

# 2013-14 Compensation Comparison

## Bachelor's

The Oklahoma Education Association's 2013-14 Compensation Comparison looks at the teacher compensation schedules for 23 Oklahoma school districts. The various categories that make up a teacher's total compensation is different in just about every district. The figures printed in this comparison all include base salary, the Teacher Retirement System credit, and district-paid retirement. Some schedules include items such as life insurance, health benefits other than state paid individual health insurance, annuities, etc.

For more specific information, contact your regional Advocacy Specialist.

### OEA Advocacy Center

#### Advocacy UniServ Specialists

**Sheri Childress**, Southwest Team

**Linda Hendrix**, Tulsa Metro Team  
(Tulsa CTA)

**Melissa Kaltenbaugh**, Northeast Team

**Jay Owens**, Oklahoma City Metro Team

**Mary Pratz**, Northwest Team

**Susan Stowe**, Tulsa Metro Team

**Cal Ware**, Southeast Team

**Martha Wissler**, Oklahoma City Metro Team

**Richard Wilkinson**, General Counsel

**Heath Merchen**, Associate General Counsel

**John Mahoney**, Associate General Counsel

**Melanie Engh**, Paralegal/Legal Assistant

**Jaquita Farley**, Legal Secretary

**Doug Folks**, Communications Specialist



**Oklahoma Education Association**

303 E. Madison, OKC, OK 73105

800.522.8091

**Tulsa Regional Office**

10820 E. 45th St., Ste. 110,

Tulsa, OK 74146

800.331-5143

Steps	State Minimum	Bethany	Choctaw/ Nicoma Park	Crooked Oak
0	31,600.00	34,441.00	32,629.04	34,968.82
1	31,975.00	34,541.00	33,020.59	35,431.21
2	32,350.00	34,916.00	33,416.83	35,831.20
3	32,725.00	35,291.00	33,817.84	36,231.19
4	33,100.00	35,666.00	34,223.65	36,631.18
5	33,500.00	36,041.00	34,634.33	37,056.17
6	33,900.00	36,441.00	35,049.95	37,481.16
7	34,300.00	36,841.00	35,470.54	37,906.15
8	34,700.00	37,241.00	35,896.19	38,331.14
9	35,100.00	37,641.00	36,326.95	38,756.12
10	35,950.00	38,041.00	36,762.87	39,663.10
11	36,375.00	38,891.00	37,204.02	40,113.09
12	36,800.00	39,316.00	37,650.47	40,563.08
13	37,225.00	39,741.00	38,102.28	41,013.07
14	37,650.00	40,166.00	38,559.50	41,463.06
15	38,075.00	40,591.00	39,022.22	41,913.05
16	38,500.00	41,216.00	39,490.48	42,470.57
17	38,925.00	41,741.00	39,964.37	42,920.56
18	39,350.00	42,166.00	40,443.94	43,370.55
19	39,775.00	42,591.00	40,929.27	47,375.00
20	40,200.00	43,016.00	41,420.42	47,595.97
21	40,625.00	43,441.00	41,917.47	47,952.95
22	41,050.00	43,866.00	42,420.48	48,309.94
23	41,475.00	44,291.00	42,929.52	48,666.92
24	41,900.00	44,716.00	43,444.68	49,023.66
25	42,326.00	45,141.00	43,966.01	49,380.40
26		45,566.00	44,493.60	49,737.13
27		45,991.00	45,027.53	50,093.86
28		46,323.00	45,567.86	50,450.85
29		46,655.00	46,114.67	50,807.84
30		46,987.00	46,668.05	51,164.83
31		47,319.00	47,228.07	51,521.82
32		47,651.00	47,794.80	51,878.81
33		47,983.00	48,368.34	52,235.80
34		48,315.00	48,368.34	52,595.79
35		48,647.00	48,368.34	52,949.78
36		48,979.00	48,368.34	53,306.77
37		49,311.00	48,368.34	53,306.77
38		49,311.00	48,368.34	53,306.77
39		49,311.00	48,368.34	53,306.77
40		49,311.00	48,368.34	53,306.77
	Minimum	34,441.00	32,629.04	34,968.82
	Maximum	49,311.00	48,368.34	53,306.77
	Median	41,876.00	40,498.69	44,137.80

# 2013-14 Compensation Comparison

## Bachelor's

Steps	State Minimum	Crutch	Deer Creek	Edmond	Enid	Guthrie
0	31,600.00	32,456.00	35,439.08	36,193.77	33,333.34	32,313.18
1	31,975.00	32,816.00	35,842.30	36,623.88	33,863.59	32,688.18
2	32,350.00	33,870.00	36,740.96	37,792.69	34,376.08	33,063.18
3	32,725.00	34,231.00	37,144.19	38,361.51	35,145.38	33,438.18
4	33,100.00	34,543.00	37,476.19	38,659.36	35,811.08	33,813.18
5	33,500.00	34,881.00	37,835.07	38,842.16	36,426.08	34,188.18
6	33,900.00	35,192.00	38,168.96	39,137.86	36,938.59	34,588.18
7	34,300.00	35,501.00	38,599.07	39,432.48	37,451.08	34,988.18
8	34,700.00	35,810.00	38,931.07	39,676.57	37,861.08	35,388.18
9	35,100.00	36,116.00	39,263.07	39,904.52	38,271.08	35,788.18
10	35,950.00	36,907.00	40,046.95	40,226.03	38,681.08	36,188.18
11	36,375.00	37,212.00	40,421.96	40,446.46	39,091.08	36,828.23
12	36,800.00	37,516.00	40,878.95	40,775.49	39,501.08	37,253.23
13	37,225.00	37,820.00	41,210.95	40,998.07	39,911.08	37,678.23
14	37,650.00	38,122.00	41,542.95	41,731.40	40,321.08	38,103.23
15	38,075.00	38,422.00	41,974.95	42,064.74	40,731.08	38,528.22
16	38,500.00	38,722.00	42,481.96	42,512.05	41,141.08	38,953.22
17	38,925.00	39,021.00	43,081.96	43,123.88	41,653.59	39,378.22
18	39,350.00	39,364.00	43,681.96	43,800.22	42,166.08	39,803.22
19	39,775.00	39,782.00	44,281.96	44,477.64	42,678.59	40,228.22
20	40,200.00	40,200.00	44,881.96	45,155.06	43,191.08	40,653.22
21	40,625.00	40,627.00	45,481.96	45,832.48	43,703.59	41,078.22
22	41,050.00	41,058.00	46,019.61	46,676.57	44,216.08	41,503.23
23	41,475.00	41,488.00	46,476.60	47,358.21	44,728.59	41,928.23
24	41,900.00	41,917.00	46,833.59	48,592.70	45,241.08	42,353.23
25	42,326.00	42,345.00	47,290.57	48,949.69	45,753.59	42,778.23
26		42,840.00	47,647.56	49,306.68	46,266.08	43,203.23
27		43,335.00	48,004.55	49,663.66	46,778.59	43,628.23
28		43,829.00	48,361.54	50,020.65	47,291.08	44,053.23
29		43,829.00	48,718.52	50,377.64	47,803.59	44,478.23
30		43,829.00	49,075.51	50,734.63	48,316.08	44,478.23
31		43,829.00	49,432.51	51,091.62	48,828.59	44,478.23
32		43,829.00	49,432.51	51,448.64	49,341.08	44,478.23
33		43,829.00	49,432.51	51,805.60	49,853.59	44,478.23
34		43,829.00	49,432.51	52,162.59	50,366.08	44,478.23
35		43,829.00	49,432.51	52,519.58	50,878.59	44,478.23
36		43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
37		43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
38		43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
39		43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
40		43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
	Minimum	32,456.00	35,439.08	36,193.77	33,333.34	32,313.18
	Maximum	43,829.00	49,432.51	52,876.57	50,878.59	44,478.23
	Median	38,142.50	42,435.80	44,535.17	42,105.97	38,395.71

# 2013-14 Compensation Comparison

## Bachelor's

Steps	State Minimum	Harrah	Jones	McAlester	Mid-Del	Moore
0	31,600.00	31,700.01	32,412.12	34,320.63	33,057.07	34,325.00
1	31,975.00	32,680.49	32,796.76	34,636.51	34,218.07	34,700.00
2	32,350.00	33,012.49	33,181.40	35,240.51	35,379.07	35,075.00
3	32,725.00	34,173.49	33,566.03	35,781.88	35,711.07	35,450.00
4	33,100.00	34,555.49	33,950.67	36,082.93	36,043.07	35,825.00
5	33,500.00	34,887.49	34,360.95	36,410.62	36,375.07	36,325.00
6	33,900.00	35,219.49	34,771.23	36,737.24	36,707.07	36,825.00
7	34,300.00	35,551.49	35,181.51	37,062.80	37,039.07	37,325.00
8	34,700.00	35,883.49	35,591.79	37,387.30	37,371.07	37,825.00
9	35,100.00	36,215.49	36,002.07	37,710.74	37,703.07	38,325.00
10	35,950.00	36,547.49	36,873.92	38,484.99	38,045.07	38,825.00
11	36,375.00	37,304.49	37,309.84	38,933.19	38,377.07	39,325.00
12	36,800.00	37,636.49	37,745.76	39,280.32	38,728.07	39,925.00
13	37,225.00	37,968.49	38,181.68	39,626.38	39,190.07	40,525.00
14	37,650.00	38,450.49	38,617.61	39,971.39	39,724.07	41,125.00
15	38,075.00	38,782.49	39,053.53	40,315.33	40,306.07	41,725.00
16	38,500.00	39,114.49	39,489.45	40,658.21	40,742.07	42,325.00
17	38,925.00	39,446.49	39,925.37	41,200.03	41,605.07	43,025.00
18	39,350.00	39,978.49	40,361.30	41,540.79	42,171.06	43,725.00
19	39,775.00	40,310.49	40,797.22	42,080.48	42,867.07	44,425.00
20	40,200.00	40,842.49	41,233.14	42,419.11	43,582.07	45,125.00
21	40,625.00	41,174.49	41,669.06	42,956.68	44,102.07	45,825.00
22	41,050.00	41,706.49	42,104.99	43,393.18	44,704.07	46,525.00
23	41,475.00	42,038.49	42,540.91	44,390.99	45,306.07	47,225.00
24	41,900.00	42,370.49	42,976.83	45,025.37	45,908.07	47,960.00
25	42,326.00	42,752.49	43,412.75	45,596.33	46,510.07	48,695.00
26		43,284.49	43,849.70	46,133.96	47,112.07	49,430.00
27		43,616.49	44,285.62	46,633.96	47,714.07	50,165.00
28		43,948.49	44,285.62	46,956.54	48,316.07	50,900.00
29		44,280.49	44,285.62	47,494.18	48,918.07	51,635.00
30		44,612.49	44,285.62	48,031.81	49,520.07	52,370.00
31		44,612.49	44,285.62	48,569.45	50,122.07	53,105.00
32		44,612.49	44,285.62	49,107.08	50,724.07	53,840.00
33		44,612.49	44,285.62	49,107.08	51,326.07	54,575.00
34		44,612.49	44,285.62	49,107.08	51,928.07	55,310.00
35		44,612.49	44,285.62	49,107.08	52,530.07	56,045.00
36		44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
37		44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
38		44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
39		44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
40		44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
	Minimum	31,700.01	32,412.12	34,320.63	33,057.07	34,325.00
	Maximum	44,612.49	44,285.62	49,107.08	53,132.07	56,045.00
	Median	38,156.25	38,348.87	41,713.86	43,094.57	45,185.00

# 2013-14 Compensation Comparison

## Bachelor's

Steps	State Minimum	Mustang	Norman	Oklahoma City	Ponca City	Putnam City
0	31,600.00	34,452.82	34,292.00	32,925.00	32,700.33	36,352.26
1	31,975.00	34,869.53	34,517.00	33,175.00	33,098.81	36,836.14
2	32,350.00	35,436.06	34,817.00	33,475.00	33,503.39	37,320.01
3	32,725.00	35,895.85	35,413.00	33,775.00	33,902.69	37,803.88
4	33,100.00	36,358.32	35,763.00	34,375.00	34,299.11	38,287.75
5	33,500.00	36,845.94	36,113.00	34,675.00	34,700.26	38,771.62
6	33,900.00	37,334.58	36,738.00	35,175.00	35,200.26	39,255.49
7	34,300.00	37,824.31	37,088.00	35,675.00	35,699.12	39,739.36
8	34,700.00	38,344.94	37,438.00	35,975.00	36,201.84	40,223.23
9	35,100.00	38,820.85	37,788.00	36,275.00	36,703.43	40,707.10
10	35,950.00	39,766.65	38,138.00	36,675.00	37,348.86	41,244.74
11	36,375.00	40,467.39	38,488.00	37,650.00	37,848.16	41,782.37
12	36,800.00	41,169.23	38,838.00	38,750.00	38,346.31	42,320.01
13	37,225.00	41,872.09	39,188.00	38,750.00	38,843.31	42,857.64
14	37,650.00	42,576.03	39,938.00	39,350.00	39,344.18	43,395.28
15	38,075.00	43,281.03	40,938.00	39,850.00	39,843.90	43,932.91
16	38,500.00	43,987.09	41,938.00	41,250.00	40,442.48	44,470.55
17	38,925.00	44,694.22	43,238.00	42,350.00	41,039.92	45,008.18
18	39,350.00	45,402.40	44,138.00	42,350.00	41,641.22	45,545.81
19	39,775.00	46,111.66	45,038.00	45,350.00	42,236.37	46,083.45
20	40,200.00	46,928.97	45,413.00	48,675.00	43,035.38	46,621.08
21	40,625.00	47,640.35	45,788.00	48,675.00	43,633.25	47,158.72
22	41,050.00	48,352.79	46,163.00	48,675.00	44,284.98	47,696.35
23	41,475.00	49,066.28	46,538.00	48,675.00	44,935.57	48,233.99
24	41,900.00	49,780.85	46,913.00	48,675.00	45,580.01	48,771.62
25	42,326.00	50,496.58	47,288.00	48,675.00	46,228.31	49,309.26
26		51,052.87	47,663.00	48,675.00	47,303.58	49,846.89
27		51,609.27	48,038.00	48,675.00	47,787.45	50,384.52
28		52,165.67	48,413.00	48,675.00	47,787.45	51,029.69
29		52,722.07	48,788.00	48,675.00	47,787.45	51,674.85
30		53,278.47	49,163.00	48,675.00	47,787.45	52,320.01
31		53,834.87	51,038.00	48,675.00	47,787.45	52,965.17
32		54,391.27	51,038.00	48,675.00	47,787.45	53,610.33
33		54,947.67	51,038.00	48,675.00	47,787.45	54,255.49
34		55,504.07	51,038.00	48,675.00	47,787.45	54,900.65
35		56,060.47	51,038.00	48,675.00	47,787.45	55,545.82
36		56,616.87	51,038.00	48,675.00	47,787.45	56,190.98
37		57,173.27	51,038.00	48,675.00	47,787.45	56,836.14
38		57,729.67	51,038.00	48,675.00	47,787.45	57,481.30
39		58,286.07	51,038.00	48,675.00	47,787.45	57,481.30
40		58,842.47	51,038.00	48,675.00	47,787.45	57,481.30
	Minimum	34,452.82	34,292.00	32,925.00	32,700.33	36,352.26
	Maximum	58,842.47	51,038.00	48,675.00	47,787.45	57,481.30
	Median	46,647.65	42,665.00	40,800.00	40,243.89	46,916.78

# 2013-14 Compensation Comparison

## Bachelor's

Steps	State Minimum	Stillwater	Tulsa	Western Heights	Woodward	Yukon
0	31,600.00	32,360.00	32,900.00	32,405.13	32,600.00	33,360.00
1	31,975.00	32,722.00	33,300.00	33,368.78	32,975.00	33,809.00
2	32,350.00	33,867.00	33,700.00	34,200.78	33,350.00	34,264.00
3	32,725.00	34,229.00	34,100.00	35,532.78	33,725.00	34,726.00
4	33,100.00	34,573.00	34,500.00	34,864.78	34,100.00	35,194.00
5	33,500.00	35,538.00	34,900.00	35,196.78	34,500.00	35,668.00
6	33,900.00	35,873.00	35,300.00	35,528.78	34,900.00	36,148.00
7	34,300.00	36,214.00	35,700.00	35,860.79	35,300.00	36,635.00
8	34,700.00	36,559.00	36,300.00	36,192.78	35,700.00	37,128.00
9	35,100.00	36,908.00	36,800.00	36,524.78	36,100.00	37,628.00
10	35,950.00	37,286.00	37,200.00	37,281.78	36,950.00	38,761.00
11	36,375.00	37,643.00	37,610.00	37,680.13	37,375.00	39,283.00
12	36,800.00	38,004.00	38,020.00	38,105.13	37,800.00	39,812.00
13	37,225.00	38,370.00	38,660.00	38,530.13	38,225.00	40,348.00
14	37,650.00	38,741.00	39,370.00	38,955.14	38,650.00	40,891.00
15	38,075.00	39,116.00	40,190.00	39,380.14	39,075.00	41,442.00
16	38,500.00	39,494.00	40,800.00	39,805.14	39,500.00	42,000.00
17	38,925.00	39,878.00	42,220.00	40,230.14	39,925.00	42,566.00
18	39,350.00	40,267.00	43,430.00	40,655.14	40,350.00	43,139.00
19	39,775.00	40,658.00	43,930.00	40,867.78	40,775.00	43,720.00
20	40,200.00	41,057.00	44,430.00	41,492.78	41,200.00	44,309.00
21	40,625.00	41,459.00	45,130.00	42,117.78	41,625.00	44,906.00
22	41,050.00	41,942.00	45,630.00	42,742.79	42,050.00	45,511.00
23	41,475.00	42,354.00	46,130.00	43,367.79	42,475.00	46,124.00
24	41,900.00	42,772.00	46,630.00	43,992.79	42,900.00	46,745.00
25	42,326.00	43,194.00	47,130.00	44,617.79	43,325.00	47,375.00
26		43,570.00	47,630.00	45,242.79	43,750.00	48,013.00
27		44,002.00	47,630.00	45,867.79	44,200.00	48,660.00
28		44,439.00	47,630.00	46,492.79	44,650.00	49,315.00
29		44,883.00	47,630.00	47,117.79	45,100.00	49,979.00
30		45,331.00	47,630.00	47,742.79	45,550.00	50,652.00
31		45,796.00	47,630.00	47,742.79	46,000.00	51,334.00
32		46,102.00	47,630.00	47,742.79	46,450.00	52,025.00
33		46,408.00	47,630.00	47,742.79	46,900.00	52,726.00
34		46,714.00	47,630.00	47,742.79	47,350.00	53,436.00
35		47,020.00	47,630.00	47,742.79	47,800.00	54,156.00
36		47,326.00	47,630.00	47,742.79	48,250.00	54,885.00
37		47,632.00	47,630.00	47,742.79	48,700.00	54,885.00
38		47,938.00	47,630.00	47,742.79	48,700.00	54,885.00
39		48,244.00	47,630.00	47,742.79	48,700.00	54,885.00
40		48,550.00	47,630.00	47,742.79	48,700.00	54,885.00
	Minimum	32,360.00	32,900.00	32,405.13	32,600.00	33,360.00
	Maximum	48,550.00	47,630.00	47,742.79	48,700.00	54,885.00
	Median	40,455.00	40,265.00	40,073.96	40,650.00	44,122.50