

ARTICLE XV – Compensation

Section 1: Schedules

Oklahoma City Public Schools - FY20 Teacher Salary Schedule						
Regular Teachers		*Instructional Coaches			Schedule 001	
Nurses		*ELL Instructional Facilitators			181 days	
*Homebound Teachers		*Administrative Interns			Base Schedule	
Base Salary						
Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$41,000	\$41,458	\$42,290	\$42,948	\$43,930
1	1	\$41,300	\$41,758	\$42,590	\$43,248	\$44,230
2	2	\$41,600	\$42,058	\$42,890	\$43,548	\$44,530
3	3	\$41,900	\$42,358	\$43,190	\$43,848	\$44,830
4	4	\$42,300	\$42,758	\$43,590	\$44,248	\$45,230
5	5	\$42,700	\$43,158	\$43,990	\$44,648	\$45,692
6	6	\$43,200	\$43,658	\$44,490	\$45,148	\$46,092
7	7	\$43,700	\$44,158	\$44,990	\$45,648	\$46,592
8	8	\$44,200	\$44,658	\$45,490	\$46,148	\$47,092
9	9	\$44,700	\$45,158	\$45,990	\$46,648	\$47,592
10	10	\$45,250	\$45,708	\$47,504	\$48,264	\$49,443
11	11	\$45,850	\$46,407	\$48,204	\$48,864	\$50,043
12	12	\$46,450	\$46,907	\$48,704	\$49,463	\$50,643
13	13	\$47,050	\$47,608	\$49,405	\$50,064	\$51,244
14	14	\$47,650	\$48,208	\$50,004	\$50,664	\$51,843
15	15	\$48,650	\$49,208	\$51,005	\$51,665	\$52,845
16	16	\$49,550	\$50,108	\$51,905	\$52,565	\$53,745
17	17	\$52,050	\$52,608	\$54,405	\$55,065	\$56,245
18	18	\$54,750	\$55,308	\$57,105	\$57,765	\$58,945
19	19	\$57,050	\$57,608	\$59,405	\$60,065	\$61,245
20	20	\$58,160	\$58,719	\$60,516	\$61,176	\$62,357
21	21	\$58,860	\$59,419	\$61,216	\$61,877	\$63,057
22	22	\$59,610	\$60,168	\$61,965	\$62,626	\$63,806
23	23	\$60,010	\$60,568	\$62,366	\$63,026	\$64,207
24	24	\$60,410	\$60,968	\$62,766	\$63,426	\$64,607
25	25	\$61,135	\$61,716	\$63,527	\$64,209	\$65,413

*Step increase and base salary are negotiated through AFT;

*Reference Appendix G "Other"

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** as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2019. Calendar Year 2020 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.