

ARTICLE XV - Compensation

Section 1: Salary Schedules Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Regular Teachers						Schedule 001
Nurses						181 days
Homebound Teachers +600						Base Schedule
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0	\$34,000	\$34,300	\$35,100	\$35,600	\$36,550
2	1	\$34,240	\$34,540	\$35,340	\$35,840	\$36,790
3	2	\$34,430	\$34,730	\$35,530	\$36,030	\$36,980
4	3	\$35,130	\$35,430	\$36,230	\$36,730	\$37,680
5	4	\$35,270	\$35,470	\$36,270	\$36,770	\$37,720
6	5	\$35,460	\$35,660	\$36,460	\$36,960	\$38,110
7	6	\$35,850	\$36,050	\$36,850	\$37,350	\$38,400
8	7	\$36,300	\$36,500	\$37,300	\$37,800	\$38,850
9	8	\$36,750	\$36,950	\$37,750	\$38,250	\$39,300
10	9	\$37,200	\$37,400	\$38,200	\$38,700	\$39,750
11	10	\$37,700	\$37,900	\$39,600	\$40,200	\$41,350
12	11	\$38,200	\$38,500	\$40,200	\$40,700	\$41,850
13	12	\$38,750	\$38,950	\$40,650	\$41,250	\$42,400
14	13	\$39,350	\$39,650	\$41,350	\$41,850	\$43,000
15-16	14	\$39,850	\$40,150	\$41,850	\$42,350	\$43,500
17	15	\$41,250	\$41,550	\$43,250	\$43,750	\$44,900
18	16	\$42,350	\$42,650	\$44,350	\$44,850	\$46,000
19	17	\$45,350	\$45,650	\$47,350	\$47,850	\$49,000
20-21	18	\$48,075	\$48,375	\$50,075	\$50,575	\$51,725
22+	19	\$49,775	\$50,075	\$51,775	\$52,275	\$53,425

*Step increase and base salary are negotiated through AFT

District Paid Life: \$35,000 of term life insurance (\$100.80 annual benefit negotiated agreement between AFT and District)
Health Insurance - Insurance through OMES <i>Flexible</i> <i>Benefit Allowance for Major Medical</i> - Teachers enrolled in District's Health Insurance Plan shall receive \$526.88 per month/\$6,322.60 annually as Flexible Benefit Allowance (FBA) towards the cost of the employee's medical insurance for calendar year 2016. Calendar Year 2017 amounts will be \$571.04 per month/\$6,852.50 annually not been determined. 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: <u>OKCPS pays</u> 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.

Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Special Education Teachers Speech and Language Pathologist +5000						Schedule 003
						181 days
						Base x 5%
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0	\$35,700	\$36,015	\$36,855	\$37,380	\$38,378
2	1	\$35,952	\$36,267	\$37,107	\$37,632	\$38,630
3	2	\$36,152	\$36,467	\$37,307	\$37,832	\$38,829
4	3	\$36,887	\$37,202	\$38,042	\$38,567	\$39,564
5	4	\$37,034	\$37,244	\$38,084	\$38,609	\$39,606
6	5	\$37,233	\$37,443	\$38,283	\$38,808	\$40,016
7	6	\$37,643	\$37,853	\$38,693	\$39,218	\$40,320
8	7	\$38,115	\$38,325	\$39,165	\$39,690	\$40,793
9	8	\$38,588	\$38,798	\$39,638	\$40,163	\$41,265
10	9	\$39,060	\$39,270	\$40,110	\$40,635	\$41,738
11	10	\$39,585	\$39,795	\$41,580	\$42,210	\$43,418
12	11	\$40,110	\$40,425	\$42,210	\$42,735	\$43,943
13	12	\$40,688	\$40,898	\$42,683	\$43,313	\$44,520
14	13	\$41,318	\$41,633	\$43,418	\$43,943	\$45,150
15-16	14	\$41,843	\$42,158	\$43,943	\$44,468	\$45,675
17	15	\$43,313	\$43,628	\$45,413	\$45,938	\$47,145
18	16	\$44,468	\$44,783	\$46,568	\$47,093	\$48,300
19	17	\$47,618	\$47,933	\$49,718	\$50,243	\$51,450
20-21	18	\$50,479	\$50,794	\$52,579	\$53,104	\$54,311
22+	19	\$52,264	\$52,579	\$54,364	\$54,889	\$56,096

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule

Schedule 004

196 days

Vocational Teachers +2000

Base x 8.3% +2000

Base Salary

EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0	\$38,822	\$39,147	\$40,013	\$40,555	\$41,584
2	1	\$39,082	\$39,407	\$40,273	\$40,815	\$41,844
3	2	\$39,288	\$39,613	\$40,479	\$41,020	\$42,049
4	3	\$40,046	\$40,371	\$41,237	\$41,779	\$42,807
5	4	\$40,197	\$40,414	\$41,280	\$41,822	\$42,851
6	5	\$40,403	\$40,620	\$41,486	\$42,028	\$43,273
7	6	\$40,826	\$41,042	\$41,909	\$42,450	\$43,587
8	7	\$41,313	\$41,530	\$42,396	\$42,937	\$44,075
9	8	\$41,800	\$42,017	\$42,883	\$43,425	\$44,562
10	9	\$42,288	\$42,504	\$43,371	\$43,912	\$45,049
11	10	\$42,829	\$43,046	\$44,887	\$45,537	\$46,782
12	11	\$43,371	\$43,696	\$45,537	\$46,078	\$47,324
13	12	\$43,966	\$44,183	\$46,024	\$46,674	\$47,919
14	13	\$44,616	\$44,941	\$46,782	\$47,324	\$48,569
15-16	14	\$45,158	\$45,482	\$47,324	\$47,865	\$49,111
17	15	\$46,674	\$46,999	\$48,840	\$49,381	\$50,627
18	16	\$47,865	\$48,190	\$50,031	\$50,573	\$51,818
19	17	\$51,114	\$51,439	\$53,280	\$53,822	\$55,067
20-21	18	\$54,065	\$54,390	\$56,231	\$56,773	\$58,018
22+	19	\$55,907	\$56,232	\$58,073	\$58,614	\$59,860

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Media Specialist						Schedule 006
						201 days
						Base x 17%
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0	\$40,795	\$41,155	\$42,115	\$42,715	\$43,854
2	1	\$41,083	\$41,443	\$42,403	\$43,003	\$44,142
3	2	\$41,311	\$41,671	\$42,631	\$43,230	\$44,370
4	3	\$42,151	\$42,511	\$43,470	\$44,070	\$45,210
5	4	\$42,319	\$42,559	\$43,518	\$44,118	\$45,258
6	5	\$42,547	\$42,787	\$43,746	\$44,346	\$45,726
7	6	\$43,015	\$43,254	\$44,214	\$44,814	\$46,074
8	7	\$43,554	\$43,794	\$44,754	\$45,354	\$46,614
9	8	\$44,094	\$44,334	\$45,294	\$45,894	\$47,154
10	9	\$44,634	\$44,874	\$45,834	\$46,434	\$47,694
11	10	\$45,234	\$45,474	\$47,514	\$48,234	\$49,614
12	11	\$45,834	\$46,194	\$48,234	\$48,834	\$50,214
13	12	\$46,494	\$46,734	\$48,774	\$49,494	\$50,874
14	13	\$47,214	\$47,574	\$49,614	\$50,214	\$51,593
15-16	14	\$47,814	\$48,174	\$50,214	\$50,814	\$52,193
17	15	\$49,494	\$49,854	\$51,893	\$52,493	\$53,873
18	16	\$50,814	\$51,173	\$53,213	\$53,813	\$55,193
19	17	\$54,413	\$54,773	\$56,813	\$57,413	\$58,793
20-21	18	\$57,683	\$58,043	\$60,082	\$60,682	\$62,062
22+	19	\$59,722	\$60,082	\$62,122	\$62,722	\$64,102

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Psychologists						Schedule 014
						207 days
						Base x 27%
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0			\$44,577	\$45,212	\$46,419
2	1			\$44,889	\$45,517	\$46,723
3	2			\$45,123	\$45,758	\$46,965
4	3			\$46,012	\$46,647	\$47,854
5	4			\$46,063	\$46,698	\$47,904
6	5			\$46,304	\$46,939	\$48,400
7	6			\$46,800	\$47,435	\$48,768
8	7			\$47,371	\$48,006	\$49,340
9	8			\$47,943	\$48,578	\$49,911
10	9			\$48,514	\$49,149	\$50,483
11	10			\$50,292	\$51,054	\$52,515
12	11			\$51,054	\$51,689	\$53,150
13	12			\$51,626	\$52,388	\$53,848
14	13			\$52,515	\$53,150	\$54,610
15-16	14			\$53,150	\$53,785	\$55,245
17	15			\$54,928	\$55,563	\$57,023
18	16			\$56,325	\$56,960	\$58,420
19	17			\$60,135	\$60,770	\$62,230
20-21	18			\$63,595	\$64,230	\$65,691
22+	19			\$65,754	\$66,389	\$67,850

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Elementary Counselors						Schedule 015
						181 days
						Base x 7%
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0			\$37,557	\$38,092	\$39,109
2	1			\$37,814	\$38,349	\$39,365
3	2			\$38,017	\$38,552	\$39,569
4	3			\$38,766	\$39,301	\$40,318
5	4			\$38,809	\$39,344	\$40,360
6	5			\$39,012	\$39,547	\$40,778
7	6			\$39,430	\$39,965	\$41,088
8	7			\$39,911	\$40,446	\$41,570
9	8			\$40,393	\$40,928	\$42,051
10	9			\$40,874	\$41,409	\$42,533
11	10			\$42,372	\$43,014	\$44,245
12	11			\$43,014	\$43,549	\$44,780
13	12			\$43,496	\$44,138	\$45,368
14	13			\$44,245	\$44,780	\$46,010
15-16	14			\$44,780	\$45,315	\$46,545
17	15			\$46,278	\$46,813	\$48,043
18	16			\$47,455	\$47,990	\$49,220
19	17			\$50,665	\$51,200	\$52,430
20-21	18			\$53,580	\$54,115	\$55,346
22+	19			\$55,399	\$55,934	\$57,165

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Secondary Counselors						Schedule 016
						196 days
						Base x 17%
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0			\$41,067	\$41,652	\$42,764
2	1			\$41,348	\$41,933	\$43,044
3	2			\$41,570	\$42,155	\$43,267
4	3			\$42,389	\$42,974	\$44,086
5	4			\$42,436	\$43,021	\$44,132
6	5			\$42,658	\$43,243	\$44,589
7	6			\$43,115	\$43,700	\$44,928
8	7			\$43,641	\$44,226	\$45,455
9	8			\$44,168	\$44,753	\$45,981
10	9			\$44,694	\$45,279	\$46,508
11	10			\$46,332	\$47,034	\$48,380
12	11			\$47,034	\$47,619	\$48,965
13	12			\$47,561	\$48,263	\$49,608
14	13			\$48,380	\$48,965	\$50,310
15-16	14			\$48,965	\$49,550	\$50,895
17	15			\$50,603	\$51,188	\$52,533
18	16			\$51,890	\$52,475	\$53,820
19	17			\$55,400	\$55,985	\$57,330
20-21	18			\$58,588	\$59,173	\$60,518
22+	19			\$60,577	\$61,162	\$62,507

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Oklahoma City Public Schools - FY17 Teacher Salary Schedule						
Instructional Coaches						Schedule 017
Reading, Literacy, Math Coaches						191 days
ELL Instructional Facilitators						Base x \$6000
Base Salary						
EXPERIENCE	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0-1	0	\$40,000	\$40,300	\$41,100	\$41,600	\$42,550
2	1	\$40,240	\$40,540	\$41,340	\$41,840	\$42,790
3	2	\$40,430	\$40,730	\$41,530	\$42,030	\$42,980
4	3	\$41,130	\$41,430	\$42,230	\$42,730	\$43,680
5	4	\$41,270	\$41,470	\$42,270	\$42,770	\$43,720
6	5	\$41,460	\$41,660	\$42,460	\$42,960	\$44,110
7	6	\$41,850	\$42,050	\$42,850	\$43,350	\$44,400
8	7	\$42,300	\$42,500	\$43,300	\$43,800	\$44,850
9	8	\$42,750	\$42,950	\$43,750	\$44,250	\$45,300
10	9	\$43,200	\$43,400	\$44,200	\$44,700	\$45,750
11	10	\$43,700	\$43,900	\$45,600	\$46,200	\$47,350
12	11	\$44,200	\$44,500	\$46,200	\$46,700	\$47,850
13	12	\$44,750	\$44,950	\$46,650	\$47,250	\$48,400
14	13	\$45,350	\$45,650	\$47,350	\$47,850	\$49,000
15-16	14	\$45,850	\$46,150	\$47,850	\$48,350	\$49,500
17	15	\$47,250	\$47,550	\$49,250	\$49,750	\$50,900
18	16	\$48,350	\$48,650	\$50,350	\$50,850	\$52,000
19	17	\$51,350	\$51,650	\$53,350	\$53,850	\$55,000
20-21	18	\$54,075	\$54,375	\$56,075	\$56,575	\$57,725
22+	19	\$55,775	\$56,075	\$57,775	\$58,275	\$59,425

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