

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule

	A	B	C	D	E	F
1	Bachelor's					
2	Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
3	\$39,601	0	\$ 44,665.66	\$43,000.00	\$1,300.94	\$365
4	\$40,035	1	\$ 45,090.24	\$43,410.00	\$1,313.31	\$367
5	\$40,469	2	\$ 45,514.83	\$43,820.00	\$1,325.67	\$369
6	\$40,904	3	\$ 45,960.13	\$44,250.00	\$1,338.64	\$371
7	\$41,338	4	\$ 46,472.73	\$44,745.00	\$1,353.57	\$374
8	\$42,810	5	\$ 47,979.50	\$46,200.00	\$1,397.46	\$382
9	\$43,273	6	\$ 48,973.65	\$47,160.00	\$1,426.42	\$387
10	\$43,737	7	\$ 49,532.86	\$47,700.00	\$1,442.70	\$390
11	\$44,200	8	\$ 49,988.51	\$48,140.00	\$1,455.98	\$393
12	\$44,663	9	\$ 50,438.98	\$48,575.00	\$1,469.10	\$395
13	\$46,684	10	\$ 51,934.35	\$50,019.00	\$1,512.65	\$403
14	\$47,177	11	\$ 52,510.13	\$50,575.00	\$1,529.42	\$406
15	\$47,670	12	\$ 53,027.92	\$51,075.00	\$1,544.50	\$408
16	\$48,162	13	\$ 53,544.67	\$51,574.00	\$1,559.55	\$411
17	\$48,655	14	\$ 53,946.47	\$51,962.00	\$1,571.26	\$413
18	\$50,167	15	\$ 55,471.88	\$53,435.00	\$1,615.69	\$421
19	\$50,660	16	\$ 55,948.24	\$53,895.00	\$1,629.56	\$424
20	\$51,153	17	\$ 56,520.91	\$54,448.00	\$1,646.24	\$427
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	\$1,796.78	\$454
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	\$1,921.50	\$476
33		30	\$ 66,489.35	\$64,074.00	\$1,936.58	\$479
34		31	\$ 67,966.08	\$65,500.00	\$1,979.59	\$486
35		32	\$ 68,483.87	\$66,000.00	\$1,994.68	\$489
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39	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • District 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. 					
41	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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. 					
43	<ul style="list-style-type: none"> • Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification. 					
44	<ul style="list-style-type: none"> • 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. 					
45	<ul style="list-style-type: none"> • The salary adjustment will be one-half the amount indicated for the yearly career increment. 					
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Tulsa Public Schools 2023-2024 Teacher Compensation Schedule

	G	H	I	J	K	L	M
1	Masters						
2	Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid 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	\$2,000.01	\$490	
33		30	\$ 69,184.95	\$66,677.00	\$2,015.10	\$493	
34		31	\$ 69,702.74	\$67,177.00	\$2,030.18	\$496	
35		32	\$ 70,738.31	\$68,177.00	\$2,060.34	\$501	
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39	<ul style="list-style-type: none"> • 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). • District 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. • 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. • 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. • 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. 						
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Tulsa Public Schools 2023-2024 Teacher Compensation Schedule

Masters+30					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid 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

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule

	U	V	W	X	Y	Z	AA
1	Masters+60						
2	Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid 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	\$460	
21	\$53,531	18	\$ 64,127.21	\$61,793.00	\$1,867.78	\$466	
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	\$ 66,338.16	\$63,928.00	\$1,932.18	\$478	
25	\$55,524	22	\$ 67,266.03	\$64,824.00	\$1,959.20	\$483	
26	\$56,018	23	\$ 68,529.43	\$66,044.00	\$1,996.00	\$489	
27	\$56,511	24	\$ 69,118.67	\$66,613.00	\$2,013.17	\$493	
28	\$57,971	25	\$ 70,240.20	\$67,696.00	\$2,045.83	\$498	
29		26	\$ 71,503.60	\$68,916.00	\$2,082.63	\$505	
30		27	\$ 72,021.39	\$69,416.00	\$2,097.71	\$508	
31		28	\$ 72,539.18	\$69,916.00	\$2,112.79	\$510	
32		29	\$ 73,056.96	\$70,416.00	\$2,127.87	\$513	
33		30	\$ 73,574.75	\$70,916.00	\$2,142.95	\$516	
34		31	\$ 74,092.54	\$71,416.00	\$2,158.04	\$519	
35		32	\$ 74,610.33	\$71,916.00	\$2,173.12	\$521	
36		33		\$72,416.00	\$2,188.20	\$524	
37		34		\$73,416.00	\$2,218.36	\$529	
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39	<ul style="list-style-type: none"> • 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). • District 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. • 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. • 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. • 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. 						
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Tulsa Public Schools 2023-2024 Teacher Compensation Schedule

	AB	AC	AD	AE	AF	AG	AH
1	Doctorate						
2	Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid 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	\$521	
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	
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