Bachelor's           Oklahoma State         Tulsa Public Schools Total Salary         District Paid Paid OTRS         District Paid Paid Paid Paid Paid Paid Paid Paid		A	В		С	D	E	F				
Oklahoma   State   State   Schools Total   Base   Salary   OTRS   Banefits   Salary   OTRS   Banefits   Salary   OTRS   Banefits   Salary   OTRS   Banefits   Salary   OTRS   Salary   Sa				<u> </u>			<u> </u>	<u>'</u>				
State   State   Compensation   Salary   OTRS   Benefits   Salary   OTRS   Salary   OTRS   Salary   S	1	Bachelor's										
State   State   Compensation   Salary   OTRS   Benefits   Salary   OTRS   Salary   OTRS   Salary   S		Oklohoma		<b>.</b>	laa Dublia		District	District				
Minimum   Step   Compensation   Salary   OTRS   Benefits						Page						
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21 \$51,646 18 \$ 57,844.38 \$55,726.00 \$1,684.79 \$434 22 \$52,139 19 \$ 59,107.78 \$56,946.00 \$1,721.59 \$440 23 \$52,652 20 \$ 59,695.98 \$57,514.00 \$1,738.72 \$443 24 \$53,145 21 \$ 60,304.90 \$58,102.00 \$1,756.45 \$446 25 \$53,639 22 \$ 61,100.22 \$58,870.00 \$1,779.62 \$451 26 \$54,132 23 \$ 61,689.46 \$59,439.00 \$1,779.62 \$451 27 \$54,625 24 \$ 62,277.67 \$60,007.00 \$1,813.91 \$457 28 \$56,049 25 \$ 63,154.80 \$60,854.00 \$1,839.46 \$461 29 26 \$ 64,418.20 \$62,074.00 \$1,876.26 \$468 30 27 \$ 64,935.99 \$62,574.00 \$1,891.34 \$471 31 28 \$ 65,453.78 \$63,074.00 \$1,906.42 \$473 32 29 \$ 65,971.56 \$63,574.00 \$1,906.42 \$473 33 30 \$ 66,489.35 \$64,074.00 \$1,936.58 \$479 34 31 \$ 67,966.08 \$65,500.00 \$1,994.68 \$489 36 33 34 \$34 \$31 \$ 67,966.08 \$65,500.00 \$1,994.68 \$489 36 37 \$10.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00 \$1,000.0	19	\$50,660	16		55,948.24	\$53,895.00	\$1,629.56	\$424				
22   \$52,139   19   \$ 59,107.78   \$56,946.00   \$1,721.59   \$440	20	\$51,153	17		56,520.91	\$54,448.00	\$1,646.24	\$427				
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38 39 - District Paid OTRS Retirement: The District pays 3% of the teacher's 7% required contribution on base salary and district paid benefits to the Oklahoma Teachers' Retirement System (OTRS). 40 - Statict Paid State (FBA) - Employees life insurance with a death benefit of 1.5 times the annual salary, Long Term Disability and \$132 annually towards dental insurance. 41 - State Flexible Benefit Allowance (FBA) - Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) as provided by Oklahoma statutes. 42 - Appendic teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification. 53 - The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 semester. 54 55 56 57 58 58 58 59 59 59 59 59 59 59 59 59 59 59 59 59				Ψ	00,403.07	\$66,000.00	φ1,994.00	φ409				
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Distinct Paid Benefits - The District pays for employee life insurance with a death benefit of 1.5 times the annual salary, Long Term Disability and \$132 annually towards dental insurance.      District Paid Benefits Allowance (FBA) - Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) as provided by Oklationa statutes.      As a fine leave of Feath Benefit Allowance - Employees not enrolled in the District's health insurance plan shall receive the state taxable compensation of \$836.52 per year in the uch health insurance.      Apperentice teachers will statiat at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification.      The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-98 service of the provisional provided in the provisional provided increment for the second semicator.      The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-98 semicator.      The salary adjustment will be one-half the amount indicated for the yearly career increment.			ement: The Dis	trict pays 3	% of the teacher's 7% required c	ontribution on base salary and dis	trict paid benefits to the Okla	ahoma Teachers'				
State Flexible Benefit Allowance (FBA) - Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) and provided by Oklahoma statutes. Cash in Lieu of Flexible Benefit Allowance - Employees not enrolled in the District's health insurance plan shall receive the state taxable compensation of \$836.52 per year in lieu of health insurance. Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification. Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification. The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 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.		<ul> <li>District Paid Benefits - Th</li> </ul>	ne District pays	for employ	yee life insurance with a death be	nefit of 1.5 times the annual salar	, Long Term Disability and	\$132 annually				
Cash in Let of reixible element allowance - Employees not errorised in the District's health insurance pain shall receive the state taxable compensation of \$83.5.2 per year in fleu of health insurance.     Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification.     Reschool brack provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 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.		<ul> <li>State Flexible Benefit Allo as provided by Oklahoma sta</li> </ul>	tutes.									
<ul> <li>The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1985-96 school year, teachers who complete their 15, 20, 25, 30 and 34 years of service during the first semester will move to the appropriate career increment for the second semester.</li> <li>The salary adjustment will be one-half the amount indicated for the yearly career increment.</li> <li>45</li> <li>46</li> </ul>		Cash in Lieu of Flexible Benefit Allowance - Employees not enrolled in the District's health insurance plan shall receive the state taxable compensation of \$836.52 per year in lieu of health insurance.										
The salary adjustment will be one-half the amount indicated for the yearly career increment.      The salary adjustment will be one-half the amount indicated for the yearly career increment.  45 46		The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 20, 25, 30 and 34 years of service during the first semester will move to the appropriate career increment for the second										
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		Oklahoma State		l	Isa Public nools Total	Base	District Paid	District Paid
2		Minimum	Step	Coi	mpensation	Salary	OTRS	Benefits
3		\$40,991	0	\$	45,701.23	\$44,000.00	\$1,331.10	\$370
4		\$41,425	1	\$	46,125.82	\$44,410.00	\$1,343.47	\$372
5		\$41,859	2	\$	46,550.40	\$44,820.00	\$1,355.84	\$375
6		\$42,294	3	\$	46,995.70	\$45,250.00	\$1,368.81	\$377
7		\$42,728	4	\$	47,508.31	\$45,745.00	\$1,383.74	\$380
8		\$44,200	5	\$	49,532.86	\$47,700.00	\$1,442.70	\$390
9		\$44,663	6	\$	50,527.01	\$48,660.00	\$1,471.66	\$395
10		\$45,127	7	\$	51,086.22	\$49,200.00	\$1,487.95	\$398
11		\$45,590	8	\$	51,541.87	\$49,640.00	\$1,501.22	\$401
12		\$46,054	9	\$	51,992.35	\$50,075.00	\$1,514.34	\$403
13		\$48,568	10	\$	53,487.72	\$51,519.00	\$1,557.89	\$411
14		\$49,061	11	\$	54,063.49	\$52,075.00	\$1,574.66	\$414
15		\$49,554	12	\$	54,581.28	\$52,575.00	\$1,589.75	\$417
16		\$50,047	13	\$	55,098.03	\$53,074.00	\$1,604.80	\$419
17		\$50,539	14	\$	56,017.62	\$53,962.00	\$1,631.58	\$424
18		\$52,052	15	\$	57,543.02	\$55,435.00	\$1,676.01	\$432
19		\$52,545	16	\$	58,019.39	\$55,895.00	\$1,689.89	\$435
20		\$53,038	17	\$	59,053.93	\$56,894.00	\$1,720.02	\$440
21		\$53,531	18	\$	60,317.33	\$58,114.00	\$1,756.82	\$447
22		\$54,024	19	\$	61,019.45	\$58,792.00	\$1,777.27	\$450
23		\$54,538	20	\$	61,699.82	\$59,449.00	\$1,797.08	\$454
24		\$55,031	21	\$	62,963.22	\$60,669.00	\$1,833.88	\$460
25		\$55,524	22	\$	63,551.43	\$61,237.00	\$1,851.01	\$463
26		\$56,018	23	\$	64,139.63	\$61,805.00	\$1,868.14	\$466
27		\$56,511	24	\$	64,935.99	\$62,574.00	\$1,891.34	\$471
28		\$57,971	25	\$	65,850.40	\$63,457.00	\$1,917.97	\$475
29			26	\$	67,113.80	\$64,677.00	\$1,954.77	\$482
30			27	\$	67,631.59	\$65,177.00	\$1,969.85	\$485
31			28	\$	68,149.38	\$65,677.00	\$1,984.93	\$487
32			29	\$	68,667.16	\$66,177.00		
33			30	\$	69,184.95	\$66,677.00	\$2,015.10	\$493
34			31	\$		\$67,177.00		\$496
35			32	\$	70,738.31	\$68,177.00	\$2,060.34	\$501
36			33					
37			34					
38								
39	1	<ul> <li>District Paid OTRS Retire</li> </ul>	ment: The Distr	ict pays 3	% of the teacher's 7% required	contribution on base salary and d	istrict paid benefits to the Ol	dahoma Teachers'

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 The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 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.

Masters+30									
Oklahoma State		Sch	Isa Public nools Total	Base	District Paid	District Paid			
Minimum	Step		npensation	Salary	OTRS	Benefits			
\$40,991	0	\$	46,219.02	\$44,500.00	\$1,346.19	\$373			
\$41,425	1	\$	46,643.60	\$44,910.00	\$1,358.55	\$375			
\$41,859	2	\$	47,068.19	\$45,320.00	\$1,370.92	\$377			
\$42,294	3	\$	47,513.49	\$45,750.00	\$1,383.89	\$380			
\$42,728	4	\$	48,026.10	\$46,245.00	\$1,398.82	\$382			
\$44,200	5	\$	50,050.64	\$48,200.00	\$1,457.79	\$393			
\$44,663	6	\$	51,044.80	\$49,160.00	\$1,486.74	\$398			
\$45,127	7	\$	51,604.01	\$49,700.00	\$1,503.03	\$401			
\$45,590	8	\$	52,059.66	\$50,140.00	\$1,516.30	\$403			
\$46,054	9	\$	52,510.13	\$50,575.00	\$1,529.42	\$406			
\$48,568	10	\$	54,005.50	\$52,019.00	\$1,572.98	\$414			
\$49,061	11	\$	54,581.28	\$52,575.00	\$1,589.75	\$417			
\$49,554	12	\$	55,616.86	\$53,575.00	\$1,619.91	\$422			
\$50,047	13	\$	56,133.61	\$54,074.00	\$1,634.96	\$425			
\$50,539	14	\$	57,053.20	\$54,962.00	\$1,661.74	\$429			
\$52,052	15	\$	58,578.60	\$56,435.00	\$1,706.17	\$437			
\$52,545	16	\$	59,594.50	\$57,416.00	\$1,735.76	\$443			
\$53,038	17	\$	61,154.07	\$58,922.00	\$1,781.19	\$451			
\$53,531	18	\$	62,417.47	\$60,142.00	\$1,817.98	\$457			
\$54,024	19	\$	63,264.57	\$60,960.00	\$1,842.66	\$462			
\$54,538	20	\$	63,883.85	\$61,558.00	\$1,860.69	\$465			
\$55,031	21	\$	64,659.49	\$62,307.00	\$1,883.29	\$469			
\$55,524	22	\$	65,577.01	\$63,193.00	\$1,910.01	\$474			
\$56,018	23	\$	66,840.41	\$64,413.00	\$1,946.81	\$481			
\$56,511	24	\$	67,429.65	\$64,982.00	\$1,963.97	\$484			
\$57,971	25	\$	68,551.18	\$66,065.00	\$1,996.64	\$490			
	26	\$	69,814.58	\$67,285.00	\$2,033.43	\$496			
	27	\$	70,332.37	\$67,785.00	\$2,048.52	\$499			
	28	\$	70,850.16	\$68,285.00	\$2,063.60	\$502			
	29	\$	71,367.94	\$68,785.00	\$2,078.68	\$504			
	30	\$	71,885.73	\$69,285.00	\$2,093.76	\$507			
	31	\$	72,403.52	\$69,785.00	\$2,108.84	\$510			
	32	\$	72,921.30	\$70,285.00	\$2,123.92	\$512			
	33	\$	73,439.09	\$70,785.00	\$2,139.00	\$515			
	34	\$	74,474.67	\$71,785.00	\$2,169.17	\$521			

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1					Maste			
<u> </u>				<u> </u>	Maste	15.00		
		Oklahoma		Tu	lsa Public		District	District
		State		Scł	nools Total	Base	Paid	Paid
2		Minimum	Step	Coi	mpensation	Salary	OTRS	Benefits
3		\$40,991	0	\$	47,254.59	\$45,500.00	\$1,376.35	\$378
4		\$41,425	1	\$	47,679.18	\$45,910.00	\$1,388.71	\$380
5		\$41,859	2	\$	48,103.76	\$46,320.00	\$1,401.08	\$383
6		\$42,294	3	\$	48,549.06	\$46,750.00	\$1,414.05	\$385
7		\$42,728	4	\$	49,061.67	\$47,245.00	\$1,428.98	\$388
8		\$44,200	5	\$	50,568.43	\$48,700.00	\$1,472.87	\$396
9		\$44,663	6	\$	51,562.58	\$49,660.00	\$1,501.82	\$401
10		\$45,127	7	\$	52,121.79	\$50,200.00	\$1,518.11	\$404
11		\$45,590	8	\$	52,577.45	\$50,640.00	\$1,531.38	\$406
12		\$46,054	9	\$	53,027.92	\$51,075.00	\$1,544.50	\$408
13		\$48,568	10	\$	54,523.29	\$52,519.00	\$1,588.06	\$416
14		\$49,061	11	\$	55,348.64	\$53,316.00	\$1,612.10	\$421
15		\$49,554	12	\$	56,652.43	\$54,575.00	\$1,650.07	\$427
16		\$50,047	13	\$	57,169.18	\$55,074.00	\$1,665.12	\$430
17		\$50,539	14	\$	58,088.77	\$55,962.00	\$1,691.91	\$435
18		\$52,052	15	\$	60,136.10	\$57,939.00	\$1,751.54	\$446
19		\$52,545	16	\$	61,283.52	\$59,047.00	\$1,784.96	\$452
20		\$53,038	17	\$	62,863.81	\$60,573.00	\$1,830.98	
21		\$53,531	18	\$	64,127.21	\$61,793.00	\$1,867.78	
22		\$54,024	19	\$	64,922.53	\$62,561.00	\$1,890.95	\$471
23		\$54,538	20	\$	65,562.51	\$63,179.00	\$1,909.59	\$474
24		\$55,031	21 <b>22</b>	\$	66,338.16	\$63,928.00	\$1,932.18	
25		\$55,524		\$	67,266.03	\$64,824.00	\$1,959.20	\$483
26 27		\$56,018	23 <b>24</b>	\$	68,529.43 69,118.67	\$66,044.00	\$1,996.00	\$489
28		\$56,511 \$57,071	25	\$	70,240.20	\$66,613.00 \$67,696.00	\$2,013.17 \$2,045.83	\$493
29		\$57,971	26	\$	71,503.60	\$68,916.00	\$2,045.63	\$498 \$505
30			27	\$	72,021.39	\$69,416.00	\$2,082.03	\$508
31			28	\$	72,539.18	\$69,916.00	\$2,112.79	\$500 \$510
32			29	\$	73,056.96	\$70,416.00	\$2,112.79	\$510
33			30	\$		\$70,416.00	\$2,127.87	
34			31	\$	74,092.54		\$2,158.04	\$510
35			32	\$	74,610.33	\$71,416.00	\$2,173.12	
36			33	۳	7 7,0 10.00	\$71,916.00	\$2,173.12	
37			34			\$73,416.00	\$2,100.20	
38			UT			¥10,710.00	<u>  ΨΖ,Ζ 10.00</u>	Ψ529
30		District David OTDO Dation	t The Diete					

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The salary adjustment will be one-half the amount indicated for the yearly career increment.

	ΑB	AC	AD		AE	AF	AG	AH		
1		Doctorate								
		Oklahoma		ı	lsa Public		District	District		
		State		ı	nools Total	Base	Paid	Paid		
2		Minimum	Step	_	mpensation	Salary	OTRS	Benefits		
3		\$42,381	0	\$	48,290.17	\$46,500.00	\$1,406.51	\$384		
4		\$42,815	1	\$	48,714.75	\$46,910.00	\$1,418.88	\$386		
5		\$43,249	2	\$	49,185.94	\$47,365.00	\$1,432.60	\$388		
6		\$43,684	3	\$	49,671.62	\$47,834.00	\$1,446.75	\$391		
7		\$44,118	4	\$	50,147.99	\$48,294.00	\$1,460.62	\$393		
8		\$45,590	5	\$	51,669.25	\$49,763.00	\$1,504.93	\$401		
9		\$46,054	6	\$	52,598.16	\$50,660.00	\$1,531.99	\$406		
10		\$46,517	7	\$	53,157.37	\$51,200.00	\$1,548.27	\$409		
11		\$46,980	8	\$	53,613.02	\$51,640.00	\$1,561.54	\$411		
12		\$47,444	9	\$	54,063.49	\$52,075.00	\$1,574.66	\$414		
13		\$50,945	10	\$	55,558.86	\$53,519.00	\$1,618.22	\$422		
14		\$51,438	11	\$	56,805.70	\$54,723.00	\$1,654.53	\$428		
15		\$51,931	12	\$	58,069.10	\$55,943.00	\$1,691.33	\$435		
16		\$52,424	13	\$	58,646.95	\$56,501.00	\$1,708.16	\$438		
17		\$52,916	14	\$	59,566.54	\$57,389.00	\$1,734.95	\$443		
18		\$54,430	15	\$	61,613.87	\$59,366.00	\$1,794.58	\$453		
19		\$54,923	16	\$	62,762.32	\$60,475.00	\$1,828.03	\$459		
20		\$55,416	17	\$	64,317.75	\$61,977.00	\$1,873.33	\$467		
21		\$55,909	18	\$	65,581.15	\$63,197.00	\$1,910.13	\$474		
22		\$56,402	19	\$	66,397.19	\$63,985.00	\$1,933.90	\$478		
23		\$56,917	20	\$	67,047.53	\$64,613.00	\$1,952.84	\$482		
24		\$57,410	21	\$	67,824.21	\$65,363.00	\$1,975.46	\$486		
25		\$57,903	22	\$	68,741.73	\$66,249.00	\$2,002.19	\$491		
26		\$58,397	23	\$	70,005.13	\$67,469.00	\$2,038.98	\$497		
27		\$58,890	24	\$	70,594.37	\$68,038.00	\$2,056.15	\$500		
28		\$60,395	25	\$	71,762.50	\$69,166.00	\$2,090.17	\$506		
29			26	\$	73,025.90	\$70,386.00	\$2,126.97	\$513		
30			27	\$	73,522.97	\$70,866.00	\$2,141.45	\$516		
31			28	\$	74,061.47	\$71,386.00	\$2,157.13	\$518		
32			29	\$	74,579.26	\$71,886.00	\$2,172.21			
33			30	\$	75,097.05	\$72,386.00	\$2,187.29	\$524		
34			31	\$	75,614.83	\$72,886.00	\$2,202.37	\$526		
35			32	\$	76,132.62	\$73,386.00	\$2,217.45	\$529		
36			33	\$	76,650.41	\$73,886.00	\$2,232.54	\$532		
37			34	\$	77,685.98	\$74,886.00	\$2,262.70	\$537		
38										

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semester.

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