ARTICLE XV – Compensation

Section 1: Schedules

Nurses	Oklahoma City Public Schools - FY20 Teacher Salary Schedule							
#Homebound Teachers	Regular Tea	chers		*Instructional Co	paches		Schedule 001	
Yrs. Exp STEP Bachelor Bachelor +15 Master Master +30 Doctorate 0 0 \$41,000 \$41,458 \$42,290 \$42,948 \$43,930 1 1 \$41,300 \$41,758 \$42,590 \$43,248 \$44,393 2 2 \$41,600 \$42,058 \$42,890 \$43,548 \$44,530 3 3 \$41,900 \$42,358 \$43,190 \$43,848 \$44,830 4 4 \$42,300 \$42,758 \$43,590 \$44,648 \$45,230 5 5 \$42,700 \$43,158 \$43,990 \$44,648 \$45,692 6 6 \$43,200 \$43,658 \$44,490 \$45,148 \$46,092 7 7 \$43,700 \$44,188 \$44,990 \$45,648 \$46,592 8 8 \$44,200 \$44,658 \$45,490 \$46,648 \$47,992 9 9 \$44,700 \$45,188 \$44,990 \$46,648 \$47,992 1	Nurses		*ELL Instructional Facilitators			181 days		
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10 10 \$45,250 \$45,708 \$47,504 \$48,264 \$49,443 11 11 \$45,850 \$46,407 \$48,204 \$48,864 \$50,043 12 12 \$46,450 \$46,907 \$48,704 \$49,463 \$50,643 13 13 \$47,050 \$47,608 \$49,405 \$50,064 \$51,244 14 14 \$47,650 \$48,208 \$50,004 \$50,664 \$51,843 15 15 \$48,650 \$49,208 \$51,005 \$51,665 \$52,845 16 16 \$49,550 \$50,108 \$51,905 \$52,565 \$53,745 17 17 \$52,050 \$52,608 \$54,405 \$55,065 \$56,245 18 18 \$54,750 \$55,308 \$57,105 \$57,765 \$58,945 19 19 \$57,050 \$57,608 \$59,405 \$60,065 \$61,245 20 20 \$58,160 \$58,719 \$60,516 \$61,176 \$62,357 <td< td=""><td>8</td><td>8</td><td>\$44,200</td><td>\$44,658</td><td>\$45,490</td><td>\$46,148</td><td>\$47,092</td></td<>	8	8	\$44,200	\$44,658	\$45,490	\$46,148	\$47,092	
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15 15 \$48,650 \$49,208 \$51,005 \$51,665 \$52,845 16 16 \$49,550 \$50,108 \$51,905 \$52,565 \$53,745 17 17 \$52,050 \$52,608 \$54,405 \$55,065 \$56,245 18 18 \$54,750 \$55,308 \$57,105 \$57,765 \$58,945 19 19 \$57,050 \$57,608 \$59,405 \$60,065 \$61,245 20 20 \$58,160 \$58,719 \$60,516 \$61,176 \$62,357 21 21 \$58,860 \$59,419 \$61,216 \$61,877 \$63,057 22 22 \$59,610 \$60,168 \$61,965 \$62,626 \$63,806 23 23 \$60,010 \$60,568 \$62,366 \$63,026 \$64,207 24 24 \$60,410 \$60,968 \$62,766 \$63,426 \$64,607	13	13	\$47,050	\$47,608	\$49,405	\$50,064	\$51,244	
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20 20 \$58,160 \$58,719 \$60,516 \$61,176 \$62,357 21 21 \$58,860 \$59,419 \$61,216 \$61,877 \$63,057 22 22 \$59,610 \$60,168 \$61,965 \$62,626 \$63,806 23 23 \$60,010 \$60,568 \$62,366 \$63,026 \$64,207 24 24 \$60,410 \$60,968 \$62,766 \$63,426 \$64,607	18	18	\$54,750	\$55,308	\$57,105	\$57,765	\$58,945	
21 21 \$58,860 \$59,419 \$61,216 \$61,877 \$63,057 22 22 \$59,610 \$60,168 \$61,965 \$62,626 \$63,806 23 23 \$60,010 \$60,568 \$62,366 \$63,026 \$64,207 24 24 \$60,410 \$60,968 \$62,766 \$63,426 \$64,607	19	19	\$57,050	\$57,608	\$59,405	\$60,065	\$61,245	
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23 23 \$60,010 \$60,568 \$62,366 \$63,026 \$64,207 24 24 \$60,410 \$60,968 \$62,766 \$63,426 \$64,607	21	21	\$58,860	\$59,419	\$61,216	\$61,877	\$63,057	
24 24 \$60,410 \$60,968 \$62,766 \$63,426 \$64,607	22	22	\$59,610	\$60,168	\$61,965	\$62,626	\$63,806	
	23	23	\$60,010	\$60,568	\$62,366	\$63,026	\$64,207	
25	24	24	\$60,410	\$60,968	\$62,766	\$63,426	\$64,607	
	25	25	\$61,135	\$61,716	\$63,527	\$64,209	\$65,413	

^{*}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)

^{*}Reference Appendix G "Other"

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 2019. Calendar Year 2020 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.