

Compensation and Benefits

Teacher Salary

2008-2009 Teacher Salary Schedule

Step	Bachelors	Masters	M+30	M+60	Doctorate
0	32,900	33,956	34,964	36,005	37,105
1	33,300	34,366	35,384	36,605	37,705
2	33,700	34,776	35,794	37,015	38,115
3	34,100	35,176	36,194	37,415	38,515
4	34,500	35,576	36,694	37,825	38,925
5	34,900	35,976	37,094	38,235	39,335
6	35,300	36,376	37,494	38,635	39,735
7	35,700	36,796	37,914	39,045	40,145
8	36,300	37,406	38,524	39,645	40,745
9	36,800	37,916	39,034	40,155	41,255
10	37,200	38,326	39,444	40,555	41,655
11	37,610	38,986	40,614	42,255	43,335
12	38,020	39,476	41,114	42,725	43,825
13	38,660	40,286	41,914	43,545	44,645
14	39,370	41,206	42,834	44,455	45,555
15	40,190	42,216	43,844	45,475	46,575
16	40,800	42,936	44,864	46,485	47,585
17	42,220	44,406	46,434	48,085	49,161
18	43,430	45,016	47,154	48,785	49,881
19	43,930	45,226	47,714	49,335	50,441
20	44,430	46,736	48,374	49,995	51,101
21		47,236	49,134	50,755	51,861
22		47,736	50,344	51,975	53,071
23			50,844	52,475	53,571

Benefits:

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

Health Ins:

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 2008 is \$364.24 per month, for 2009 it will be \$409.12 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 183 contract days