

2021-2022 American Federation of Teachers Collective Bargaining Agreement

ARTICLE XV – Compensation

Section 1: Schedules

Oklahoma City Public Schools - FY22 Teacher Salary Schedule						
Regular Teachers		**Instructional Coaches			Schedule 001	
Nurses		**ELL Instructional Facilitators			181 days	
**Homebound Teachers		**Administrative Interns			Base Schedule	
Base Salary						
Yrs Expr	STEP	Bachelor	*Bachelor +15	Master	*Master + 30	Doctorate
0	0	\$41,500	\$42,000	\$42,700	\$43,300	\$44,400
1	1	\$41,800	\$42,300	\$43,000	\$43,600	\$44,700
2	2	\$42,100	\$42,600	\$43,300	\$43,900	\$45,000
3	3	\$42,400	\$42,900	\$43,600	\$44,200	\$45,300
4	4	\$42,800	\$43,300	\$44,000	\$44,600	\$45,700
5	5	\$43,200	\$43,700	\$44,400	\$45,000	\$46,100
6	6	\$43,700	\$44,200	\$44,900	\$45,500	\$46,600
7	7	\$44,200	\$44,700	\$45,400	\$46,000	\$47,100
8	8	\$44,700	\$45,200	\$45,900	\$46,500	\$47,600
9	9	\$45,200	\$45,700	\$46,400	\$47,000	\$48,100
10	10	\$45,700	\$46,200	\$47,900	\$48,500	\$49,600
11	11	\$46,200	\$46,700	\$48,400	\$49,000	\$50,100
12	12	\$46,800	\$47,300	\$49,000	\$49,600	\$50,700
13	13	\$47,400	\$47,900	\$49,600	\$50,200	\$51,300
14	14	\$48,000	\$48,500	\$50,200	\$50,800	\$51,900
15	15	\$48,900	\$49,400	\$51,100	\$51,700	\$52,800
16	16	\$49,800	\$50,300	\$52,000	\$52,600	\$53,700
17	17	\$51,800	\$52,300	\$54,000	\$54,600	\$55,700
18	18	\$54,200	\$54,700	\$56,400	\$57,000	\$58,100
19	19	\$56,400	\$56,900	\$58,600	\$59,200	\$60,300
20	20	\$58,000	\$58,500	\$60,200	\$60,800	\$61,900
21	21	\$58,850	\$59,350	\$61,050	\$61,650	\$62,750
22	22	\$59,600	\$60,100	\$61,800	\$62,400	\$63,500
23	23	\$60,200	\$60,700	\$62,400	\$63,000	\$64,100
24	24	\$60,800	\$61,300	\$63,000	\$63,600	\$64,700
25	25	\$61,735	\$62,235	\$63,935	\$64,535	\$65,635

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***Salary schedule education lanes for Bachelors +15 and Masters +30** will expire 12/31/20, but any current / eligible employees employed within those lanes as of 12/31/20 will be grandfathered in until separation or retirement. If the employee returns to work with OKCPS, they will then be placed in the Bachelor, Masters or Doctorate salary schedule lane accordingly.

**** See ARTICLE XV – Compensation, Section 7**

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

Health Insurance: Insurance through OMES Flexible Benefit Allowance for Major Medical - Teachers enrolled in District's Health Insurance Plan shall receive **\$615.90 per month /\$7,390.80 annually** as Flexible Benefit Allowance (FBA) towards the cost of the employees' medical insurance for calendar year 2021. Calendar Year 2022 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: Administrators 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 the full amount of the teachers contribution of **7% to TRS**.

Oklahoma City Public Schools - FY21 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	MASTERS	MASTERS +30	DOCTORATE
0	0	41,500	42,000	42,700	43,300	44,400
1	1	41,800	42,300	43,000	43,600	44,700
2	2	42,100	42,600	43,300	43,900	45,000
3	3	42,400	42,900	43,600	44,200	45,300
4	4	42,800	43,300	44,000	44,600	45,700
5	5	43,200	43,700	44,400	45,000	46,100
6	6	43,700	44,200	44,900	45,500	46,600
7	7	44,200	44,700	45,400	46,000	47,100
8	8	44,700	45,200	45,900	46,500	47,600
9	9	45,200	45,700	46,400	47,000	48,100
10	10	45,700	46,200	47,900	48,500	49,600
11	11	46,200	46,700	48,400	49,000	50,100
12	12	46,800	47,300	49,000	49,600	50,700
13	13	47,400	47,900	49,600	50,200	51,300
14	14	48,000	48,500	50,200	50,800	51,900
15	15	48,900	49,400	51,100	51,700	52,800
16	16	49,800	50,300	52,000	52,600	53,700
17	17	51,800	52,300	54,000	54,600	55,700
18	18	54,200	54,700	56,400	57,000	58,100
19	19	56,400	56,900	58,600	59,200	60,300
20	20	58,000	58,500	60,200	60,800	61,900
21	21	58,850	59,350	61,050	61,650	62,750
22	22	59,600	60,100	61,800	62,400	63,500
23	23	60,200	60,700	62,400	63,000	64,100
24	24	60,800	61,300	63,000	63,600	64,700
25+	25	61,735	62,235	63,935	64,535	65,635

* Step increase and base salary are negotiated through AFT;

* Reference Appendix G "Other"

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Special Education Teachers	Schedule 003 181 days Base + 5%
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Base Salary						
Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0	43,575	44,100	44,835	45,465	46,620
1	1	43,890	44,415	45,150	45,780	46,935
2	2	44,205	44,730	45,465	46,095	47,250
3	3	44,520	45,045	45,780	46,410	47,565
4	4	44,940	45,465	46,200	46,830	47,985
5	5	45,360	45,885	46,620	47,250	48,405
6	6	45,885	46,410	47,145	47,775	48,930
7	7	46,410	46,935	47,670	48,300	49,455
8	8	46,935	47,460	48,195	48,825	49,980
9	9	47,460	47,985	48,720	49,350	50,505
10	10	47,985	48,510	50,295	50,925	52,080
11	11	48,510	49,035	50,820	51,450	52,605
12	12	49,140	49,665	51,450	52,080	53,235
13	13	49,770	50,295	52,080	52,710	53,865
14	14	50,400	50,925	52,710	53,340	54,495
15	15	51,345	51,870	53,655	54,285	55,440
16	16	52,290	52,815	54,600	55,230	56,385
17	17	54,390	54,915	56,700	57,330	58,485
18	18	56,910	57,435	59,220	59,850	61,005
19	19	59,220	59,745	61,530	62,160	63,315
20	20	60,900	61,425	63,210	63,840	64,995
21	21	61,793	62,318	64,103	64,733	65,888
22	22	62,580	63,105	64,890	65,520	66,675
23	23	63,210	63,735	65,520	66,150	67,305
24	24	63,840	64,365	66,150	66,780	67,935
25+	25	64,822	65,347	67,132	67,762	68,917

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Career Tech *Agriculture Teacher					Schedule 004 196 days Base + 8.3% + \$2000	
Base Salary						
Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0	46,945	47,486	48,245	48,894	50,086
1	1	47,270	47,811	48,569	49,219	50,411
2	2	47,595	48,136	48,894	49,544	50,735
3	3	47,920	48,461	49,219	49,869	51,060
4	4	48,353	48,894	49,652	50,302	51,494
5	5	48,786	49,328	50,086	50,735	51,927
6	6	49,328	49,869	50,627	51,277	52,468
7	7	49,869	50,411	51,169	51,818	53,010
8	8	50,411	50,952	51,710	52,360	53,551
9	9	50,952	51,494	52,252	52,901	54,093
10	10	51,494	52,035	53,876	54,526	55,717
11	11	52,035	52,577	54,418	55,067	56,259
12	12	52,685	53,226	55,067	55,717	56,909
13	13	53,335	53,876	55,717	56,367	57,558
14	14	53,984	54,526	56,367	57,017	58,208
15	15	54,959	55,501	57,342	57,992	59,183
16	16	55,934	56,475	58,316	58,966	60,158
17	17	58,100	58,641	60,482	61,132	62,324
18	18	60,699	61,241	63,082	63,731	64,923
19	19	63,082	63,623	65,464	66,114	67,305
20	20	64,814	65,356	67,197	67,847	69,038
21	21	65,735	66,277	68,118	68,767	69,959
22	22	66,547	67,089	68,930	69,580	70,771
23	23	67,197	67,739	69,580	70,229	71,421
24	24	67,847	68,388	70,229	70,879	72,071
25+	25	68,860	69,401	71,242	71,892	73,083

* Reference Appendix G "Other"

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Speech and Language Pathologist	Schedule 005 181 days Base + 5% + \$5,000
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Base Salary

Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0	48,575	49,100	49,835	50,465	51,620
1	1	48,890	49,415	50,150	50,780	51,935
2	2	49,205	49,730	50,465	51,095	52,250
3	3	49,520	50,045	50,780	51,410	52,565
4	4	49,940	50,465	51,200	51,830	52,985
5	5	50,360	50,885	51,620	52,250	53,405
6	6	50,885	51,410	52,145	52,775	53,930
7	7	51,410	51,935	52,670	53,300	54,455
8	8	51,935	52,460	53,195	53,825	54,980
9	9	52,460	52,985	53,720	54,350	55,505
10	10	52,985	53,510	54,245	54,875	56,030
11	11	53,510	54,035	54,770	55,400	56,555
12	12	54,140	54,665	55,405	56,035	57,185
13	13	54,770	55,295	56,040	56,670	57,815
14	14	55,400	55,925	56,675	57,305	58,445
15	15	56,035	56,560	57,310	57,940	59,075
16	16	56,670	57,195	57,945	58,575	59,710
17	17	57,305	57,830	58,580	59,210	60,345
18	18	57,940	58,465	59,215	59,845	60,980
19	19	58,575	59,095	59,850	60,480	61,615
20	20	59,210	59,730	60,485	61,115	62,250
21	21	59,845	60,365	61,120	61,750	62,885
22	22	60,480	60,995	61,755	62,385	63,520
23	23	61,115	61,630	62,390	63,020	64,155
24	24	61,750	62,265	63,025	63,655	64,790
25+	25	62,385	62,895	63,660	64,290	65,425

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Media Specialist						Schedule 006
						201
						Base + 19.985%
Base Salary						
Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0	49,794	50,394	51,234	51,954	53,274
1	1	50,154	50,754	51,594	52,314	53,634
2	2	50,514	51,114	51,954	52,674	53,994
3	3	50,874	51,474	52,314	53,034	54,354
4	4	51,354	51,954	52,794	53,514	54,834
5	5	51,834	52,434	53,274	53,994	55,314
6	6	52,434	53,034	53,874	54,594	55,914
7	7	53,034	53,634	54,474	55,194	56,513
8	8	53,634	54,234	55,074	55,794	57,113
9	9	54,234	54,834	55,674	56,393	57,713
10	10	54,834	55,434	57,473	58,193	59,513
11	11	55,434	56,033	58,073	58,793	60,113
12	12	56,153	56,753	58,793	59,513	60,833
13	13	56,873	57,473	59,513	60,233	61,553
14	14	57,593	58,193	60,233	60,953	62,273
15	15	58,673	59,273	61,313	62,033	63,353
16	16	59,753	60,353	62,393	63,113	64,432
17	17	62,153	62,753	64,792	65,512	66,832
18	18	65,032	65,632	67,672	68,392	69,712
19	19	67,672	68,272	70,312	71,032	72,351
20	20	69,592	70,192	72,231	72,951	74,271
21	21	70,612	71,212	73,251	73,971	75,291
22	22	71,512	72,111	74,151	74,871	76,191
23	23	72,231	72,831	74,871	75,591	76,911
24	24	72,951	73,551	75,591	76,311	77,631
25+	25	74,073	74,673	76,713	77,433	78,753

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Psychologists						Schedule 014 205 days Base + 27%
Base Salary						
Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0			54,229	54,991	56,388
1	1			54,610	55,372	56,769
2	2			54,991	55,753	57,150
3	3			55,372	56,134	57,531
4	4			55,880	56,642	58,039
5	5			56,388	57,150	58,547
6	6			57,023	57,785	59,182
7	7			57,658	58,420	59,817
8	8			58,293	59,055	60,452
9	9			58,928	59,690	61,087
10	10			60,833	61,595	62,992
11	11			61,468	62,230	63,627
12	12			62,230	62,992	64,389
13	13			62,992	63,754	65,151
14	14			63,754	64,516	65,913
15	15			64,897	65,659	67,056
16	16			66,040	66,802	68,199
17	17			68,580	69,342	70,739
18	18			71,628	72,390	73,787
19	19			74,422	75,184	76,581
20	20			76,454	77,216	78,613
21	21			77,534	78,296	79,693
22	22			78,486	79,248	80,645
23	23			79,248	80,010	81,407
24	24			80,010	80,772	82,169
25+	25			81,198	81,960	83,357

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Elementary Counselors

Schedule 015

181 days

Base + 7%

Base Salary

Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0			45,689	46,331	47,508
1	1			46,010	46,652	47,829
2	2			46,331	46,973	48,150
3	3			46,652	47,294	48,471
4	4			47,080	47,722	48,899
5	5			47,508	48,150	49,327
6	6			48,043	48,685	49,862
7	7			48,578	49,220	50,397
8	8			49,113	49,755	50,932
9	9			49,648	50,290	51,467
10	10			51,253	51,895	53,072
11	11			51,788	52,430	53,607
12	12			52,430	53,072	54,249
13	13			53,072	53,714	54,891
14	14			53,714	54,356	55,533
15	15			54,677	55,319	56,496
16	16			55,640	56,282	57,459
17	17			57,780	58,422	59,599
18	18			60,348	60,990	62,167
19	19			62,702	63,344	64,521
20	20			64,414	65,056	66,233
21	21			65,324	65,966	67,143
22	22			66,126	66,768	67,945
23	23			66,768	67,410	68,587
24	24			67,410	68,052	69,229
25+	25			68,411	69,053	70,230

* Step increase and base salary are negotiated through AFT

Oklahoma City Public Schools - FY21 Teacher Salary Schedule

Secondary Counselors						Schedule 016 196 days Base + 17%
Base Salary						
Yrs. Exp	STEP	BACHELOR	BACHELOR +15	MASTERS	MASTERS +30	DOCTORATE
0	0			49,959	50,661	51,948
1	1			50,310	51,012	52,299
2	2			50,661	51,363	52,650
3	3			51,012	51,714	53,001
4	4			51,480	52,182	53,469
5	5			51,948	52,650	53,937
6	6			52,533	53,235	54,522
7	7			53,118	53,820	55,107
8	8			53,703	54,405	55,692
9	9			54,288	54,990	56,277
10	10			56,043	56,745	58,032
11	11			56,628	57,330	58,617
12	12			57,330	58,032	59,319
13	13			58,032	58,734	60,021
14	14			58,734	59,436	60,723
15	15			59,787	60,489	61,776
16	16			60,840	61,542	62,829
17	17			63,180	63,882	65,169
18	18			65,988	66,690	67,977
19	19			68,562	69,264	70,551
20	20			70,434	71,136	72,423
21	21			71,429	72,131	73,418
22	22			72,306	73,008	74,295
23	23			73,008	73,710	74,997
24	24			73,710	74,412	75,699
25+	25			74,804	75,506	76,793

* Step increase and base salary are negotiated through AFT