

ARTICLE XV – Compensation

Section 1: Schedules

Oklahoma City Public Schools – FY2019-B Teacher Salary Schedule	
2018-19 School Year (effective 8/1/18)	
Regular Teachers	Schedule 001
Nurses	181 days
	Base Schedule
Base Salary	

Yrs. Exp	STEP	Bachelor	Bachelor +15	Master	Master + 30	Doctorate
0	0	\$39,001	\$39,459	\$40,291	\$40,949	\$41,931
1	1	\$39,301	\$39,759	\$40,591	\$41,249	\$42,231
2	2	\$39,551	\$40,009	\$40,841	\$41,499	\$42,481
3	3	\$40,311	\$40,769	\$41,601	\$42,259	\$43,241
4	4	\$40,651	\$41,109	\$41,941	\$42,599	\$43,581
5	5	\$41,051	\$41,509	\$42,341	\$42,999	\$44,043
6	6	\$41,506	\$41,964	\$42,796	\$43,454	\$44,398
7	7	\$42,021	\$42,479	\$43,311	\$43,969	\$44,913
8	8	\$42,536	\$42,994	\$43,826	\$44,484	\$45,428
9	9	\$43,051	\$43,509	\$44,341	\$44,999	\$45,943
10	10	\$43,726	\$44,184	\$45,980	\$46,740	\$47,919
11	11	\$44,294	\$44,851	\$46,648	\$47,308	\$48,487
12	12	\$44,912	\$45,369	\$47,166	\$47,925	\$49,105
13	13	\$45,579	\$46,137	\$47,934	\$48,593	\$49,773
14	14	\$46,147	\$46,705	\$48,501	\$49,161	\$50,340
15	15	\$47,634	\$48,192	\$49,989	\$50,649	\$51,829
16	16	\$48,802	\$49,360	\$51,157	\$51,817	\$52,997
17	17	\$51,870	\$52,428	\$54,225	\$54,885	\$56,065
18	18	\$54,663	\$55,221	\$57,018	\$57,678	\$58,858
19	19	\$56,931	\$57,489	\$59,286	\$59,946	\$61,126
20	20	\$57,619	\$58,178	\$59,975	\$60,635	\$61,816
21	21	\$58,387	\$58,946	\$60,743	\$61,404	\$62,584
22	22	\$58,456	\$59,014	\$60,811	\$61,472	\$62,652
23	23	\$58,524	\$59,082	\$60,880	\$61,540	\$62,721
24	24	\$58,592	\$59,150	\$60,948	\$61,608	\$62,789
25	25	\$59,591	\$60,172	\$61,983	\$62,665	\$63,869

*Step increase and base salary are negotiated through AFT

District Paid Life: \$35,000 of term life insurance (**\$75.60 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 2018. Calendar Year 2019 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.