

For NCTQ's analysis of 2016-2017 salary schedules, this 2015-16 salary document was used again, as it remained posted on the district website as of March 22, 2017. NCTQ's policy is to analyze salary schedules that are posted online as of January 1, 2017

ADMINISTRATION • COMPENSATION and BENEFITS

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Compensation & Benefits Links

- Home
- Salary Schedules
- Benefits/Health Insurance
- Leave of Absence Information
- Retirement
- Job Descriptions
- Long Term Disability
- Employee Assistance Program - FAQ
- Employee Assistance Program - Services
- Life Insurance
- 2015 Flu Vaccination Schedule
- Contact Us

SALARY SCHEDULES

The mission of Tulsa Public Schools' Compensation and Benefits department is to attract, motivate and retain talent in the Tulsa Public School system. We strive for job satisfaction, motivation, low absenteeism and low turnover. In providing our employees with peace of mind, we hope to provide the kind of self-confidence that results in excellence and high expectations with a commitment to all.

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APPLY ONLINE

2015-2016 Teacher Salary Schedule

Step	Bachelors	Bachelors + NBC*	Masters	Masters + NBC*	M+30	M+30 + NBC*	M+60	M+60 + NBC*	Doctorate	Doctor + NBC
0	32,900	33,900	33,956	34,956	34,964	35,964	36,005	37,005	37,105	38,105
1	33,300	34,300	34,366	35,366	35,384	36,384	36,605	37,605	37,705	38,705
2	33,700	34,700	34,776	35,776	35,794	36,794	37,015	38,015	38,115	39,115
3	34,100	35,100	35,176	36,176	36,194	37,194	37,415	38,415	38,515	39,515
4	34,500	35,500	35,576	36,576	36,694	37,694	37,825	38,825	38,925	39,925
5	34,900	35,900	35,976	36,976	37,094	38,094	38,235	39,235	39,335	40,335
6	35,300	36,300	36,376	37,376	37,494	38,494	38,635	39,635	39,735	40,735
7	35,700	36,700	36,796	37,796	37,914	38,914	39,045	40,045	40,145	41,145
8	36,300	37,300	37,406	38,406	38,524	39,524	39,645	40,645	40,745	41,745
9	36,800	37,800	37,916	38,916	39,034	40,034	40,155	41,155	41,255	42,255
10	37,200	38,200	38,326	39,326	39,444	40,444	40,555	41,555	41,655	42,655
11	37,610	38,610	38,986	39,986	40,614	41,614	42,255	43,255	43,335	44,335
12	38,020	39,020	39,476	40,476	41,114	42,114	42,725	43,725	43,825	44,825
13	38,660	39,660	40,286	41,286	41,914	42,914	43,545	44,545	44,645	45,645
14	39,370	40,370	41,206	42,206	42,834	43,834	44,455	45,455	45,555	46,555
15	40,190	41,190	42,216	43,216	43,844	44,844	45,475	46,475	46,575	47,575
16	40,800	41,800	42,936	43,936	44,864	45,864	46,485	47,485	47,585	48,585
17	42,220	43,220	44,406	45,406	46,434	47,434	48,085	49,085	49,161	50,161
18	43,430	44,430	45,016	46,016	47,154	48,154	48,785	49,785	49,881	50,881
19	43,930	44,930	45,526	46,526	47,714	48,714	49,335	50,335	50,441	51,441
20	44,430	45,430	46,736	47,736	48,374	49,374	49,995	50,995	51,101	52,101
21	45,130	46,130	47,236	48,236	49,134	50,134	50,755	51,755	51,861	52,861
22	45,630	46,630	47,736	48,736	50,344	51,344	51,975	52,975	53,071	54,071
23	46,130	47,130	48,436	49,436	50,844	51,844	52,475	53,475	53,571	54,571
24	46,630	47,630	48,936	49,936	51,544	52,544	53,175	54,175	54,271	55,271
25	47,130	48,130	49,436	50,436	52,044	53,044	53,675	54,675	54,771	55,771
26	47,630	48,630	49,936	50,936	52,544	53,544	54,175	55,175	55,271	56,271
27	48,130	49,130	50,436	51,436	53,044	54,044	54,675	55,675	55,771	56,771
28	48,630	49,630	50,936	51,936	53,544	54,544	55,175	56,175	56,271	57,271
29			51,436	52,436	54,044	55,044	55,675	56,675	56,771	57,771
30			51,936	52,936	54,544	55,544	56,175	57,175	57,271	58,271
31					55,044	56,044	56,675	57,675	57,771	58,771
32					55,544	56,544	57,175	58,175	58,271	59,271

*Teachers who attained NBC certification before June 30, 2013, are eligible to receive from the State Department of Education an annual \$5,000 bonus for 10 years measured from the date they received the NBC as long as they continue to teach full time in the classroom for TPS and their national board certification remains current. Teachers who attain NBC certification after June 30, 2013 are eligible to receive from the State

Department of Education a \$5,000 bonus only if the teacher was (1) selected for the Educational Leadership Oklahoma Program before June 30, 2013, or (2) if the teacher applied for the certification to the National Board for Professional Teaching Standards before June 30, 2013. Any teacher who receives an annual NBC bonus, regardless of whether they attained their NBC before or after June 30, 2013, is not eligible to participate in the NBC minimum salary increment.

Benefits:

- 11.00/mo dental
- Life insurance - 1 1/2 times employee's annual salary
- Long Term Disability

Health Insurance:

Oklahoma statutes provide that the District shall pay health insurance premiums not to exceed the "Health Choice High" individual premium amount for each teacher (certified) who elects coverage. Teachers not electing to take health insurance through the District (provided other coverage is in force) shall be paid a taxable cash "in-lieu" payment in the amount set by statute. The HCH premium amount to be paid by the District for 2013 is \$463.99 per month, for 2014 it will be \$484.87 and the "in-lieu" payment amount is \$69.71 per month.

Note: The School District's existing agreement provides a career increment in the amount of \$1,000.00 after 20, 25, 30, 34, 37 years of creditable service. Beginning with the 1995-96 school year, teachers who complete their 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.

A maximum of five years will be granted on the salary schedule for prior active military service.

* Schedule 176 contract days



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Biography
Messages
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Executive Staff
Organizational Chart
Departments
Contact Service Center

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Submit a Story
District News
School News
Videos
Local News
Calendars
TPS 20 TV
Weather Closings

Search News
Press Releases
Tip Sheet
Press Kits
Photos
Official Logos
Stay Connected

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Back to School
Calendars
Student Grades (PowerSchool)
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Bus Routes & Schedules
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Behavior Guide
Health Services
Special Education
Parent Involvement
My Child's School
Language Assistance
Summer Programs
more...

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Calendars
Strategic Plan
Teacher/Leader Effectiveness
Athletics
School Contacts/Locations
Federal Programs
Special Programs
Financial Reports/Plan
About TPS
About Tulsa

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Job Postings/Apply
About TPS
Empowering Teachers
Tulsa
Substitute Teaching
Job Descriptions
Pay & Benefits
Teaching Vacancies
Contact Human Capital

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Calendars
Volunteer Opportunities
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Purchase Bids
Grants
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Facility Rental/Purchase
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CONTACT

Education Service Center
3027 S. New Haven Ave.
Tulsa, OK 74114
918-746-6800
Hours: M-F, 8 a.m. - 4:30 p.m.

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