

# Oklahoma City Public Schools

## FY2016 Teachers Salary Schedule (Bachelor's)

A	B	C	D	E	F	G		H		I	J
Experience	STEP	Base Salary	Additional Salary (TRS Credit)	District Paid Life	District Paid Retirement	Total District Compensation		Cash in Lieu of FBA	or	FBA for Major Medical thru 12/31/15	FBA for Major Medical effective 1/1/16
							MONTHLY BENEFITS				
0	0	34,000	60.15	100.80	2,380	36,540.95		69.71		499.42	526.88
1	1	34,240	103.41	100.80	2,393	36,837.51		69.71		499.42	526.88
2	2	34,430	145.65	100.80	2,410	37,086.55		69.71		499.42	526.88
3	3	35,130	188.15	100.80	2,459	37,878.05		69.71		499.42	526.88
4	4	35,270	233.33	100.80	2,469	38,073.03		69.71		499.42	526.88
5	5	35,460	278.76	100.80	2,482	38,321.76		69.71		499.42	526.88
6	6	35,850	325.26	100.80	2,510	38,785.56		69.71		499.42	526.88
7	7	36,300	372.82	100.80	2,541	39,314.62		69.71		499.42	526.88
8	8	36,750	421.44	100.80	2,573	39,844.74		69.71		499.42	526.88
9	9	37,200	471.12	100.80	2,604	40,375.92		69.71		499.42	526.88
10	10	37,700	521.87	100.80	2,639	40,961.67		69.71		499.42	526.88
11	11	38,200	573.67	100.80	2,674	41,548.47		69.71		499.42	526.88
12	12	38,750	626.54	100.80	2,713	42,189.84		69.71		499.42	526.88
13	13	39,350	680.48	100.80	2,755	42,885.78		69.71		499.42	526.88
14-15	14	39,850	735.47	100.80	2,790	43,475.77		69.71		499.42	526.88
16	15	41,252	848.65	100.80	2,888	45,089.09		69.71		499.42	526.88
17	16	42,350	906.83	100.80	2,965	46,322.13		69.71		499.42	526.88
18	17	45,350	966.07	100.80	3,175	49,591.37		69.71		499.42	526.88
19-20	18	48,075	1,026.38	100.80	3,365	52,567.43		69.71		499.42	526.88
21+	19	49,775	1,150.18	100.80	3,512	54,538.23		69.71		499.42	526.88

A	Years of Experience
B	Step- Salary Placement Level
C	Base Salary - Negotiated base salary
D	Additional Salary (TRS Credit)- Statutory required payment to certified staff as additional salary.
E	District Paid Life - Amount district pays for \$35,000 of life insurance
F	District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col G). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col D)
G	Total Compensation- Total of columns C through F
H	Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month
I-J	Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of Health Choice High Option and according to the cost change at the beginning of the year. Any excess FBA over the cost of the major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation.

# Oklahoma City Public Schools

## FY2016 Teachers Salary Schedule (Bachelor's +15)

A	B	C	D	E	F	G	H	I	J	
Experience	STEP	Base Salary	Additional Salary (TRS Credit)	District Paid Life	District Paid Retirement	Total District Compensation	Cash in Lieu of FBA	or	FBA for Major Medical thru 12/31/15	FBA for Major Medical effective 1/1/16
							MONTHLY BENEFITS			
0	0	34,300	60.15	100.80	2,380	36,840.95	69.71		499.42	526.88
1	1	34,540	103.41	100.80	2,393	37,137.51	69.71		499.42	526.88
2	2	34,730	145.65	100.80	2,410	37,386.55	69.71		499.42	526.88
3	3	35,430	188.15	100.80	2,459	38,178.05	69.71		499.42	526.88
4	4	35,470	233.33	100.80	2,469	38,273.03	69.71		499.42	526.88
5	5	35,660	278.76	100.80	2,482	38,521.76	69.71		499.42	526.88
6	6	36,050	325.26	100.80	2,510	38,985.56	69.71		499.42	526.88
7	7	36,500	372.82	100.80	2,541	39,514.62	69.71		499.42	526.88
8	8	36,950	421.44	100.80	2,573	40,044.74	69.71		499.42	526.88
9	9	37,400	471.12	100.80	2,604	40,575.92	69.71		499.42	526.88
10	10	37,900	521.87	100.80	2,639	41,161.67	69.71		499.42	526.88
11	11	38,500	573.67	100.80	2,674	41,848.47	69.71		499.42	526.88
12	12	38,950	626.54	100.80	2,713	42,389.84	69.71		499.42	526.88
13	13	39,650	680.48	100.80	2,755	43,185.78	69.71		499.42	526.88
14-15	14	40,150	735.47	100.80	2,790	43,775.77	69.71		499.42	526.88
16	15	41,550	848.65	100.80	2,888	45,387.09	69.71		499.42	526.88
17	16	42,650	906.83	100.80	2,965	46,622.13	69.71		499.42	526.88
18	17	45,650	966.07	100.80	3,175	49,891.37	69.71		499.42	526.88
19-20	18	48,375	1,026.38	100.80	3,365	52,867.43	69.71		499.42	526.88
21+	19	50,075	1,150.18	100.80	3,512	54,838.23	69.71		499.42	526.88

A	Years of Experience
B	Step- Salary Placement Level
C	Base Salary - Negotiated base salary
D	Additional Salary (TRS Credit)- Statutory required payment to certified staff as additional salary.
E	District Paid Life - Amount district pays for \$35,000 of life insurance
F	District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col G). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col D)
G	Total Compensation- Total of columns C through F
H	Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month
I-J	Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of Health Choice High Option and according to the cost change at the beginning of the year. Any excess FBA over the cost of the major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation.

# Oklahoma City Public Schools

## FY2016 Teachers Salary Schedule (Master's)

A	B	C	D	E	F	G	H	I	J	
Experience	STEP	Base Salary	Additional Salary (TRS Credit)	District Paid Life	District Paid Retirement	Total District Compensation	Cash in Lieu of FBA	or	FBA for Major Medical thru 12/31/15	FBA for Major Medical effective 1/1/16
							MONTHLY BENEFITS			
0	0	35,100	60.15	100.80	2,380	37,640.95	69.71		499.42	526.88
1	1	35,340	103.41	100.80	2,393	37,937.51	69.71		499.42	526.88
2	2	35,530	145.65	100.80	2,410	38,186.55	69.71		499.42	526.88
3	3	36,230	188.15	100.80	2,459	38,978.05	69.71		499.42	526.88
4	4	36,270	233.33	100.80	2,469	39,073.03	69.71		499.42	526.88
5	5	36,460	278.76	100.80	2,482	39,321.76	69.71		499.42	526.88
6	6	36,850	325.26	100.80	2,510	39,785.56	69.71		499.42	526.88
7	7	37,330	372.82	100.80	2,541	40,344.62	69.71		499.42	526.88
8	8	37,750	421.44	100.80	2,573	40,844.74	69.71		499.42	526.88
9	9	38,200	471.12	100.80	2,604	41,375.92	69.71		499.42	526.88
10	10	39,600	521.87	100.80	2,639	42,861.67	69.71		499.42	526.88
11	11	40,200	573.67	100.80	2,674	43,548.47	69.71		499.42	526.88
12	12	40,650	626.54	100.80	2,713	44,089.84	69.71		499.42	526.88
13	13	41,350	680.48	100.80	2,755	44,885.78	69.71		499.42	526.88
14-15	14	41,850	735.47	100.80	2,790	45,475.77	69.71		499.42	526.88
16	15	43,250	848.65	100.80	2,888	47,087.09	69.71		499.42	526.88
17	16	44,350	906.83	100.80	2,965	48,322.13	69.71		499.42	526.88
18	17	47,350	966.07	100.80	3,175	51,591.37	69.71		499.42	526.88
19-20	18	50,075	1,026.38	100.80	3,365	54,567.43	69.71		499.42	526.88
21+	19	51,775	1,150.18	100.80	3,512	56,538.23	69.71		499.42	526.88

A	Years of Experience
B	Step- Salary Placement Level
C	Base Salary - Negotiated base salary
D	Additional Salary (TRS Credit)- Statutory required payment to certified staff as additional salary.
E	District Paid Life - Amount district pays for \$35,000 of life insurance
F	District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col G). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col D)
G	Total Compensation- Total of columns C through F
H	Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month
I-J	Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of Health Choice High Option and according to the cost change at the beginning of the year. Any excess FBA over the cost of the major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation.

# Oklahoma City Public Schools

## FY2016 Teachers Salary Schedule (Master's +30)

A	B	C	D	E	F	G	H	I	J	
Experience	STEP	Base Salary	Additional Salary (TRS Credit)	District Paid Life	District Paid Retirement	Total District Compensation	Cash in Lieu of FBA	or	FBA for Major Medical thru 12/31/15	FBA for Major Medical effective 1/1/16
							MONTHLY BENEFITS			
0	0	35,600	60.15	100.80	2,380	38,140.95	69.71		499.42	526.88
1	1	35,840	103.41	100.80	2,393	38,437.51	69.71		499.42	526.88
2	2	36,030	145.65	100.80	2,410	38,686.55	69.71		499.42	526.88
3	3	36,730	188.15	100.80	2,459	39,478.05	69.71		499.42	526.88
4	4	36,770	233.33	100.80	2,469	39,573.03	69.71		499.42	526.88
5	5	36,960	278.76	100.80	2,482	39,821.76	69.71		499.42	526.88
6	6	37,350	325.26	100.80	2,510	40,285.56	69.71		499.42	526.88
7	7	37,800	372.82	100.80	2,541	40,814.62	69.71		499.42	526.88
8	8	38,250	421.44	100.80	2,573	41,344.74	69.71		499.42	526.88
9	9	38,700	471.12	100.80	2,604	41,875.92	69.71		499.42	526.88
10	10	40,200	521.87	100.80	2,639	43,461.67	69.71		499.42	526.88
11	11	40,700	573.67	100.80	2,674	44,048.47	69.71		499.42	526.88
12	12	41,250	626.54	100.80	2,713	44,689.84	69.71		499.42	526.88
13	13	41,850	680.48	100.80	2,755	45,385.78	69.71		499.42	526.88
14-15	14	42,350	735.47	100.80	2,790	45,975.77	69.71		499.42	526.88
16	15	43,750	848.65	100.80	2,888	47,587.09	69.71		499.42	526.88
17	16	44,850	906.83	100.80	2,965	48,822.13	69.71		499.42	526.88
18	17	47,850	966.07	100.80	3,175	52,091.37	69.71		499.42	526.88
19-20	18	50,575	1,026.38	100.80	3,365	55,067.43	69.71		499.42	526.88
21+	19	52,275	1,150.18	100.80	3,512	57,038.23	69.71		499.42	526.88

A	Years of Experience
B	Step- Salary Placement Level
C	Base Salary - Negotiated base salary
D	Additional Salary (TRS Credit)- Statutory required payment to certified staff as additional salary.
E	District Paid Life - Amount district pays for \$35,000 of life insurance
F	District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col G). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col D)
G	Total Compensation- Total of columns C through F
H	Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month
I-J	Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of Health Choice High Option and according to the cost change at the beginning of the year. Any excess FBA over the cost of the major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation.

# Oklahoma City Public Schools

## FY2016 Teachers Salary Schedule (Doctorate)

A	B	C	D	E	F	G	H	I	J	
Experience	STEP	Base Salary	Additional Salary (TRS Credit)	District Paid Life	District Paid Retirement	Total District Compensation	Cash in Lieu of FBA	or	FBA for Major Medical thru 12/31/15	FBA for Major Medical effective 1/1/16
							MONTHLY BENEFITS			
0	0	36,550	60.15	100.80	2,380	39,090.95	69.71		499.42	526.88
1	1	36,790	103.41	100.80	2,393	39,387.51	69.71		499.42	526.88
2	2	36,980	145.65	100.80	2,410	39,636.55	69.71		499.42	526.88
3	3	37,680	188.15	100.80	2,459	40,428.05	69.71		499.42	526.88
4	4	37,720	233.33	100.80	2,469	40,523.03	69.71		499.42	526.88
5	5	38,110	278.76	100.80	2,482	40,971.76	69.71		499.42	526.88
6	6	38,400	325.26	100.80	2,510	41,335.56	69.71		499.42	526.88
7	7	38,850	372.82	100.80	2,541	41,864.62	69.71		499.42	526.88
8	8	39,300	421.44	100.80	2,573	42,394.74	69.71		499.42	526.88
9	9	39,750	471.12	100.80	2,604	42,925.92	69.71		499.42	526.88
10	10	41,350	521.87	100.80	2,639	44,611.67	69.71		499.42	526.88
11	11	41,850	573.67	100.80	2,674	45,198.47	69.71		499.42	526.88
12	12	42,400	626.54	100.80	2,713	45,839.84	69.71		499.42	526.88
13	13	43,000	680.48	100.80	2,755	46,535.78	69.71		499.42	526.88
14-15	14	43,500	735.47	100.80	2,790	47,125.77	69.71		499.42	526.88
16	15	44,900	848.65	100.80	2,888	48,737.09	69.71		499.42	526.88
17	16	46,000	906.83	100.80	2,965	49,972.13	69.71		499.42	526.88
18	17	49,000	966.07	100.80	3,175	53,241.37	69.71		499.42	526.88
19-20	18	54,725	1,026.38	100.80	3,365	59,217.43	69.71		499.42	526.88
21+	19	53,425	1,150.18	100.80	3,512	58,188.23	69.71		499.42	526.88

A	Years of Experience
B	Step- Salary Placement Level
C	Base Salary - Negotiated base salary
D	Additional Salary (TRS Credit)- Statutory required payment to certified staff as additional salary.
E	District Paid Life - Amount district pays for \$35,000 of life insurance
F	District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col G). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col D)
G	Total Compensation- Total of columns C through F
H	Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month
I-J	Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of Health Choice High Option and according to the cost change at the beginning of the year. Any excess FBA over the cost of the major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation.