, 30, 34, and 37 years of creditable service.
3. The district will increase the amount toward the district paid portion of retirement contribution by 1%, to be calculated after the advancement on the salary schedule.
4. Pay a one-time 1% (of salary at a new step) stipend in lieu of COLA
 - a. New hires before December 1 - paid the full amount on December paycheck.
 - b. New hires after December 1 - paid ½ on June paycheck.
5. Pay a one-time, non-recurring \$1000 loyalty recognition for returning teachers moving from step 9 to step 10 and from step 14 to step 15 on the salary schedule during the 2022-2023 school year
 - a. To be paid on the final paycheck of the 22-23 school year.
6. Pay an additional one-time, non-recurring 5% incentive for all special education teachers, school psychologists, psychometrists, occupational and physical therapists, speech pathologists, and compliance specialists.
7. Pay a \$2000 stipend for returning teachers
 - a. Paid in two equal installments in October 2022 and January 2023

Tulsa Public Schools
2021-2022 SALARY SCHEDULE
TEACHERS

Standard Schedule

Step	Bachelors	Masters	Masters +30	Masters +60	Doctorate
0	40,000	41,000	41,500	42,500	43,500
1	40,410	41,410	41,910	42,910	43,910
2	40,820	41,820	42,320	43,320	44,365
3	41,250	42,250	42,750	43,750	44,834
4	41,745	42,745	43,245	44,245	45,294
5	42,200	43,700	44,200	44,700	45,763
6	43,160	44,660	45,160	45,660	46,660
7	43,700	45,200	45,700	46,200	47,200
8	44,140	45,640	46,140	46,640	47,640
9	44,575	46,075	46,575	47,075	48,075
10	45,019	46,519	47,019	47,519	48,519
11	45,575	47,075	47,575	48,316	49,723
12	46,075	47,575	48,575	49,575	50,943
13	46,574	48,074	49,074	50,074	51,501
14	46,962	48,962	49,962	50,962	52,389
15	47,435	49,435	50,435	51,939	53,366
16	47,895	49,895	51,416	53,047	54,475
17	48,448	50,894	52,922	54,573	55,977
18	49,726	52,114	54,142	55,793	57,197
19	50,946	52,792	54,930	56,561	57,985
20	51,514	53,449	55,558	57,179	58,613
21	52,102	54,669	56,307	57,928	59,363
22	52,870	55,237	57,193	58,824	60,249
23	53,439	55,805	58,413	60,044	61,469
24	54,007	56,574	58,982	60,613	62,038
25	54,854	57,457	60,065	61,696	63,166
26	56,074	58,677	61,285	62,916	64,386
27	56,574	59,177	61,785	63,416	64,886
28	57,074	59,677	62,285	63,916	65,386
29	57,574	60,177	62,785	64,416	65,886
30	58,074	60,677	63,285	64,916	66,386
31	59,500	61,177	63,785	65,416	66,886
32	60,000	62,177	64,285	65,916	67,386
33			64,785	66,416	67,886
34			65,785	67,416	68,886

National Board Schedule

approved 4/4/2022

Step	Bachelors + NBC*	Masters + NBC*	Masters +30 + NBC*	Masters +60 + NBC*	Doctorate + NBC*
0	41,158	42,158	42,658	43,658	44,658
1	41,568	42,568	43,068	44,068	45,068
2	41,979	42,979	43,479	44,479	45,524
3	42,408	43,408	43,908	44,908	45,992
4	42,903	43,903	44,403	45,403	46,452
5	43,358	44,858	45,358	45,858	46,921
6	44,319	45,819	46,319	46,819	47,819
7	44,858	46,358	46,858	47,358	48,358
8	45,298	46,799	47,299	47,799	48,799
9	45,734	47,233	47,733	48,233	49,233
10	46,179	47,679	48,179	48,679	49,679
11	46,734	48,235	48,735	49,476	50,883
12	47,234	48,734	49,734	50,734	52,102
13	47,734	49,233	50,233	51,233	52,660
14	48,122	50,122	51,122	52,122	53,549
15	48,595	50,595	51,595	53,099	54,526
16	49,055	51,055	52,576	54,207	55,635
17	49,608	52,054	54,082	55,733	57,137
18	50,886	53,274	55,302	56,953	58,357
19	52,106	53,952	56,090	57,721	59,145
20	52,675	54,609	56,718	58,339	59,773
21	53,263	55,830	57,468	59,089	60,524
22	54,030	56,398	58,354	59,985	61,410
23	54,599	56,965	59,573	61,204	62,629
24	55,167	57,734	60,142	61,773	63,198
25	56,037	58,639	61,247	62,878	64,348
26	57,257	59,859	62,467	64,098	65,568
27	57,757	60,359	62,967	64,598	66,068
28	58,257	60,859	63,467	65,098	66,568
29	58,757	61,359	63,967	65,598	67,068
30	59,257	61,859	64,467	66,098	67,568
31	60,683	62,359	64,967	66,598	68,068
32	61,183	63,359	65,467	67,098	68,568
33			65,967	67,598	69,068
34			66,967	68,598	70,068

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TEACHERS

Standard Schedule						National Board Schedule					
Step	Bachelors	Masters	Masters +30	Masters +60	Doctorate	Step	Bachelors + NBC*	Masters + NBC*	Masters +30 + NBC*	Masters +60 + NBC*	Doctorate + NBC*
0	40,000	41,000	41,500	42,500	43,500	0	41,158	42,158	42,658	43,658	44,658
1	40,410	41,410	41,910	42,910	43,910	1	41,568	42,568	43,068	44,068	45,068
2	40,820	41,820	42,320	43,320	44,365	2	41,979	42,979	43,479	44,479	45,524
3	41,250	42,250	42,750	43,750	44,834	3	42,408	43,408	43,908	44,908	45,992
4	41,745	42,745	43,245	44,245	45,294	4	42,903	43,903	44,403	45,403	46,452
5	42,200	43,700	44,200	44,700	45,763	5	43,358	44,858	45,358	45,858	46,921
6	43,160	44,660	45,160	45,660	46,660	6	44,319	45,819	46,319	46,819	47,819
7	43,700	45,200	45,700	46,200	47,200	7	44,858	46,358	46,858	47,358	48,358
8	44,140	45,640	46,140	46,640	47,640	8	45,298	46,799	47,299	47,799	48,799
9	44,575	46,075	46,575	47,075	48,075	9	45,734	47,233	47,733	48,233	49,233
10	45,019	46,519	47,019	47,519	48,519	10	46,179	47,679	48,179	48,679	49,679
11	45,575	47,075	47,575	48,316	49,723	11	46,734	48,235	48,735	49,476	50,883
12	46,075	47,575	48,575	49,575	50,943	12	47,234	48,734	49,734	50,734	52,102
13	46,574	48,074	49,074	50,074	51,501	13	47,734	49,233	50,233	51,233	52,660
14	46,962	48,962	49,962	50,962	52,389	14	48,122	50,122	51,122	52,122	53,549
15	47,435	49,435	50,435	51,939	53,366	15	48,595	50,595	51,595	53,099	54,526
16	47,895	49,895	51,416	53,047	54,475	16	49,055	51,055	52,576	54,207	55,635
17	48,448	50,894	52,922	54,573	55,977	17	49,608	52,054	54,082	55,733	57,137
18	49,726	52,114	54,142	55,793	57,197	18	50,886	53,274	55,302	56,953	58,357
19	50,946	52,792	54,930	56,561	57,985	19	52,106	53,952	56,090	57,721	59,145
20	51,514	53,449	55,558	57,179	58,613	20	52,675	54,609	56,718	58,339	59,773
21	52,102	54,669	56,307	57,928	59,363	21	53,263	55,830	57,468	59,089	60,524
22	52,870	55,237	57,193	58,824	60,249	22	54,030	56,398	58,354	59,985	61,410
23	53,439	55,805	58,413	60,044	61,469	23	54,599	56,965	59,573	61,204	62,629
24	54,007	56,574	58,982	60,613	62,038	24	55,167	57,734	60,142	61,773	63,198
25	54,854	57,457	60,065	61,696	63,166	25	56,037	58,639	61,247	62,878	64,348
26	56,074	58,677	61,285	62,916	64,386	26	57,257	59,859	62,467	64,098	65,568
27	56,574	59,177	61,785	63,416	64,886	27	57,757	60,359	62,967	64,598	66,068
28	57,074	59,677	62,285	63,916	65,386	28	58,257	60,859	63,467	65,098	66,568
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31	59,500	61,177	63,785	65,416	66,886	31	60,683	62,359	64,967	66,598	68,068
32	60,000	62,177	64,285	65,916	67,386	32	61,183	63,359	65,467	67,098	68,568
33			64,785	66,416	67,886	33			65,967	67,598	69,068
34			65,785	67,416	68,886	34			66,967	68,598	70,068

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Teachers that have topped out of their salary lane, will received a one-time \$500 stipend for the 2020-2021 school year.

Tulsa Public Schools
2019-2020 SALARY SCHEDULE
TEACHERS

Standard Schedule

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2	40,820	41,820	42,320	43,320	44,365
3	41,250	42,250	42,750	43,750	44,834
4	41,745	42,745	43,245	44,245	45,294
5	42,200	43,700	44,200	44,700	45,763
6	43,160	44,660	45,160	45,660	46,660
7	43,700	45,200	45,700	46,200	47,200
8	44,140	45,640	46,140	46,640	47,640
9	44,575	46,075	46,575	47,075	48,075
10	45,019	46,519	47,019	47,519	48,519
11	45,575	47,075	47,575	48,316	49,723
12	46,075	47,575	48,575	49,575	50,943
13	46,574	48,074	49,074	50,074	51,501
14	46,962	48,962	49,962	50,962	52,389
15	47,435	49,435	50,435	51,939	53,366
16	47,895	49,895	51,416	53,047	54,475
17	48,448	50,894	52,922	54,573	55,977
18	49,726	52,114	54,142	55,793	57,197
19	50,946	52,792	54,930	56,561	57,985
20	51,514	53,449	55,558	57,179	58,613
21	52,102	54,669	56,307	57,928	59,363
22	52,870	55,237	57,193	58,824	60,249
23	53,439	55,805	58,413	60,044	61,469
24	54,007	56,574	58,982	60,613	62,038
25	54,854	57,457	60,065	61,696	63,166
26	56,074	58,677	61,285	62,916	64,386
27	56,574	59,177	61,785	63,416	64,886
28	57,074	59,677	62,285	63,916	65,386
29	57,574	60,177	62,785	64,416	65,886
30	58,074	60,677	63,285	64,916	66,386
31	59,500	61,177	63,785	65,416	66,886
32	60,000	62,177	64,285	65,916	67,386
33			64,785	66,416	67,886
34			65,785	67,416	68,886

National Board Schedule

Step	Bachelors + NBC*	Masters + NBC*	Masters +30 + NBC*	Masters +60 + NBC*	Doctorate + NBC*
0	41,158	42,158	42,658	43,658	44,658
1	41,568	42,568	43,068	44,068	45,068
2	41,979	42,979	43,479	44,479	45,524
3	42,408	43,408	43,908	44,908	45,992
4	42,903	43,903	44,403	45,403	46,452
5	43,358	44,858	45,358	45,858	46,921
6	44,319	45,819	46,319	46,819	47,819
7	44,858	46,358	46,858	47,358	48,358
8	45,298	46,799	47,299	47,799	48,799
9	45,734	47,233	47,733	48,233	49,233
10	46,179	47,679	48,179	48,679	49,679
11	46,734	48,235	48,735	49,476	50,883
12	47,234	48,734	49,734	50,734	52,102
13	47,734	49,233	50,233	51,233	52,660
14	48,122	50,122	51,122	52,122	53,549
15	48,595	50,595	51,595	53,099	54,526
16	49,055	51,055	52,576	54,207	55,635
17	49,608	52,054	54,082	55,733	57,137
18	50,886	53,274	55,302	56,953	58,357
19	52,106	53,952	56,090	57,721	59,145
20	52,675	54,609	56,718	58,339	59,773
21	53,263	55,830	57,468	59,089	60,524
22	54,030	56,398	58,354	59,985	61,410
23	54,599	56,965	59,573	61,204	62,629
24	55,167	57,734	60,142	61,773	63,198
25	56,037	58,639	61,247	62,878	64,348
26	57,257	59,859	62,467	64,098	65,568
27	57,757	60,359	62,967	64,598	66,068
28	58,257	60,859	63,467	65,098	66,568
29	58,757	61,359	63,967	65,598	67,068
30	59,257	61,859	64,467	66,098	67,568
31	60,683	62,359	64,967	66,598	68,068
32	61,183	63,359	65,467	67,098	68,568
33			65,967	67,598	69,068
34			66,967	68,598	70,068

*Teachers who attained NBC certification before June 30, 2013, are eligible to receive from the State Department of Education an annual \$5,000 bonus for 10 years measured from the date they received the NBC as long as they continue to teach full time in the classroom for TPS and their national board certification remains current. Teachers who attain NBC certification after June 30, 2013 are eligible to receive from the State Department of Education a \$5,000 bonus only if the teacher was (1) selected for the Educational Leadership Oklahoma Program before June 30, 2013, or (2) if the teacher applied for the certification to the National Board for Professional Teaching Standards before June 30, 2013. **Any teacher who receives an annual NBC bonus, regardless of whether they attained their NBC before or after June 30, 2013, is not eligible to participate in the NBC minimum salary increment.**

Note: The School District's existing agreement provides a career increment in the amount of \$1,000 after 20, 25, 30, 34, 37 years of creditable service. Beginning with the 1995-96 school year, teachers who complete their 20, 25, 30, and 34 years of service during the first semester will move to the appropriate career increment for the second semester. The salary adjustment will be one-half the amount indicated for the yearly career increment.

A maximum of five years will be granted on the salary schedule for prior active military service.

Pending Board Approval