



Oklahoma Education Association
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2019-20 Large School Salary Comparisons





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Comparing teacher salaries

The material in this book was obtained from negotiated agreements and personnel departments of the school districts in question. Every effort was made to collect the most recent data and verify what was received.

The comparison was compiled by Annetta Hein, OEA Advocacy UniServ Specialist for the Oklahoma City Metro region, with assistance from other members of the Advocacy Center.

For more specific information, contact your regional Advocacy Specialist.

District-paid portion of teachers' obligation to retirement

In this publication, the OEA looks at base teacher salaries for the state's largest school districts, broken out into 6A and 5A schools for easier comparison.

Oklahoma school districts are required to pay 9.5% of a teacher's salary to the Teachers' Retirement System. Employees are required to pay 7% of their salary to the TRS, but districts may pay some or all of the teachers' obligations.

Some districts pay all of the teachers' required amount, while others pay a portion and some do not pay any of the employee portion.

Some districts pay the teacher's portion in addition to salary. State law allows a district to count retirement to meet the state minimum salary schedule.

It is important to keep these differences in mind when making salary comparisons between districts.

For more information, contact your regional advocacy specialist

6A Districts	District-paid portion of teacher obligation	5A Districts	District-paid portion of teacher obligation
Bartlesville	7%	Altus	0%
Bixby	7%	Ardmore	7%
Broken Arrow	7%	Claremore	7%
Choctaw/Nicoma Park	7%	Collinsville	\$500
Deer Creek	7%	Coweta	0%
Edmond	7%	Duncan	7%
Enid	7%	Durant	7%
Jenks	5.75%	El Reno	7%
Lawton	0%	Glenpool	\$1,400 probationary teachers \$1,800 career teachers
Mid-Del	7%	Guthrie	7%
Moore	7%	Guymon	0%
Muskogee	7%	Lawton	0%
Mustang	7%	McAlester	7%
Norman	7%	Noble	0%
Owasso	\$2,075	Oklahoma City	7%
Ponca City	7%	Piedmont	7%
Putnam City	7%	Pryor	7%
Sand Springs	0%	Shawnee	7%
Sapulpa	1%	Skiatook	0%
Stillwater	0%	Tahlequah	\$2,100 for steps 0-14, then 7% for steps 15 and higher
Tulsa	0%	Tulsa	0%
Union	0%	Western Heights	7%
Yukon	7%	Woodward	4%

2019-20 Salary Comparison

Bachelor's - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	36,601.00	37,895.87	39,000.00	38,321.00	36,946.00	41,220.00
1	37,035.00	38,303.62	39,400.00	38,755.00	37,187.67	41,700.00
2	37,469.00	38,711.37	39,800.00	39,189.00	37,614.20	42,208.09
3	37,904.00	39,120.12	40,200.00	39,624.00	38,046.14	42,643.09
4	38,338.00	39,527.87	40,600.00	40,058.00	38,481.55	43,010.85
5	38,810.00	39,971.87	41,000.00	40,530.00	38,934.47	43,416.61
6	39,273.00	40,406.87	41,500.00	40,993.00	39,382.97	43,790.13
7	39,737.00	40,842.87	42,000.00	41,457.00	39,837.09	44,254.13
8	40,200.00	41,277.87	42,500.00	41,920.00	40,294.89	44,625.89
9	40,663.00	41,712.87	43,000.00	42,383.00	40,757.43	44,997.65
10	41,684.00	42,674.37	44,000.00	43,404.00	41,332.76	45,897.66
11	42,177.00	43,137.62	44,500.00	43,897.00	41,809.94	46,314.42
12	42,670.00	43,600.87	45,000.00	44,390.00	42,292.04	46,807.42
13	43,162.00	44,063.12	45,500.00	44,882.00	42,778.10	47,183.18
14	43,655.00	44,526.37	46,000.00	45,375.00	43,270.20	47,559.94
15	44,167.00	45,008.62	46,500.00	45,887.00	43,786.38	48,048.70
16	44,660.00	45,471.87	47,000.00	46,380.00	44,288.71	48,588.22
17	45,153.00	46,121.12	47,500.00	46,873.00	44,796.26	49,214.22
18	45,646.00	46,770.37	48,000.00	47,366.00	45,309.08	49,840.22
19	46,139.00	47,419.62	48,500.00	47,859.00	45,827.23	50,466.22
20	46,652.00	48,088.87	49,000.00	48,372.00	46,370.79	51,112.22
21	47,145.00	48,738.12	49,500.00	48,865.00	46,899.82	51,738.22
22	47,639.00	49,388.37	50,000.00	49,359.00	47,435.37	52,307.23
23	48,132.00	50,037.62	50,500.00	49,852.00	47,975.53	52,800.23
24	48,625.00	50,686.87	51,000.00	50,345.00	48,521.35	53,200.23
25	50,049.00	52,267.12	52,500.00	51,769.00	50,003.91	54,624.22
26		52,848.37	53,000.00	52,369.00	50,493.27	54,956.22
27		53,429.62	53,500.00	52,969.00	50,988.50	55,288.22
28		54,010.87	54,000.00	53,569.00	51,489.67	55,620.22
29		54,592.12	54,500.00	54,169.00	51,996.86	55,952.22
30		55,173.37	55,000.00	54,769.00	52,510.14	56,284.22
31		55,754.62		55,369.00	53,029.57	56,616.23
32				55,969.00	53,555.24	
33				56,569.00	54,087.21	
34				57,169.00	54,625.57	
35				57,769.00	55,170.39	
36				58,369.00	55,721.75	
37				58,969.00	56,279.72	
38				59,569.00	56,844.39	
39				60,169.00	57,419.97	
40				60,769.00		
41						
42						
43						
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2019-20 Salary Comparison

Bachelor's - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks	Lawton	Mid-Del
0	36,601.00	41,745.00	37,292.99	38,518.43	36,885.66	38,300.00
1	37,035.00	42,195.00	37,478.99	39,095.13	37,126.53	38,675.00
2	37,469.00	42,645.00	37,664.99	39,806.13	37,367.40	39,050.00
3	37,904.00	43,095.00	38,137.07	40,588.23	38,109.54	39,425.00
4	38,338.00	43,545.00	38,907.39	41,269.60	39,224.61	39,800.00
5	38,810.00	43,995.00	39,593.45	42,028.99	39,641.25	40,200.00
6	39,273.00	44,470.00	40,223.99	42,609.64	40,037.43	40,600.00
7	39,737.00	44,945.00	40,760.14	43,191.28	40,344.33	41,000.00
8	40,200.00	45,420.00	41,295.35	43,771.93	40,740.51	41,400.00
9	40,663.00	45,895.00	41,735.24	44,352.58	41,203.65	41,800.00
10	41,684.00	46,370.00	42,275.57	45,039.88	41,905.80	42,200.00
11	42,177.00	46,870.00	42,720.11	45,625.46	42,341.04	42,650.00
12	42,670.00	47,370.00	43,164.65	46,211.05	42,826.50	43,100.00
13	43,162.00	47,870.00	43,608.26	46,795.65	43,408.68	43,575.00
14	43,655.00	48,370.00	44,052.80	47,381.24	43,994.58	44,050.00
15	44,167.00	48,870.00	44,515.01	47,985.59	44,597.22	44,600.00
16	44,660.00	49,395.00	44,959.55	48,571.18	45,184.05	45,150.00
17	45,153.00	49,920.00	45,404.09	49,156.76	45,771.81	45,700.00
18	45,646.00	50,445.00	45,943.96	49,742.35	46,360.50	46,275.00
19	46,139.00	50,970.00	46,483.82	50,327.94	46,950.12	46,850.00
20	46,652.00	51,495.00	47,042.29	50,933.28	47,560.20	47,500.00
21	47,145.00	52,045.00	47,582.15	51,518.86	48,151.68	48,150.00
22	47,639.00	52,595.00	48,122.95	52,105.44	48,749.67	48,800.00
23	48,132.00	53,145.00	48,662.81	52,691.03	49,343.94	49,450.00
24	48,625.00	53,695.00	49,202.68	53,276.61	49,944.72	50,100.00
25	50,049.00	54,245.00	50,608.37	54,781.56	51,416.91	51,100.00
26		54,820.00	51,085.00		51,955.38	52,100.00
27		55,395.00	51,561.62		52,498.50	52,800.00
28		55,970.00	52,038.25		53,260.17	53,350.00
29		56,545.00	52,514.87		53,539.17	53,900.00
30		57,120.00	52,991.50			54,450.00
31		57,720.00	53,468.12			55,000.00
32		58,320.00	53,944.75			55,550.00
33		58,920.00	54,421.37			56,100.00
34		59,520.00	54,898.00			57,200.00
35		60,120.00	55,374.62			57,750.00
36		60,720.00	55,851.25			58,300.00
37		61,320.00	56,327.88			58,850.00
38		61,920.00	56,802.88			
39			57,267.88			
40			57,651.63			
41						
42						
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2019-20 Salary Comparison

Bachelor's - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Oklahoma City
0	36,601.00	40,608.00	37,221.00	41,200.00	39,200.00	41,000.00
1	37,035.00	41,016.00	37,640.00	41,628.02	39,418.00	41,300.00
2	37,469.00	41,423.00	38,039.00	42,177.01	39,706.00	41,600.00
3	37,904.00	41,832.00	38,449.00	42,627.00	40,220.00	41,900.00
4	38,338.00	42,240.00	38,858.00	43,075.99	40,530.00	42,300.00
5	38,810.00	42,777.00	39,330.00	43,561.23	40,927.00	42,700.00
6	39,273.00	43,305.00	39,795.00	44,037.47	41,572.00	43,200.00
7	39,737.00	43,834.00	41,157.00	44,514.71	41,961.00	43,700.00
8	40,200.00	44,362.00	41,847.00	45,018.84	42,350.00	44,200.00
9	40,663.00	44,890.00	42,559.00	45,480.19	42,738.00	44,700.00
10	41,684.00	45,526.00	43,360.00	46,487.68	43,235.00	45,250.00
11	42,177.00	46,059.00	43,832.00	47,162.17	43,628.00	45,850.00
12	42,670.00	46,685.00	44,304.00	47,836.68	44,022.00	46,450.00
13	43,162.00	47,310.00	44,775.00	48,510.15	44,414.00	47,050.00
14	43,655.00	47,936.00	45,491.00	49,184.64	45,180.00	47,650.00
15	44,167.00	48,581.00	46,205.00	49,878.13	46,197.00	48,650.00
16	44,660.00	49,207.00	47,018.00	50,552.62	47,195.00	49,550.00
17	45,153.00	49,926.00	47,821.00	51,227.11	48,472.00	52,050.00
18	45,646.00	50,645.00	48,590.00	51,901.60	49,377.00	54,750.00
19	46,139.00	51,364.00	49,360.00	52,576.09	50,282.00	57,050.00
20	46,652.00	52,103.00	50,152.00	53,370.58	50,718.00	58,160.00
21	47,145.00	52,822.00	50,921.00	54,045.07	51,135.00	58,860.00
22	47,639.00	53,542.00	51,692.00	54,720.56	51,553.00	59,610.00
23	48,132.00	54,261.00	52,464.00	55,395.05	51,970.00	60,010.00
24	48,625.00	55,012.00	53,233.00	56,069.54	52,386.00	60,410.00
25	50,049.00	56,695.00	54,936.00	57,675.13	53,734.00	61,135.00
26		57,378.00	55,637.00	58,195.03	54,083.00	
27		58,062.00	56,339.00	58,715.03	54,432.00	
28		58,746.00	57,043.00	59,235.03	54,780.00	
29		59,429.00	57,744.00	59,755.03	55,129.00	
30		60,113.00	58,446.00	60,275.03	55,478.00	
31		60,796.00	59,048.00	60,794.65	57,222.00	
32		61,480.00	59,648.00	61,315.03		
33		62,163.00	60,255.00	61,835.03		
34		62,847.00	60,861.00	62,355.03		
35		63,530.00	61,469.00	62,875.03		
36		64,214.00	62,077.00	63,395.03		
37		64,898.00	62,685.00	63,915.03		
38		65,581.00	63,293.00	64,435.03		
39		66,316.00	63,901.00	64,955.03		
40		67,051.00	64,509.00	65,475.03		
41			65,117.00			
42			65,725.00			
43			66,333.00			
44						

2019-20 Salary Comparison

Bachelor's - 6A School Districts

Steps	State Minimum	Owasso	Ponca City	Putnam City	Sand Springs	Sapulpa
0	36,601.00	39,187.58	37,162.24	42,000.00	37,200.93	37,620.68
1	37,035.00	39,614.45	38,114.56	42,350.00	37,646.40	38,038.04
2	37,469.00	40,041.32	38,634.43	42,700.00	38,101.17	38,461.98
3	37,904.00	40,469.12	39,155.23	43,050.00	38,621.97	38,892.50
4	38,338.00	40,895.99	39,675.00	43,400.00	39,380.85	39,325.84
5	38,810.00	41,334.95	40,207.06	43,925.00	40,031.85	39,776.10
6	39,273.00	41,839.94	40,730.65	44,450.00	40,518.24	40,222.60
7	39,737.00	42,345.86	41,255.17	44,975.00	40,884.66	40,673.80
8	40,200.00	42,850.85	41,778.76	45,500.00	41,254.80	41,128.76
9	40,663.00	43,355.84	42,302.35	46,025.00	41,620.29	41,588.42
10	41,684.00	43,961.27	42,926.38	46,625.00	42,504.72	42,154.30
11	42,177.00	44,462.54	43,454.62	47,225.00	42,696.30	42,627.12
12	42,670.00	45,045.65	43,982.86	47,825.00	43,157.58	43,105.58
13	43,162.00	45,619.46	44,510.17	48,425.00	43,613.28	43,586.86
14	43,655.00	46,194.20	45,038.41	49,025.00	44,069.91	44,075.66
15	44,167.00	46,786.61	45,584.32	49,625.00	44,548.86	44,586.08
16	44,660.00	47,361.35	46,112.56	50,225.00	45,051.99	45,084.28
17	45,153.00	47,936.09	46,640.80	50,825.00	45,513.27	45,586.24
18	45,646.00	48,510.83	47,169.04	51,425.00	45,969.90	46,093.84
19	46,139.00	49,085.57	47,697.28	52,025.00	46,426.53	46,607.08
20	46,652.00	49,678.91	48,244.12	52,625.00	46,999.41	47,143.82
21	47,145.00	50,253.65	48,772.36	53,225.00	47,642.04	47,666.46
22	47,639.00	50,829.32	49,301.53	53,825.00	48,197.25	48,195.68
23	48,132.00	51,404.06	49,829.77	54,425.00	48,653.88	48,729.60
24	48,625.00	51,978.80	50,358.01	55,025.00	49,110.51	49,268.22
25	50,049.00	53,419.37	51,752.08	56,125.00	50,437.62	50,688.56
26		53,930.87	52,217.08	56,725.00	51,026.31	51,174.54
27		54,488.87	52,682.08	57,325.00	52,884.45	51,666.16
28		55,046.87	53,147.08	57,925.00		52,164.36
29		55,604.87	53,612.08	58,525.00		52,667.26
30		56,162.87	54,077.08	59,125.00		53,176.74
31			54,542.08	59,725.00		53,690.92
32				60,325.00		54,211.68
33				60,925.00		54,738.08
34				61,525.00		55,271.06
35				62,125.00		55,808.74
36				62,725.00		56,353.00
37				63,325.00		56,832.40
38				63,925.00		57,384.18
39				64,525.00		59,072.42
40				65,125.00		59,750.16
41				65,725.00		
42				66,325.00		
43				66,925.00		
44				67,525.00		

2019-20 Salary Comparison Bachelor's - 6A School Districts

Steps	State Minimum	Stillwater	Tulsa	Union	Yukon
0	36,601.00	36,030.99	37,200.00	37,404.60	41,720.00
1	37,035.00	36,424.38	37,581.30	37,823.10	41,974.00
2	37,469.00	37,548.75	37,962.60	38,241.60	42,465.00
3	37,904.00	37,943.07	38,362.50	38,660.10	42,957.00
4	38,338.00	38,319.72	38,822.85	39,078.60	43,448.00
5	38,810.00	39,288.78	39,246.00	39,543.60	43,952.00
6	39,273.00	39,659.85	40,138.80	40,008.60	44,457.00
7	39,737.00	40,038.36	40,641.00	40,473.60	44,965.00
8	40,200.00	40,419.66	41,050.20	41,915.10	45,472.00
9	40,663.00	40,804.68	41,454.75	42,426.60	45,979.00
10	41,684.00	41,316.18	41,867.67	42,938.10	46,594.00
11	42,177.00	41,713.29	42,384.75	43,449.60	47,121.00
12	42,670.00	42,114.12	42,849.75	43,961.10	47,645.00
13	43,162.00	42,518.67	43,313.82	44,519.10	48,168.00
14	43,655.00	42,928.80	43,674.66	45,077.10	48,692.00
15	44,167.00	43,360.32	44,114.55	45,635.10	49,235.00
16	44,660.00	43,776.03	44,626.05	46,193.10	49,769.00
17	45,153.00	44,198.25	45,056.64	46,751.10	50,329.00
18	45,646.00	44,625.12	46,245.18	47,402.10	50,889.00
19	46,139.00	45,053.85	47,379.78	48,053.10	51,449.00
20	46,652.00	45,508.62	47,908.02	48,704.10	52,029.00
21	47,145.00	45,947.58	48,454.86	49,355.10	52,616.00
22	47,639.00	46,463.73	49,169.10	50,006.10	53,237.00
23	48,132.00	46,911.99	49,698.27	50,750.10	53,857.00
24	48,625.00	47,365.83	50,226.51	51,494.10	54,477.00
25	50,049.00	48,689.22	51,014.22	52,238.10	56,028.00
26		49,040.76	52,148.82	52,982.10	56,580.00
27		49,444.38	52,613.82	53,726.10	57,132.00
28		49,852.65	53,078.82	54,470.10	57,684.00
29		50,267.43	53,543.82	54,935.10	58,236.00
30		50,686.86	54,008.82	55,400.10	58,788.00
31		51,121.17	55,335.00	55,865.10	59,340.00
32		51,407.61	55,800.00	56,330.10	59,892.00
33		51,693.12		56,795.10	60,444.00
34		51,979.56		57,260.10	60,996.00
35		52,265.07		57,725.10	61,548.00
36		52,551.51		58,190.10	62,208.00
37		52,837.02		58,655.10	62,868.00
38		53,123.46		59,120.10	63,528.00
39		53,408.97			64,188.00
40		53,695.41			64,848.00
41					65,508.00
42					66,168.00
43					
44					

2019-20 Salary Comparison

Bachelor's - Career Status, 6A School Districts

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Bartlesville	37,895.87	39,971.87	42,674.37	45,008.62	48,088.87	52,267.12	Step 31 55,754.62
Bixby	39,000.00	41,000.00	44,000.00	46,500.00	49,000.00	52,500.00	Step 30 55,000.00
Broken Arrow	38,321.00	40,530.00	43,404.00	45,887.00	48,372.00	51,769.00	Step 40 60,769.00
Choctaw-NP	36,946.00	38,934.47	41,332.76	43,786.38	46,370.79	50,003.91	Step 39 57,419.97
Deer Creek	41,220.00	43,416.61	45,897.66	48,048.70	51,112.22	54,624.22	Step 31 56,616.23
Edmond	41,745.00	43,995.00	46,370.00	48,870.00	51,495.00	54,245.00	Step 38 61,920.00
Enid	37,292.99	39,593.45	42,275.57	44,515.01	47,042.29	50,608.37	Step 40 57,651.63
Jenks	38,518.43	42,028.99	45,039.88	47,985.59	50,933.28	54,781.56	Step 25 54,781.56
Lawton	36,885.66	39,641.25	41,905.80	44,597.22	47,560.20	51,416.91	Step 29 53,539.17
Mid-Del	38,300.00	40,200.00	42,200.00	44,600.00	47,500.00	51,100.00	Step 38 58,850.00
Moore	40,608.00	42,777.00	45,526.00	48,581.00	52,103.00	56,695.00	Step 40 67,051.00
Muskogee	37,221.00	39,330.00	43,360.00	46,205.00	50,152.00	54,936.00	Step 43 66,333.00
Mustang	41,200.00	43,561.23	46,487.68	49,878.13	53,370.58	57,675.13	Step 40 65,475.03
Norman	39,200.00	40,927.00	43,235.00	46,197.00	50,718.00	53,734.00	Step 31 57,222.00
Oklahoma City	41,000.00	42,700.00	45,250.00	48,650.00	58,160.00	61,135.00	Step 25 61,135.00
Owasso	39,187.58	41,334.95	43,961.27	46,786.61	49,678.91	53,419.37	Step 30 56,162.87
Ponca City	37,162.24	40,207.06	42,926.38	45,584.32	48,244.12	51,752.08	Step 31 54,542.08
Putnam City	42,000.00	43,925.00	46,625.00	49,625.00	52,625.00	56,125.00	Step 44 67,525.00
Sand Springs	37,200.93	40,031.85	42,504.72	44,548.86	46,999.41	50,437.62	Step 27 52,884.45
Sapulpa	37,620.68	39,776.10	42,154.30	44,586.08	47,143.82	50,688.56	Step 40 59,750.16
Stillwater	36,030.99	39,288.78	41,316.18	43,360.32	45,508.62	48,689.22	Step 40 53,695.41
Tulsa	37,200.00	39,246.00	41,867.67	44,114.55	47,908.02	51,014.22	Step 32 55,800.00
Union	37,404.60	39,543.60	42,938.10	45,635.10	48,704.10	52,238.10	Step 38 59,120.10
Yukon	41,720.00	43,952.00	46,594.00	49,235.00	52,029.00	56,028.00	Step 42 66,168.00

2019-20 Salary Comparison

Bachelor's - 5A School Districts

Steps	State Minimum	Altus	Ardmore	Claremore	Collinsville	Coweta
0	36,601.00	35,173.53	36,103.53	37,218.61	35,840.00	36,436.47
1	37,035.00	35,577.15	36,507.15	37,624.09	37,052.72	36,840.09
2	37,469.00	35,980.77	36,957.27	38,029.57	38,256.14	37,279.98
3	37,904.00	36,385.32	37,385.07	38,435.98	38,640.23	37,684.53
4	38,338.00	36,788.94	37,811.94	38,841.46	39,023.39	38,088.15
5	38,810.00	37,227.90	38,274.15	39,283.21	39,418.64	38,527.11
6	39,273.00	37,658.49	38,727.99	39,715.66	39,805.52	38,957.70
7	39,737.00	38,090.01	39,182.76	40,149.04	40,193.33	39,389.22
8	40,200.00	38,660.10	39,636.60	40,581.49	40,580.21	39,819.81
9	40,663.00	39,206.94	40,090.44	41,013.94	40,968.02	40,250.40
10	41,684.00	40,319.22	41,063.22	41,968.12	41,849.66	41,199.93
11	42,177.00	40,963.71	41,544.96	42,429.40	42,242.12	41,658.42
12	42,670.00	41,654.70	42,026.70	42,889.75	42,632.72	42,203.40
13	43,162.00	42,158.76	42,026.70	43,349.16	43,023.32	42,747.45
14	43,655.00	42,849.75	42,989.25	43,810.45	43,415.78	43,292.43
15	44,167.00	44,837.16	43,488.66	44,288.47	43,824.98	43,855.08
16	44,660.00	45,411.90	43,970.40	44,748.82	44,216.51	44,400.06
17	45,153.00	46,172.64	44,452.14	45,210.10	44,608.04	44,945.04
18	45,646.00	46,747.38	44,933.88	45,670.45	44,999.57	45,490.02
19	46,139.00	47,368.62	45,415.62	46,130.80	45,390.17	46,035.00
20	46,652.00	48,171.21	45,915.96	46,610.68	45,801.23	46,598.58
21	47,145.00	48,815.70	46,397.70	47,071.03	46,192.76	47,143.56
22	47,639.00	49,600.62	46,880.37	47,533.24	46,585.22	47,689.47
23	48,132.00	50,082.36	47,362.11	47,993.59	46,976.75	48,234.45
24	48,625.00	50,587.35	47,843.85	48,453.94	47,368.28	48,779.43
25	50,049.00	51,958.17	49,191.42	49,781.05	48,625.64	50,190.24
26		52,306.92	49,609.92	50,178.16	48,953.93	50,585.49
27		53,004.42	50,028.42	50,575.27	49,282.22	50,980.74
28		53,376.42	50,446.92	50,972.40	49,611.44	51,375.99
29		53,748.42	50,865.42		49,938.80	51,771.24
30		54,120.42	51,283.92		50,267.09	52,166.49
31		54,492.42	51,702.42			52,561.74
32		54,864.42	52,120.92			52,956.99
33		55,236.42				53,353.17
34		55,608.42				53,747.49
35		55,980.42				54,142.74
36		56,352.42				
37		56,724.42				
38		57,096.42				
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2019-20 Salary Comparison

Bachelor's - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool	Guthrie
0	36,601.00	36,103.53	40,000.00	36,153.10	36,355.91	36,531.25
1	37,035.00	36,507.15	40,000.00	36,560.85	36,759.53	36,939.00
2	37,469.00	36,910.77	40,000.00	36,968.60	37,563.15	37,346.75
3	37,904.00	37,315.32	40,000.00	37,686.10	37,967.70	37,756.50
4	38,338.00	37,718.94	40,000.00	38,093.86	38,371.32	38,163.25
5	38,810.00	38,157.90	40,130.00	38,537.86	38,787.03	38,597.00
6	39,273.00	38,588.49	40,593.00	39,003.55	39,217.62	38,999.75
7	39,737.00	39,020.01	41,057.00	39,470.24	39,649.14	39,460.00
8	40,200.00	39,450.60	41,520.00	39,935.93	40,079.73	39,894.00
9	40,663.00	39,881.19	41,983.00	40,401.62	40,510.32	40,329.00
10	41,684.00	40,830.72	43,004.00	41,393.81	41,273.85	40,980.00
11	42,177.00	41,289.21	43,497.00	41,887.75	41,895.09	41,317.00
12	42,670.00	41,747.70	43,990.00	42,381.69	42,353.58	42,203.50
13	43,162.00	42,205.26	44,482.00	42,874.63	42,811.14	42,464.75
14	43,655.00	42,663.75	44,975.00	43,368.57	43,278.93	42,929.00
15	44,167.00	43,139.91	45,487.00	43,881.51	43,745.79	43,430.25
16	44,660.00	43,598.40	45,980.00	44,375.45	44,204.28	43,874.48
17	45,153.00	44,056.89	46,473.00	44,869.39	44,662.77	44,337.74
18	45,646.00	44,515.38	46,966.00	45,363.33	45,121.26	44,800.99
19	46,139.00	44,973.87	47,459.00	45,857.24	45,579.75	45,264.24
20	46,652.00	45,450.96	47,972.00	46,371.21	46,056.84	45,767.49
21	47,145.00	45,909.45	48,465.00	46,865.15	46,515.33	46,210.74
22	47,639.00	46,368.87	48,959.00	47,360.09	46,974.75	46,675.99
23	48,132.00	46,827.36	49,452.00	47,854.03	47,433.24	47,138.26
24	48,625.00	47,285.85	49,945.00	48,347.97	47,891.73	47,601.50
25	50,049.00	48,610.17	51,369.00	49,772.91	49,216.05	49,926.75
26		49,005.42		50,198.85	49,611.30	49,323.00
27		49,400.67		50,624.79	50,006.55	49,718.25
28		49,795.92		51,050.73	50,401.80	50,113.50
29		50,191.17		51,646.86	51,192.30	50,508.75
30		50,586.42		52,242.99		50,904.00
31		50,981.67		52,839.12	<i>Glenpool has separate salary schedules for certified employees who have been with the district 5 years and 10 years.</i>	51,299.25
32		51,376.92		53,435.25		
33		51,772.17		54,031.38		
34		52,167.42		54,627.51		
35		52,562.67		55,223.64		
36		52,957.92		55,649.58		
37				56,075.52		
38				56,501.46		
39				56,927.40		
40				57,353.34		
41				57,779.28		
42				58,205.22		
43						
44						

2019-20 Salary Comparison

Bachelor's - 5A School Districts

Steps	State Minimum	Guymon	Lawton	McAlester	Mid-Del	Noble
0	36,601.00	37,963.53	36,885.66	37,821.00	38,300.00	38,130.00
1	37,035.00	38,367.15	37,126.53	38,255.00	38,675.00	38,649.87
2	37,469.00	38,770.77	37,367.40	38,689.00	39,050.00	39,169.74
3	37,904.00	39,175.32	38,109.54	39,124.00	39,425.00	39,690.54
4	38,338.00	39,578.94	39,224.61	39,558.00	39,800.00	40,210.41
5	38,810.00	40,017.90	39,641.25	40,030.00	40,200.00	40,730.28
6	39,273.00	40,448.49	40,037.43	40,493.00	40,600.00	41,207.37
7	39,737.00	40,880.01	40,344.33	40,957.00	41,000.00	41,730.96
8	40,200.00	41,310.60	40,740.51	41,420.00	41,400.00	42,255.48
9	40,663.00	41,741.19	41,203.65	41,883.00	41,800.00	42,779.07
10	41,684.00	42,690.72	41,905.80	42,904.00	42,200.00	43,302.66
11	42,177.00	43,149.21	42,341.04	43,397.00	42,650.00	44,391.69
12	42,670.00	43,607.70	42,826.50	43,890.00	43,100.00	44,919.93
13	43,162.00	44,065.26	43,408.68	44,382.00	43,575.00	45,448.17
14	43,655.00	44,523.75	43,994.58	44,875.00	44,050.00	45,975.48
15	44,167.00	44,991.54	44,597.22	45,387.00	44,600.00	46,503.72
16	44,660.00	45,458.40	45,184.05	45,880.00	45,150.00	47,514.63
17	45,153.00	45,916.89	45,771.81	46,373.00	45,700.00	48,042.87
18	45,646.00	46,375.38	46,360.50	46,866.00	46,275.00	48,571.11
19	46,139.00	46,833.87	46,950.12	47,359.00	46,850.00	49,099.35
20	46,652.00	47,310.96	47,560.20	47,872.00	47,500.00	49,627.59
21	47,145.00	47,769.45	48,151.68	48,589.00	48,150.00	50,639.43
22	47,639.00	48,228.87	48,749.67	48,859.00	48,800.00	51,167.67
23	48,132.00	48,687.36	49,343.94	49,352.00	49,450.00	51,696.84
24	48,625.00	49,145.85	49,944.72	49,845.00	50,100.00	52,225.08
25	50,049.00	50,470.17	51,416.91	51,769.00	51,100.00	52,753.32
26		50,778.93	51,955.38	51,769.00	52,100.00	54,612.39
27		51,087.69	52,498.50	52,269.00	52,800.00	
28		51,396.45	53,260.17	52,769.00	53,350.00	
29		51,705.21	53,539.17	53,269.00	53,900.00	
30		52,013.97		53,769.00	54,450.00	
31		52,322.73		54,269.00	55,000.00	
32		52,631.49		54,769.00	55,550.00	
33		52,940.25		55,269.00	56,100.00	
34				55,769.00	57,200.00	
35					57,750.00	
36					58,300.00	
37					58,850.00	
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2019-20 Salary Comparison

Bachelor's - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook
0	36,601.00	41,000.00	41,220.00	38,501.00	40,000.00	38,121.00
1	37,035.00	41,300.00	41,330.00	39,060.00	40,450.00	38,621.00
2	37,469.00	41,600.00	41,761.00	39,619.00	40,900.00	39,114.00
3	37,904.00	41,900.00	42,193.00	40,204.00	41,350.00	39,549.00
4	38,338.00	42,300.00	42,624.00	40,813.00	48,800.00	39,983.00
5	38,810.00	42,700.00	43,068.00	41,460.00	42,250.00	40,430.00
6	39,273.00	43,200.00	43,503.00	42,098.00	42,700.00	40,893.00
7	39,737.00	43,700.00	43,939.00	42,737.00	43,150.00	41,357.00
8	40,200.00	44,200.00	44,374.00	43,350.00	43,600.00	41,820.00
9	40,663.00	44,700.00	44,809.00	43,988.00	44,050.00	42,283.00
10	41,684.00	45,250.00	45,724.00	45,159.00	44,500.00	42,904.00
11	42,177.00	45,850.00	46,257.00	45,802.00	44,950.00	43,772.00
12	42,670.00	46,450.00	46,790.00	46,445.00	45,400.00	44,265.00
13	43,162.00	47,050.00	47,322.00	47,112.00	45,850.00	44,757.00
14	43,655.00	47,650.00	47,855.00	47,780.00	46,400.00	45,250.00
15	44,167.00	48,650.00	48,407.00	48,442.00	47,100.00	45,762.00
16	44,660.00	49,550.00	48,940.00	49,110.00	47,850.00	46,255.00
17	45,153.00	52,050.00	49,473.00	49,753.00	48,600.00	46,748.00
18	45,646.00	54,750.00	50,006.00	50,421.00	49,350.00	47,141.00
19	46,139.00	57,050.00	50,539.00	51,064.00	50,100.00	47,734.00
20	46,652.00	58,160.00	51,092.00	51,727.00	50,850.00	48,247.00
21	47,145.00	58,860.00	51,625.00	52,495.00	51,600.00	48,940.00
22	47,639.00	59,610.00	52,159.00	53,039.00	52,350.00	49,434.00
23	48,132.00	60,010.00	52,692.00	53,707.00	52,850.00	49,927.00
24	48,625.00	60,410.00	53,225.00	54,350.00	53,350.00	50,420.00
25	50,049.00	61,135.00	54,689.00	55,949.00	53,850.00	51,844.00
26			55,089.00	56,449.00	54,750.00	52,269.00
27			55,489.00	56,949.00	55,400.00	52,694.00
28			55,889.00	57,449.00	56,050.00	
29			56,289.00	57,949.00	56,700.00	
30			56,689.00	58,449.00	57,200.00	
31			56,989.00		57,700.00	
32			57,289.00		58,200.00	
33			57,589.00		58,700.00	
34			57,889.00		59,200.00	
35			58,189.00		59,700.00	
36					60,200.00	
37					60,600.00	
38					61,000.00	
39					61,400.00	
40					61,800.00	
41					62,200.00	
42						
43						
44						

2019-20 Salary Comparison

Bachelor's - 5A School Districts

Steps	State Minimum	Tahlequah	Tulsa	Western Heights	Woodward
0.....	36,601.00	38,091.93	37,200.00	39,055.92	38,101.00
1.....	37,035.00	38,495.55	37,581.30	39,419.55	38,535.00
2.....	37,469.00	57,499.17	37,962.60	39,783.18	38,969.00
3.....	37,904.00	39,303.72	38,362.50	40,147.74	37,404.00
4.....	38,338.00	39,707.34	38,822.85	40,511.37	39,838.00
5.....	38,810.00	40,146.30	39,246.00	40,887.09	40,310.00
6.....	39,273.00	40,576.89	40,138.80	41,257.23	40,773.00
7.....	39,737.00	41,008.41	40,641.00	42,017.97	41,237.00
8.....	40,200.00	41,439.00	41,050.20	42,447.02	41,700.00
9.....	40,663.00	41,869.59	41,454.75	42,900.86	42,163.00
10.....	41,684.00	42,819.12	41,867.67	43,455.14	43,184.00
11.....	42,177.00	43,277.61	42,384.75	43,913.64	43,677.00
12.....	42,670.00	43,736.10	42,849.75	44,372.13	44,170.00
13.....	43,162.00	44,193.66	43,313.82	44,829.69	44,662.00
14.....	43,655.00	44,652.15	43,674.66	45,288.18	45,155.00
15.....	44,167.00	46,267.00	44,114.55	45,764.34	45,667.00
16.....	44,660.00	46,760.00	44,626.05	46,025.41	46,160.00
17.....	45,153.00	47,253.00	45,056.64	46,669.83	46,653.00
18.....	45,646.00	47,746.00	46,245.18	47,314.32	47,146.00
19.....	46,139.00	48,239.00	47,379.78	47,958.82	47,639.00
20.....	46,652.00	48,752.00	47,908.02	48,621.91	48,152.00
21.....	47,145.00	49,245.00	48,454.86	49,266.40	48,645.00
22.....	47,639.00	49,739.00	49,169.10	49,911.82	49,193.00
23.....	48,132.00	50,232.00	49,698.27	50,556.31	49,632.00
24.....	48,625.00	50,725.00	50,226.51	51,200.80	50,125.00
25.....	50,049.00	52,149.00	51,014.22	52,711.12	51,549.00
26.....		52,500.00	52,148.82	53,292.37	51,999.00
27.....		53,000.00	52,613.82	53,780.62	52,449.00
28.....		53,500.00	53,078.82	54,454.87	52,899.00
29.....		54,000.00	53,543.82	55,036.12	53,349.00
30.....		54,500.00	54,008.82	55,617.37	53,799.00
31.....		55,000.00	55,335.00	56,198.62	54,249.00
32.....		55,500.00	55,800.00	56,779.87	54,699.00
33.....		56,000.00		57,361.12	55,149.00
34.....		56,500.00		57,942.37	55,599.00
35.....		57,000.00		58,523.62	56,049.00
36.....				59,104.87	56,499.00
37.....				59,686.12	56,949.00
38.....				60,267.37	
39.....				60,848.62	
40.....				61,429.87	
41.....					
42.....					
43.....					
44.....					

2019-20 Career Status Ranking

5A Comparison, Bachelor's

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Altus	35,173.53	37,227.90	40,319.22	44,837.16	48,171.21	51,958.17	Step 38 – 57,096.42
Ardmore	36,173.53	38,274.15	41,063.22	43,488.66	45,915.96	49,191.42	Step 32 – 52,120.92
Claremore	37,218.61	39,283.21	41,968.12	44,288.47	46,610.68	49,781.05	Step 28 – 50,972.40
Collinsville	35,840.00	39,418.64	41,849.66	43,824.98	45,801.23	48,625.64	Step 30 – 50,267.90
Coweta	36,436.47	38,527.11	41,199.93	43,855.08	46,598.58	50,190.24	Step 43 – 54,142.74
Duncan	36,103.53	38,157.90	40,830.72	43,139.91	45,450.96	48,610.17	Step 36 – 52,957.92
Durant	40,000.00	40,130.00	43,004.00	45,487.00	47,972.00	51,369.00	Step 25 – 51,369.00
El Reno	36,153.10	38,537.86	41,393.81	43,881.51	46,371.21	49,772.91	Step 42 – 58,205.22
Glenpool	36,355.91	38,787.03	41,273.85	43,745.79	46,056.84	49,216.05	Step 29 – 51,192.30
Guthrie	36,351.25	38,597.00	40,980.00	43,460.25	45,767.49	49,926.75	Step 31 – 51,299.25
Guymon	37,963.53	40,017.90	42,690.72	44,991.54	47,310.96	50,470.17	Step 33 – 52,940.25
Lawton	36,885.66	39,641.25	41,905.80	44,597.22	47,560.20	51,416.91	Step 29 – 53,539.17
McAlester	37,821.00	40,030.00	42,904.00	45,387.00	47,872.00	51,769.00	Step 34 – 55,769.00
Mid-Del	38,300.00	40,200.00	42,200.00	44,600.00	47,500.00	51,100.00	Step 37 – 58,850.00
Noble	38,130.00	40,730.28	43,302.66	46,503.72	49,627.59	52,753.32	Step 26 – 54,612.39
Oklahoma City	41,000.00	42,700.00	45,250.00	48,650.00	58,160.00	61,135.00	Step 25 – 61,135.00
Piedmont	41,200.00	43,068.00	45,724.00	48,407.00	51,092.00	54,689.00	Step 35 – 58,189.00
Pryor	38,501.00	41,460.00	45,159.00	48,442.00	51,727.00	55,949.00	Step 30 – 58,449.00
Shawnee	40,000.00	42,250.00	44,500.00	47,100.00	50,850.00	53,850.00	Step 41 – 62,200.00
Skiatook	38,121.00	40,430.00	42,904.00	45,762.00	48,247.00	51,844.00	Step 27 – 52,694.00
Tahlequah	38,091.93	40,164.30	42,819.12	46,267.00	48,752.00	52,149.00	Step 35 – 57,000.00
Tulsa	37,200.00	39,246.00	41,867.67	44,114.55	47,908.02	51,014.22	Step 32 – 55,800.00
Western Heights	39,055.92	40,887.09	43,455.14	45,764.34	48,621.91	52,711.12	Step 40 – 61,429.87
Woodward	38,801.00	40,310.00	43,184.00	45,667.00	48,152.00	51,549.00	Step 37 – 56,949.00

2019-20 Base Salary Comparison

Master's - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	37,991.00	39,993.30	40,036.48	39,711.00	38,962.70	42,000.00
1	38,425.00	40,401.05	40,441.07	40,145.00	39,215.33	42,500.00
2	38,859.00	40,808.80	40,934.23	40,579.00	39,663.91	43,426.10
3	39,294.00	41,217.55	41,248.39	41,014.00	40,118.17	43,861.09
4	39,728.00	41,625.30	41,921.54	41,448.00	40,576.16	44,229.10
5	40,200.00	42,069.30	42,453.85	41,920.00	41,051.94	44,634.86
6	40,663.00	42,504.30	42,997.15	42,383.00	41,523.56	45,008.39
7	41,127.00	42,940.30	43,501.46	42,847.00	42,001.09	45,427.38
8	41,590.00	43,375.30	44,024.76	43,310.00	42,482.58	45,844.14
9	42,054.00	43,811.30	44,549.06	43,774.00	42,970.09	46,216.90
10	43,568.00	45,236.05	46,158.51	45,288.00	43,637.68	47,580.17
11	44,061.00	45,699.30	46,712.96	45,781.00	44,139.42	47,956.93
12	44,554.00	46,162.55	47,267.41	46,274.00	44,646.36	48,426.69
13	45,047.00	46,625.80	47,821.86	46,767.00	45,158.57	48,803.45
14	45,539.00	47,088.05	48,375.31	47,259.00	45,675.11	49,179.21
15	46,052.00	47,571.30	48,949.76	47,772.00	46,218.04	49,668.97
16	46,545.00	48,034.55	49,504.20	48,265.00	46,746.43	50,208.49
17	47,038.00	48,683.80	50,058.65	48,758.00	47,280.35	50,856.59
18	47,531.00	49,333.05	50,613.10	49,251.00	47,819.86	51,534.61
19	48,024.00	49,982.30	51,167.55	49,744.00	48,365.03	52,185.61
20	48,538.00	50,652.55	51,743.00	50,258.00	48,936.92	52,911.59
21	49,031.00	51,301.80	52,297.45	50,751.00	49,493.61	53,590.59
22	49,524.00	51,951.05	52,851.90	51,244.00	50,056.16	54,158.61
23	50,018.00	52,601.30	53,407.35	51,738.00	50,625.64	54,652.61
24	50,511.00	53,250.55	53,961.80	52,231.00	51,200.13	55,052.61
25	51,971.00	54,866.80	55,483.24	53,691.00	52,747.70	56,512.61
26		55,448.05	55,969.69	54,291.00	53,266.42	56,844.59
27		56,029.30	56,456.13	54,891.00	53,791.37	57,176.59
28		56,610.55	56,942.57	55,491.00	54,322.61	57,508.59
29		57,191.80	57,429.00	56,091.00	54,860.23	57,840.59
30		57,773.05	57,915.45	56,691.00	55,404.30	58,172.59
31		58,354.30	58,401.89	57,291.00	55,954.90	58,504.60
32			58,888.33	57,891.00	56,512.11	
33			59,374.77	58,491.00	57,076.00	
34			59,861.21	59,091.00	57,646.66	
35			60,347.65	59,691.00	58,224.17	
36				60,291.00	58,808.61	
37				60,891.00	59,400.06	
38				61,491.00	59,998.61	
39				62,091.00	60,607.00	
40				62,691.00		
41						
42						
43						
44						

2019-20 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks	Lawton	Mid-Del
0	37,991.00	.....42,745.00	.....38,478.48	.....40,470.71	.....38,143.02	.....40,000.00
1	38,425.00	.....43,195.00	.....38,633.35	.....41,047.41	.....38,383.89	.....40,400.00
2	38,859.00	.....43,645.00	.....39,211.22	.....41,757.43	.....38,624.76	.....40,800.00
3	39,294.00	.....44,095.00	.....39,743.65	.....42,539.53	.....39,389.22	.....41,200.00
4	39,728.00	.....44,545.00	.....40,513.97	.....43,211.03	.....40,525.68	.....41,600.00
5	40,200.00	.....44,995.00	.....41,200.03	.....43,980.29	.....40,941.39	.....42,050.00
6	40,663.00	.....45,470.00	.....41,830.57	.....44,560.94	.....41,337.57	.....42,500.00
7	41,127.00	.....46,945.00	.....42,366.71	.....45,142.58	.....41,818.38	.....42,950.00
8	41,590.00	.....46,420.00	.....42,901.93	.....45,723.23	.....42,384.75	.....43,400.00
9	42,054.00	.....46,895.00	.....43,342.75	.....46,304.86	.....43,082.25	.....43,850.00
10	43,568.00	.....47,370.00	.....43,946.32	.....47,059.31	.....43,944.36	.....44,350.00
11	44,061.00	.....47,870.00	.....44,390.86	.....47,644.90	.....44,565.60	.....44,850.00
12	44,554.00	.....48,370.00	.....44,835.40	.....48,230.49	.....45,187.77	.....45,350.00
13	45,047.00	.....48,870.00	.....45,279.94	.....48,816.08	.....45,814.59	.....45,850.00
14	45,539.00	.....49,370.00	.....45,723.55	.....49,400.68	.....46,436.76	.....46,350.00
15	46,052.00	.....49,870.00	.....46,186.69	.....50,006.01	.....47,084.04	.....46,950.00
16	46,545.00	.....50,395.00	.....46,631.23	.....50,591.60	.....47,708.07	.....47,550.00
17	47,038.00	.....50,920.00	.....47,075.77	.....51,177.19	.....48,340.47	.....48,150.00
18	47,531.00	.....51,445.00	.....47,615.63	.....51,762.78	.....48,969.15	.....48,750.00
19	48,024.00	.....51,970.00	.....48,155.50	.....52,348.36	.....49,603.41	.....49,450.00
20	48,538.00	.....52,495.00	.....48,714.89	.....52,954.69	.....50,253.48	.....50,150.00
21	49,031.00	.....53,045.00	.....49,254.76	.....53,540.28	.....50,888.67	.....50,850.00
22	49,524.00	.....53,595.00	.....49,794.62	.....57,472.50	.....51,484.80	.....51,550.00
23	50,018.00	.....54,145.00	.....50,335.42	.....58,059.08	.....52,117.20	.....52,350.00
24	50,511.00	.....54,695.00	.....50,875.28	.....58,644.66	.....52,714.26	.....53,150.00
25	51,971.00	.....55,245.00	.....52,314.46	.....60,185.16	.....54,210.63	.....54,350.00
26		.....55,820.00	.....52,791.08	.....65,557.16	.....54,749.10	.....55,350.00
27		.....56,395.00	.....53,267.71		.....55,292.22	.....56,050.00
28		.....56,970.00	.....53,744.33		.....55,957.17	.....56,750.00
29		.....57,545.00	.....54,220.96		.....56,236.17	.....57,450.00
30		.....58,120.00	.....54,697.58			.....58,150.00
31		.....58,720.00	.....55,174.21			.....58,750.00
32		.....59,320.00	.....55,650.83			.....59,350.00
33		.....59,920.00	.....56,127.46			.....59,950.00
34		.....60,520.00	.....56,604.08			.....60,550.00
35		.....61,120.00	.....57,080.71			.....61,150.00
36		.....61,720.00	.....57,557.33			.....61,750.00
37		.....62,320.00	.....58,033.96			.....62,350.00
38		.....62,920.00	.....58,508.96			.....62,950.00
39			.....58,973.96			.....63,550.00
40			.....59,357.71			.....64,150.00
41						
42						
43						
44						

2019-20 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Oklahoma City
0	37,991.00	41,914.00	39,361.00	42,697.42	40,506.00	42,290.00
1	38,425.00	42,322.00	40,070.00	43,105.44	40,724.00	42,590.00
2	38,859.00	42,729.00	40,729.00	43,654.43	41,012.00	42,890.00
3	39,294.00	43,138.00	41,389.00	44,104.42	41,533.00	43,190.00
4	39,728.00	43,546.00	42,048.00	44,553.41	41,892.00	43,590.00
5	40,200.00	44,083.00	42,720.00	45,038.65	42,240.00	43,990.00
6	40,663.00	44,611.00	43,383.00	45,514.89	43,163.00	44,490.00
7	41,127.00	45,140.00	44,047.00	45,992.13	43,553.00	44,990.00
8	41,590.00	45,668.00	44,810.00	46,468.37	43,941.00	45,490.00
9	42,054.00	46,197.00	45,575.00	46,958.61	44,331.00	45,990.00
10	43,568.00	46,907.00	46,492.00	48,034.10	44,993.00	47,504.00
11	44,061.00	47,434.00	47,164.00	48,708.59	45,805.00	48,204.00
12	44,554.00	48,060.00	47,849.00	49,383.08	46,803.00	48,704.00
13	45,047.00	48,686.00	48,517.00	50,057.57	47,801.00	49,405.00
14	45,539.00	49,311.00	49,284.00	50,731.06	48,891.00	50,004.00
15	46,052.00	49,957.00	50,072.00	51,425.55	50,048.00	51,005.00
16	46,545.00	50,583.00	50,840.00	52,100.04	51,186.00	51,905.00
17	47,038.00	51,302.00	51,608.00	52,774.53	52,556.00	54,405.00
18	47,531.00	52,021.00	52,355.00	53,449.02	53,554.00	57,105.00
19	48,024.00	52,740.00	53,161.00	54,123.51	54,598.00	59,405.00
20	48,538.00	53,480.00	53,988.00	54,919.00	55,059.00	60,516.00
21	49,031.00	54,199.00	54,794.00	55,593.49	55,499.00	61,216.00
22	49,524.00	54,918.00	55,600.00	56,267.98	55,939.00	61,965.00
23	50,018.00	55,638.00	56,407.00	56,943.47	56,380.00	62,336.00
24	50,511.00	56,389.00	57,213.00	57,617.96	56,820.00	62,766.00
25	51,971.00	58,108.00	58,986.00	59,259.45	58,227.00	63,527.00
26		58,791.00	59,724.00	59,819.45	58,599.00	
27		59,475.00	60,462.00	60,379.45	58,971.00	
28		60,159.00	61,200.00	60,939.45	59,343.00	
29		60,842.00	61,953.00	61,499.45	59,715.00	
30		61,526.00	62,671.00	62,059.45	60,087.00	
31		62,209.00	63,380.00	62,619.45	61,947.00	
32		62,893.00	64,080.00	63,179.45		
33		63,576.00	64,780.00	63,739.45		
34		64,260.00	65,480.00	64,299.45		
35		64,943.00	66,180.00	64,859.45		
36		65,627.00	66,880.00	65,419.45		
37		66,311.00	67,580.00	65,979.45		
38		66,994.00	68,280.00	66,539.45		
39		67,729.00	68,980.00	67,099.45		
40		68,464.00	69,680.00	67,659.45		
41			70,380.00			
42			71,080.00			
43			71,780.00			
44						

2019-20 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Owasso	Ponca City	Putnam City	Sand Springs	Sapulpa
0	37,991.00	42,290.00	39,663.94	43,500.00	38,492.70	37,789.88
1	38,425.00	42,590.00	40,616.26	43,850.00	38,938.17	38,220.40
2	38,859.00	42,890.00	41,136.13	44,200.00	39,397.59	38,657.50
3	39,294.00	43,190.00	41,656.93	44,550.00	39,918.39	39,101.18
4	39,728.00	43,590.00	42,176.80	44,900.00	40,663.32	39,548.62
5	40,200.00	43,990.00	42,708.76	45,425.00	41,323.62	40,012.98
6	40,663.00	44,490.00	43,232.35	45,950.00	41,800.71	40,472.64
7	41,127.00	44,990.00	43,756.87	46,475.00	42,176.43	40,937.00
8	41,590.00	45,490.00	44,280.46	47,000.00	42,551.22	41,407.00
9	42,054.00	45,990.00	44,804.98	47,525.00	42,912.99	41,881.70
10	43,568.00	47,504.00	45,492.25	48,125.00	43,860.66	42,525.60
11	44,061.00	48,204.00	46,020.49	48,725.00	44,052.24	43,014.40
12	44,554.00	48,704.00	46,548.73	49,325.00	44,513.52	43,506.96
13	45,047.00	49,405.00	47,076.97	49,925.00	45,160.80	44,005.16
14	45,539.00	50,004.00	47,604.25	50,525.00	45,797.85	44,507.12
15	46,052.00	51,005.00	48,151.12	51,125.00	46,463.73	45,033.52
16	46,545.00	51,905.00	48,679.36	51,725.00	47,152.86	45,546.76
17	47,038.00	54,405.00	47,207.60	52,325.00	47,800.14	46,065.64
18	47,531.00	57,105.00	47,735.84	52,925.00	48,447.42	46,589.22
19	48,024.00	59,405.00	50,264.08	53,525.00	48,992.40	47,118.44
20	48,538.00	60,516.00	50,811.85	54,125.00	49,659.21	47,671.16
21	49,031.00	61,216.00	51,340.09	54,725.00	50,394.84	48,211.66
22	49,524.00	61,965.00	51,868.33	55,325.00	50,949.12	48,755.92
23	50,018.00	62,336.00	52,397.50	55,925.00	51,411.33	49,307.70
24	50,511.00	62,766.00	52,925.74	56,525.00	51,863.31	49,864.18
25	51,971.00	63,527.00	54,353.29	57,625.00	53,316.90	51,335.28
26		56,136.83	54,818.29	58,225.00	54,184.59	51,838.18
27		56,694.83	55,283.29	58,825.00	56,042.73	52,347.66
28		57,252.83	55,749.29	59,425.00		52,863.72
29		57,810.83	56,213.29	60,025.00		53,384.48
30		58,368.83	56,678.29	60,625.00		53,911.82
31			57,143.29	61,225.00		54,444.80
32				61,825.00		54,984.36
33				62,425.00		55,529.56
34				63,025.00		56,082.28
35				63,625.00		56,641.58
36				64,225.00		57,207.46
37				64,825.00		57,703.78
38				65,425.00		58,276.24
39				66,025.00		60,333.90
40				66,625.00		
41				67,225.00		
42				67,825.00		
43				68,425.00		
44				69,025.00		

2019-20 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Stillwater	Tulsa	Union	Yukon
0	37,991.00	.....37,266.03	.....38,130.00	.....39,264.60	.....42,920.00
1	38,425.00	.....37,682.67	.....38,511.30	.....39,683.10	.....43,314.00
2	38,859.00	.....39,182.76	.....38,892.60	.....40,101.60	.....43,805.00
3	39,294.00	.....39,849.57	.....39,292.50	.....40,520.10	.....44,297.00
4	39,728.00	.....40,243.89	.....39,752.85	.....40,994.40	.....44,788.00
5	40,200.00	.....41,202.72	.....40,641.00	.....41,403.60	.....45,292.00
6	40,663.00	.....42,068.55	.....41,533.80	.....41,868.60	.....45,797.00
7	41,127.00	.....42,552.15	.....42,036.00	.....42,333.60	.....46,305.00
8	41,590.00	.....43,042.26	.....42,445.20	.....42,798.60	.....46,812.00
9	42,054.00	.....43,537.95	.....42,849.75	.....43,263.60	.....47,320.00
10	43,568.00	.....44,228.94	.....43,262.67	.....43,961.10	.....48,003.00
11	44,061.00	.....44,743.23	.....43,779.75	.....44,472.60	.....48,530.00
12	44,554.00	.....45,264.96	.....44,244.75	.....44,984.10	.....49,054.00
13	45,047.00	.....45,793.20	.....44,708.82	.....45,495.60	.....49,578.00
14	45,539.00	.....46,327.95	.....45,534.66	.....46,007.10	.....50,101.00
15	46,052.00	.....46,888.74	.....45,974.55	.....46,565.10	.....50,645.00
16	46,545.00	.....47,439.30	.....46,402.35	.....47,123.10	.....51,204.00
17	47,038.00	.....47,997.30	.....47,331.42	.....47,681.10	.....51,764.00
18	47,531.00	.....48,562.74	.....48,466.02	.....48,239.10	.....52,324.00
19	48,024.00	.....49,136.55	.....49,096.56	.....48,797.10	.....52,884.00
20	48,538.00	.....49,738.26	.....49,707.57	.....49,634.10	.....53,465.00
21	49,031.00	.....50,326.95	.....50,842.17	.....50,285.10	.....54,077.00
22	49,524.00	.....50,924.01	.....51,370.41	.....50,936.10	.....54,697.00
23	50,018.00	.....51,530.37	.....51,898.65	.....51,587.10	.....55,318.00
24	50,511.00	.....52,144.17	.....52,613.82	.....52,238.10	.....55,938.00
25	51,971.00	.....53,666.58	.....53,435.01	.....52,982.10	.....57,525.00
26		.....54,258.06	.....54,569.61	.....53,726.10	.....58,089.00
27		.....54,835.59	.....55,034.61	.....54,470.10	.....58,653.00
28		.....55,421.49	.....55,499.61	.....55,214.10	.....59,217.00
29		.....56,016.69	.....55,964.61	.....55,958.10	.....59,781.00
30		.....56,621.19	.....56,429.61	.....56,888.10	.....60,345.00
31		.....57,230.34	.....56,894.61	.....57,353.10	.....61,029.00
32		.....57,516.78	.....57,824.61	.....57,818.10	.....61,713.00
33		.....57,802.29		.....58,283.10	.....62,397.00
34		.....58,088.73		.....58,748.10	.....63,081.00
35		.....58,374.24		.....59,213.10	.....63,765.00
36		.....58,660.68		.....59,678.10	.....64,461.00
37		.....58,946.19		.....60,143.10	.....65,157.00
38		.....59,232.63		.....60,608.10	.....65,853.00
39		.....59,518.14		.....61,073.10	.....66,549.00
40		.....59,804.58		.....61,538.10	.....67,245.00
41					.....67,941.00
42					.....68,637.00
43					
44					

2019-20 Career Status Ranking

6A Comparison, Master's

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Bartlesville	39,993.30	42,069.30	45,236.05	47,571.30	50,652.55	54,866.80	Step 31 – 58,354.30
Bixby	40,036.48	42,453.85	46,158.51	48,949.76	51,743.00	55,483.24	Step 35 – 60,347.65
Broken Arrow	39,711.00	41,920.00	45,288.00	47,772.00	50,258.00	53,691.00	Step 40 – 62,691.00
Choctaw-NP	38,962.70	41,051.94	43,637.68	46,218.04	48,936.92	52,747.70	Step 39 – 60,607.00
Deer Creek	42,000.00	44,634.86	47,580.17	49,668.97	52,911.59	56,512.61	Step 31 – 58,504.60
Edmond	42,745.00	44,995.00	47,370.00	49,870.00	52,495.00	55,245.00	Step 38 – 62,920.00
Enid	38,478.48	41,200.03	43,946.32	46,186.69	48,714.89	52,314.46	Step 40 – 59,357.71
Jenks	40,470.71	43,980.29	47,059.31	50,006.01	52,954.69	60,185.16	Step 26 – 65,557.16
Lawton	38,143.02	40,941.39	43,944.36	47,084.04	50,253.48	54,210.63	Step 29 – 56,236.17
Mid-Del	40,000.00	42,050.00	44,350.00	46,950.00	50,150.00	54,350.00	Step 40 – 64,150.00
Moore	41,914.00	44,083.00	46,907.00	49,957.00	53,480.00	58,108.00	Step 40 – 68,464.00
Muskogee	39,361.00	42,720.00	46,492.00	50,072.00	53,988.00	58,986.00	Step 43 – 71,780.00
Mustang	42,697.42	45,038.65	48,034.10	51,425.55	54,919.00	59,259.45	Step 40 – 67,659.45
Norman	40,506.00	42,240.00	44,993.00	50,048.00	55,059.00	58,227.00	Step 31 – 61,947.00
Oklahoma City	42,290.00	43,990.00	47,504.00	51,005.00	60,516.00	63,527.00	Step 25 – 63,527.00
Owasso	40,903.43	43,283.30	46,066.79	48,911.66	51,804.89	55,609.52	Step 30 – 58,368.83
Ponca City	39,663.94	42,708.76	45,492.25	48,151.12	50,811.85	54,353.29	Step 31 – 57,143.29
Putnam City	43,500.00	45,425.00	48,125.00	51,125.00	54,125.00	57,625.00	Step 44 – 69,025.00
Sand Springs	38,492.70	41,323.62	43,860.66	46,463.73	49,659.21	53,316.90	Step 27 – 56,042.73
Sapulpa	37,789.88	40,012.98	42,525.60	45,033.52	47,671.16	51,335.28	Step 39 – 60,333.90
Stillwater	37,266.03	41,202.72	44,228.94	46,888.74	49,738.26	53,666.58	Step 40 – 59,804.58
Tulsa	38,130.00	40,641.00	43,262.67	45,974.55	49,707.57	53,435.01	Step 32 – 57,824.61
Union	39,264.60	41,403.60	43,961.10	46,565.10	49,634.10	52,982.10	Step 40 – 61,538.10
Yukon	42,920.00	45,292.00	48,003.00	50,645.00	53,465.00	57,525.00	Step 42 – 68,637.00

2019-20 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Altus	Ardmore	Claremore	Collinsville	Coweta
0	37,991.00	36,977.73	37,396.23	38,517.82	37,040.63	37,729.17
1	38,425.00	37,381.35	37,799.85	38,923.30	38,326.82	38,132.79
2	38,859.00	37,505.97	38,249.97	39,328.78	39,530.24	38,567.10
3	39,294.00	37,817.52	38,677.77	39,735.19	39,914.33	38,971.65
4	39,728.00	38,221.14	39,104.64	40,140.67	39,367.49	39,375.27
5	40,200.00	38,683.35	39,566.85	40,581.49	40,692.74	39,814.23
6	40,663.00	39,299.94	40,020.69	41,013.94	41,079.62	40,244.82
7	41,127.00	39,917.46	40,475.46	41,448.25	41,467.43	40,676.34
8	41,590.00	40,510.80	40,929.30	41,880.70	41,854.31	41,106.93
9	42,054.00	41,058.57	41,384.07	42,314.08	42,243.05	41,538.45
10	43,568.00	42,629.34	42,815.34	43,728.61	43,583.18	42,946.47
11	44,061.00	43,273.83	43,297.08	44,189.89	43,975.64	43,404.96
12	44,554.00	43,964.82	43,778.82	44,650.24	44,366.24	43,949.94
13	45,047.00	44,609.31	44,260.56	45,110.59	44,758.70	44,494.92
14	45,539.00	45,159.87	44,741.37	45,570.94	45,149.30	45,038.97
15	46,052.00	47,171.46	45,241.71	46,049.89	45,559.43	45,602.55
16	46,545.00	47,722.95	45,723.45	46,510.24	45,950.96	46,147.53
17	47,038.00	48,506.94	46,205.19	46,971.71	46,342.49	46,692.51
18	47,531.00	49,058.43	46,686.93	47,431.87	46,734.02	47,237.49
19	48,024.00	49,702.92	47,168.67	47,892.22	47,124.62	47,782.47
20	48,538.00	50,506.44	47,669.94	48,373.03	47,536.61	48,346.98
21	49,031.00	51,127.68	48,151.68	48,833.38	47,928.14	48,891.96
22	49,524.00	51,911.67	48,633.42	49,294.66	48,319.67	49,436.94
23	50,018.00	52,394.34	49,116.09	49,755.94	48,712.13	49,982.85
24	50,511.00	52,922.58	49,597.83	50,216.29	49,103.66	50,527.83
25	51,971.00	54,303.63	50,978.88	51,576.88	50,394.50	51,972.12
26		54,629.13	51,397.38	51,973.99	50,722.79	52,367.37
27		55,349.88	51,815.88	52,745.89	51,051.08	52,762.62
28		55,721.88	52,234.38	53,844.22	51,380.30	53,157.87
29		56,093.88	52,652.88		51,707.66	53,553.12
30		56,465.88	53,071.38		52,035.95	53,948.37
31		56,837.88	53,489.88			54,343.62
32		57,209.88	53,908.38			54,738.87
33		57,581.88				55,134.12
34		57,953.88				55,529.37
35		58,325.88				55,924.62
36		58,697.88				
37		59,069.88				
38		59,441.88				
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2019-20 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool	Guthrie
0	37,991.00	37,396.23	40,000.00	37,459.10	37,717.43	37,837.25
1	38,425.00	37,799.85	40,319.00	37,866.85	38,121.05	38,245.00
2	38,859.00	38,203.47	40,920.00	37,274.60	38,524.67	38,652.75
3	39,294.00	38,608.02	41,773.00	38,992.11	38,929.22	39,062.50
4	39,728.00	39,011.64	42,175.00	39,399.86	39,332.84	39,469.25
5	40,200.00	39,450.60	42,615.00	39,843.86	39,748.55	39,903.00
6	40,663.00	39,881.19	43,046.00	40,309.55	40,179.14	40,305.75
7	41,127.00	40,312.71	43,568.00	40,776.24	40,610.66	40,766.00
8	41,590.00	40,743.30	43,909.00	41,241.93	41,041.25	41,200.00
9	42,054.00	41,174.82	44,341.00	41,708.62	41,472.77	41,637.00
10	43,568.00	42,582.84	46,073.00	43,164.06	42,307.91	43,114.50
11	44,061.00	43,041.33	46,984.00	43,658.00	43,316.03	43,084.25
12	44,554.00	43,499.82	47,445.00	44,151.94	43,774.52	43,809.50
13	45,047.00	43,958.31	47,906.00	44,645.88	44,233.01	44,141.73
14	45,539.00	44,415.87	48,366.00	45,138.82	44,690.57	44,602.99
15	46,052.00	44,892.96	49,097.00	45,652.76	45,167.66	45,107.84
16	46,545.00	45,351.45	49,858.00	46,146.70	45,626.15	45,550.49
17	47,038.00	45,809.94	50,319.00	46,640.64	46,084.64	46,013.74
18	47,531.00	46,268.43	50,780.00	47,134.85	46,543.13	46,476.99
19	48,024.00	46,726.92	51,941.00	47,628.52	47,001.62	46,940.26
20	48,538.00	47,204.94	52,923.00	48,143.46	47,479.64	47,445.50
21	49,031.00	47,663.43	53,884.00	48,637.40	47,938.13	47,887.75
22	49,524.00	48,121.92	54,345.00	49,131.34	48,394.76	48,351.00
23	50,018.00	48,581.34	55,071.00	49,626.28	48,856.04	48,816.25
24	50,511.00	49,039.83	56,018.00	50,120.22	49,314.53	49,278.50
25	51,971.00	50,397.63	57,446.00	51,581.16	50,672.33	51,675.75
26		50,792.88	57,746.00	52,007.10	51,067.58	51,035.98
27		51,188.13	58,046.00	52,433.04	51,462.83	51,431.24
28		51,583.38	58,446.00	52,858.98	51,858.08	51,826.49
29		51,978.63	59,346.00	53,455.11	52,253.33	52,221.74
30		52,373.88	59,646.00	54,051.24	52,648.58	52,616.99
31		52,769.13	60,246.00	54,647.37		53,012.25
32		53,164.38	60,846.00	55,243.50	<i>Glenpool has separate salary schedules for certified employees who have been with the district 5 years and 10 years.</i>	
33		53,559.63	61,446.00	55,839.63		
34		53,954.88	62,046.00	54,435.76		
35		54,350.13	62,646.00	57,031.89		
36		54,745.38	63,246.00	57,457.83		
37			63,846.00	57,883.77		
38			64,446.00	58,309.71		
39			65,046.00	58,735.65		
40			65,646.00	59,161.59		
41				59,587.53		
42				60,013.47		
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2019-20 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Guymon	Lawton	McAlester	Mid-Del	Noble
0	37,991.00	.....39,256.23	.....38,143.02	.....39,211.00	.....40,000.00	.....41,096.70
1	38,425.00	.....39,659.85	.....38,383.89	.....39,645.00	.....40,400.00	.....41,616.57
2	38,859.00	.....40,063.47	.....38,624.76	.....40,079.00	.....40,800.00	.....42,136.44
3	39,294.00	.....40,468.02	.....39,389.22	.....40,514.00	.....41,200.00	.....42,657.24
4	39,728.00	.....40,871.64	.....40,525.68	.....40,948.00	.....41,600.00	.....43,177.11
5	40,200.00	.....41,310.60	.....40,941.39	.....41,420.00	.....42,050.00	.....43,696.98
6	40,663.00	.....41,842.56	.....41,337.57	.....41,883.00	.....42,500.00	.....44,174.07
7	41,127.00	.....42,172.71	.....41,818.38	.....42,347.00	.....42,950.00	.....44,697.66
8	41,590.00	.....42,603.30	.....42,384.75	.....42,810.00	.....43,400.00	.....45,222.18
9	42,054.00	.....43,034.82	.....43,082.25	.....43,274.00	.....43,850.00	.....45,745.77
10	43,568.00	.....44,442.84	.....43,944.36	.....44,788.00	.....44,350.00	.....46,270.29
11	44,061.00	.....44,901.33	.....44,565.60	.....45,281.00	.....44,850.00	.....47,422.56
12	44,554.00	.....45,359.82	.....45,187.77	.....45,774.00	.....45,350.00	.....47,950.80
13	45,047.00	.....45,818.31	.....45,814.59	.....46,267.00	.....45,850.00	.....48,479.04
14	45,539.00	.....46,275.87	.....46,436.76	.....46,759.00	.....46,350.00	.....49,007.28
15	46,052.00	.....46,752.96	.....47,084.04	.....47,272.00	.....46,950.00	.....49,534.59
16	46,545.00	.....47,211.45	.....47,708.07	.....47,765.00	.....47,550.00	.....50,546.43
17	47,038.00	.....47,669.94	.....48,340.47	.....48,258.00	.....48,150.00	.....51,074.67
18	47,531.00	.....48,128.43	.....48,969.15	.....48,751.00	.....48,750.00	.....51,602.91
19	48,024.00	.....48,586.92	.....49,603.41	.....49,244.00	.....49,450.00	.....52,131.15
20	48,538.00	.....49,064.94	.....50,253.48	.....49,758.00	.....50,150.00	.....52,659.39
21	49,031.00	.....49,523.43	.....50,888.67	.....50,251.00	.....50,850.00	.....53,672.16
22	49,524.00	.....49,981.92	.....51,484.80	.....50,744.00	.....51,550.00	.....54,200.40
23	50,018.00	.....50,441.34	.....52,117.20	.....51,238.00	.....52,350.00	.....54,728.64
24	50,511.00	.....50,899.83	.....52,714.26	.....51,731.00	.....53,150.00	.....55,257.81
25	51,971.00	.....52,257.63	.....54,210.63	.....53,191.00	.....54,350.00	.....55,786.05
26		.....52,566.39	.....54,749.10	.....53,691.00	.....55,350.00	.....57,678.60
27		.....52,875.15	.....55,292.22	.....54,191.00	.....56,050.00	
28		.....53,183.91	.....55,957.17	.....54,691.00	.....56,750.00	
29		.....53,492.67	.....56,236.17	.....55,191.00	.....57,450.00	
30		.....53,801.43		.....55,691.00	.....58,150.00	
31		.....54,110.19		.....56,191.00	.....58,750.00	
32		.....54,418.95		.....56,691.00	.....59,350.00	
33		.....54,727.71		.....57,191.00	.....59,950.00	
34			57,691.0060,550.00	
35				61,150.00	
36				61,750.00	
37				62,350.00	
38				62,950.00	
39				63,550.00	
40				64,150.00	
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2019-20 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook
0	37,991.00	42,290.00	42,220.00	40,516.00	41,500.00	39,781.00
1	38,425.00	42,590.00	42,822.00	41,075.00	41,950.00	40,111.00
2	38,859.00	42,890.00	43,253.00	41,634.00	42,400.00	40,704.00
3	39,294.00	43,190.00	43,685.00	42,219.00	42,850.00	41,139.00
4	39,728.00	43,590.00	44,116.00	42,828.00	43,300.00	41,573.00
5	40,200.00	43,990.00	44,560.00	43,475.00	43,750.00	42,020.00
6	40,663.00	44,490.00	44,995.00	44,113.00	44,200.00	42,483.00
7	41,127.00	44,990.00	45,431.00	44,752.00	44,650.00	43,047.00
8	41,590.00	45,490.00	45,866.00	45,365.00	45,100.00	43,410.00
9	42,054.00	45,990.00	46,302.00	46,004.00	45,550.00	43,874.00
10	43,568.00	47,504.00	47,290.00	47,668.00	46,000.00	44,788.00
11	44,061.00	48,204.00	48,004.00	48,311.00	46,950.00	45,656.00
12	44,554.00	48,704.00	48,351.00	48,954.00	47,400.00	46,149.00
13	45,047.00	49,405.00	48,884.00	49,622.00	48,250.00	46,642.00
14	45,539.00	50,004.00	49,416.00	50,289.00	48,800.00	47,134.00
15	46,052.00	51,005.00	49,969.00	50,952.00	49,500.00	47,647.00
16	46,545.00	51,905.00	50,502.00	51,620.00	50,350.00	48,140.00
17	47,038.00	54,405.00	51,035.00	52,263.00	51,100.00	48,633.00
18	47,531.00	57,105.00	51,568.00	52,931.00	51,850.00	49,126.00
19	48,024.00	59,405.00	52,101.00	53,574.00	52,700.00	49,619.00
20	48,538.00	60,516.00	52,655.00	54,238.00	53,550.00	50,133.00
21	49,031.00	61,216.00	53,188.00	54,906.00	54,350.00	50,626.00
22	49,524.00	61,965.00	53,721.00	55,549.00	55,050.00	51,119.00
23	50,018.00	62,336.00	54,255.00	56,218.00	55,550.00	51,613.00
24	50,511.00	62,766.00	54,788.00	56,861.00	56,050.00	52,106.00
25	51,971.00	63,527.00	56,288.00	58,496.00	56,550.00	53,566.00
26			56,688.00	58,996.00	58,050.00	54,191.00
27			57,088.00	59,496.00	58,700.00	54,416.00
28			57,488.00	59,996.00	59,350.00	
29			57,888.00	60,496.00	60,000.00	
30			58,288.00	60,996.00	60,500.00	
31			58,588.00		60,700.00	
32			58,888.00		61,200.00	
33			59,238.00		61,700.00	
34			59,738.00		62,200.00	
35			60,088.00		62,700.00	
36					63,200.00	
37					63,600.00	
38					64,000.00	
39					64,700.00	
40					65,100.00	
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2019-20 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Tahlequah	Tulsa	Western Heights	Woodward
0	37,991.00	.....39,384.63	.....38,130.00	.....40,175.69	.....40,263.73
1	38,425.00	.....39,788.25	.....38,511.30	.....40,540.09	.....40,684.71
2	38,859.00	.....40,191.87	.....38,892.60	.....40,900.78	.....41,105.69
3	39,294.00	.....40,596.42	.....39,292.50	.....41,262.41	.....41,526.67
4	39,728.00	.....41,000.04	.....39,752.85	.....41,624.72	.....41,947.65
5	40,200.00	.....41,439.00	.....40,641.00	.....41,998.31	.....42,405.49
6	40,663.00	.....41,869.59	.....41,533.80	.....42,776.67	.....42,855.57
7	41,127.00	.....42,301.11	.....42,036.00	.....43,582.83	.....43,305.65
8	41,590.00	.....42,731.70	.....42,445.20	.....44,034.54	.....43,755.73
9	42,054.00	.....43,163.22	.....42,849.75	.....44,487.19	.....44,205.81
10	43,568.00	.....44,571.24	.....43,262.67	.....45,102.59	.....45,674.39
11	44,061.00	.....45,029.73	.....43,779.75	.....45,558.94	.....46,152.60
12	44,554.00	.....45,488.22	.....44,244.75	.....46,015.31	.....46,630.81
13	45,047.00	.....45,946.71	.....44,708.82	.....46,471.68	.....47,109.02
14	45,539.00	.....46,404.27	.....45,534.66	.....46,776.13	.....47,587.23
15	46,052.00	.....48,152.00	.....45,974.55	.....47,437.10	.....48,084.84
16	46,545.00	.....48,645.00	.....46,402.35	.....48,079.47	.....48,563.05
17	47,038.00	.....49,138.00	.....47,331.42	.....48,721.84	.....49,041.26
18	47,531.00	.....49,631.00	.....48,466.02	.....49,364.20	.....49,519.47
19	48,024.00	.....50,124.00	.....49,096.56	.....50,006.56	.....49,997.68
20	48,538.00	.....50,638.00	.....49,707.57	.....50,668.46	.....50,496.26
21	49,031.00	.....51,131.00	.....50,842.17	.....51,310.82	.....50,974.47
22	49,524.00	.....51,624.00	.....51,370.41	.....51,953.19	.....51,452.68
23	50,018.00	.....52,118.00	.....51,898.65	.....52,596.48	.....51,930.89
24	50,511.00	.....52,611.00	.....52,613.82	.....53,306.60	.....52,467.30
25	51,971.00	.....54,071.00	.....53,435.01	.....54,917.08	.....53,825.30
26		.....54,422.00	.....54,569.61	.....55,498.33	.....54,261.80
27		.....54,997.00	.....55,034.61	.....56,079.58	.....54,698.30
28		.....55,572.00	.....55,499.61	.....56,660.83	.....55,134.80
29		.....56,147.00	.....55,964.61	.....57,242.08	.....55,571.30
30		.....56,722.00	.....56,429.61	.....57,823.33	.....56,007.80
31		.....57,322.00	.....56,894.61	.....58,404.58	.....57,414.30
32		.....57,922.00	.....57,824.61	.....58,985.83	.....56,880.80
33		.....58,522.00		.....59,867.08	.....57,317.30
34		.....59,122.00		.....60,148.33	.....57,753.80
35	59,722.00	60,729.5858,190.30
36			61,310.8358,626.80
37			61,892.0859,063.30
38			62,473.33	
39			64,465.11	
40			65,046.36	
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2019-20 Career Status Ranking

5A Comparison, Master's

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Altus	36,977.73	38,683.35	42,629.34	47,171.46	50,506.44	54,303.63	Step 38 – 59,441.88
Ardmore	37,396.23	39,566.85	42,815.34	45,241.71	47,669.94	50,978.88	Step 32 – 53,908.38
Claremore	38,517.82	40,581.49	43,728.61	46,049.89	48,373.03	51,576.88	Step 28 – 53,844.22
Collinsville	37,040.63	40,692.74	43,583.18	45,559.43	47,536.61	50,394.50	Step 30 – 52,035.95
Coweta	37,729.17	39,814.23	42,946.47	45,602.55	48,346.98	51,972.12	Step 35 – 55,924.62
Duncan	37,396.23	39,450.60	42,582.84	44,892.96	47,204.94	50,397.63	Step 36 – 54,745.38
Durant	40,000.00	42,615.00	46,073.00	49,097.00	52,923.00	57,446.00	Step 40 – 65,646.00
El Reno	37,459.10	39,843.86	43,164.06	45,652.76	48,143.46	51,581.16	Step 42 – 60,013.47
Glenpool	37,717.43	39,748.55	42,307.91	45,167.66	47,479.64	50,672.33	Step 30 – 52,648.58
Guthrie	37,837.25	39,903.00	43,114.50	45,107.84	47,445.50	51,675.75	Step 31 – 53,012.25
Guymon	39,256.23	41,310.60	44,442.84	46,752.96	49,064.94	52,257.63	Step 33 – 54,727.71
Lawton	38,143.02	40,941.39	43,944.36	47,084.04	50,253.48	54,210.63	Step 29 – 56,236.17
McAlester	39,211.00	41,420.00	44,788.00	47,272.00	49,758.00	53,191.00	Step 34 – 57,691.00
Mid-Del	40,000.00	42,050.00	44,350.00	46,950.00	50,150.00	54,350.00	Step 40 – 64,150.00
Noble	41,096.70	43,696.98	46,270.29	49,534.59	52,659.39	55,786.05	Step 26 – 57,678.60
Oklahoma City	42,290.00	43,990.00	47,504.00	51,005.00	60,516.00	63,527.00	Step 25 – 63,527.00
Piedmont	42,220.00	44,560.00	47,290.00	49,969.00	52,655.00	56,288.00	Step 35 – 60,088.00
Pryor	40,516.00	43,475.00	47,668.00	50,952.00	54,238.00	58,496.00	Step 30 – 60,996.00
Shawnee	41,500.00	43,750.00	46,000.00	49,500.00	53,550.00	56,550.00	Step 40 – 65,100.00
Skiatook	39,781.00	42,020.00	44,788.00	47,647.00	50,133.00	53,566.00	Step 27 – 54,416.00
Tahlequah	39,384.63	41,439.00	44,571.24	48,152.00	50,638.00	54,071.00	Step 35 – 59,722.00
Tulsa	38,130.00	40,641.00	43,262.67	45,974.55	49,707.57	53,435.01	Step 32 – 57,824.61
Western Heights	40,175.69	41,998.31	45,102.59	47,437.10	50,668.46	54,917.08	Step 40 – 65,046.36
Woodward	40,263.73	42,405.49	45,674.39	48,084.84	50,496.26	53,825.30	Step 37 – 59,063.30

2019-20 Base Salary Comparison

Doctorate - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	39,381.00	42,810.55	41,249.11	41,101.00	41,588.30	42,517.38
1	39,815.00	43,218.30	41,653.70	41,535.00	41,855.54	42,951.38
2	40,249.00	43,626.05	42,098.21	41,969.00	42,333.53	44,024.14
3	40,684.00	44,034.80	42,543.73	42,404.00	42,817.54	44,459.14
4	41,118.00	44,442.55	42,988.23	42,838.00	43,305.65	44,826.90
5	41,590.00	44,886.55	43,471.89	43,310.00	43,811.90	45,232.66
6	42,054.00	45,322.55	43,947.54	43,774.00	44,315.36	45,607.18
7	42,517.00	45,757.55	44,422.20	44,237.00	44,823.10	46,070.18
8	42,980.00	46,192.55	44,896.86	44,700.00	45,336.71	46,441.94
9	43,444.00	46,628.55	45,372.51	45,164.00	45,855.65	46,814.70
10	45,945.00	48,980.80	47,954.31	47,665.00	46,692.59	49,105.46
11	46,438.00	49,444.05	48,460.10	48,158.00	47,227.06	49,482.22
12	46,931.00	49,907.30	48,965.90	48,651.00	47,767.12	49,951.98
13	47,424.00	50,370.55	49,471.70	47,144.00	48,312.86	50,328.74
14	47,916.00	50,832.80	49,976.51	49,636.00	48,863.32	50,704.60
15	48,430.00	51,317.05	50,503.31	50,150.00	49,441.59	51,195.26
16	48,923.00	51,780.30	51,009.11	50,643.00	50,004.73	51,734.78
17	49,416.00	52,429.55	51,514.91	51,136.00	50,573.81	52,383.10
18	49,909.00	53,078.80	52,020.70	51,629.00	51,148.91	53,061.08
19	50,402.00	53,728.05	52,526.50	52,122.00	51,730.08	53,712.11
20	50,917.00	54,399.30	53,151.60	52,637.00	52,339.42	54,439.07
21	51,410.00	55,048.55	53,754.69	53,130.00	52,932.99	55,118.08
22	51,903.00	55,697.80	54,357.79	53,623.00	53,532.87	55,686.14
23	52,397.00	56,348.05	54,961.90	54,117.00	54,140.13	56,180.14
24	52,890.00	56,997.30	55,564.99	54,610.00	54,725.84	56,580.16
25	54,395.00	58,658.55	57,180.09	56,115.00	56,384.10	58,085.16
26		59,239.80	57,715.18	56,715.00	56,941.97	58,417.08
27		59,821.05	58,250.27	57,315.00	57,506.53	58,749.08
28		60,402.30	58,785.36	57,915.00	58,077.87	59,081.08
29		60,983.55	59,320.45	58,515.00	58,656.06	59,413.08
30		61,564.80	59,855.54	59,115.00	59,241.20	59,745.08
31		62,146.05	60,390.63	59,715.00	59,833.35	60,077.09
32			60,925.72	60,315.00	60,432.61	
33			61,460.81	60,915.00	61,039.06	
34			61,995.90	61,515.00	61,652.79	
35			62,530.99	62,115.00	62,273.88	
36				62,715.00	62,908.43	
37				63,315.00	63,538.52	
38				63,915.00	64,182.25	
39				64,515.00	64,833.68	
40				65,115.00		
41						
42						
43						
44						

2019-20 Salary Comparison

Doctorate - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks	Lawton	Mid-Del
0	39,381.00	44,245.00	40,055.18	41,967.76	40,501.50	41,500.00
1	39,815.00	44,695.00	40,210.05	42,544.46	40,742.37	41,900.00
2	40,249.00	45,145.00	40,817.80	43,451.98	40,983.24	42,300.00
3	40,684.00	45,595.00	41,350.22	44,234.08	41,417.55	42,700.00
4	41,118.00	46,045.00	42,120.54	44,905.58	42,223.86	43,150.00
5	41,590.00	46,495.00	42,806.60	45,674.84	42,723.27	43,600.00
6	42,054.00	46,970.00	43,438.07	46,256.48	43,270.11	44,050.00
7	42,517.00	47,445.00	43,973.29	46,837.13	44,206.62	44,500.00
8	42,980.00	47,920.00	44,508.50	47,417.78	45,142.20	44,950.00
9	43,444.00	48,395.00	44,949.32	47,999.41	46,330.74	45,400.00
10	45,945.00	48,870.00	45,680.30	48,889.15	47,305.38	44,950.00
11	46,438.00	49,370.00	46,124.84	49,474.74	47,990.79	45,400.00
12	46,931.00	49,870.00	46,569.38	50,060.33	48,677.13	45,950.00
13	47,424.00	50,370.00	47,013.92	50,645.91	49,362.54	46,650.00
14	47,916.00	50,870.00	47,457.53	51,230.51	50,044.23	47,350.00
15	48,430.00	51,370.00	47,921.60	51,836.84	50,754.75	48,050.00
16	48,923.00	51,895.00	48,366.14	52,422.43	51,444.81	48,750.00
17	49,416.00	52,420.00	48,810.68	53,008.01	52,134.87	49,450.00
18	49,909.00	52,945.00	49,350.55	53,593.60	52,828.65	50,125.00
19	50,402.00	53,470.00	49,890.41	54,179.19	53,518.71	50,850.00
20	50,917.00	53,995.00	50,450.74	54,786.50	54,233.88	51,550.00
21	51,410.00	54,545.00	50,990.60	55,372.09	54,928.59	52,250.00
22	51,903.00	55,095.00	51,530.47	59,304.31	55,524.72	52,950.00
23	52,397.00	55,645.00	52,071.26	59,888.91	56,218.50	53,950.00
24	52,890.00	56,195.00	52,611.13	60,476.48	56,815.56	54,950.00
25	54,395.00	56,745.00	54,092.15	62,061.41	58,354.71	55,950.00
26		57,320.00	54,568.78		58,893.18	56,950.00
27		57,895.00	55,045.40		59,436.30	57,950.00
28		58,470.00	55,522.03		59,955.24	58,950.00
29		59,045.00	55,998.65		60,234.24	59,700.00
30		59,620.00	56,475.26			60,450.00
31		60,220.00	56,951.90			61,200.00
32		60,820.00	57,428.53			61,950.00
33		61,420.00	57,905.15			62,700.00
34		62,020.00	58,381.78			63,450.00
35		62,620.00	58,858.40			64,200.00
36		63,220.00	59,335.03			64,950.00
37		63,820.00	59,811.66			65,700.00
38		64,420.00	60,286.66			66,450.00
39			60,751.66			67,200.00
40			61,135.41			67,950.00
41						68,700.00
42						69,450.00
43						70,200.00
44						70,950.00

2019-20 Salary Comparison

Doctorate - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Oklahoma City
0	39,381.00	43,778.00	41,269.00	43,831.05	41,812.00	43,930.00
1	39,815.00	44,186.00	41,860.00	44,238.86	42,080.00	44,230.00
2	40,249.00	44,593.00	42,239.00	44,797.85	42,418.00	44,530.00
3	40,684.00	45,002.00	43,633.00	45,554.83	43,304.00	44,830.00
4	41,118.00	45,410.00	43,739.00	46,206.83	43,689.00	45,230.00
5	41,590.00	45,947.00	44,238.00	46,896.06	44,086.00	45,692.00
6	42,054.00	46,476.00	46,194.00	47,653.30	44,708.00	46,092.00
7	42,517.00	47,004.00	46,544.00	48,090.54	45,701.00	46,592.00
8	42,980.00	47,532.00	47,422.00	48,545.78	46,694.00	47,092.00
9	43,444.00	48,061.00	47,664.00	49,096.03	47,688.00	47,592.00
10	45,945.00	48,902.00	48,444.00	50,308.52	49,087.00	49,443.00
11	46,438.00	49,435.00	48,916.00	50,983.01	50,178.00	50,043.00
12	46,931.00	50,061.00	49,388.00	51,657.50	51,269.00	50,643.00
13	47,424.00	50,687.00	52,262.00	52,331.99	52,453.00	51,244.00
14	47,916.00	51,312.00	52,483.00	53,005.48	53,636.00	51,843.00
15	48,430.00	51,959.00	53,721.00	53,700.97	54,934.00	52,845.00
16	48,923.00	52,585.00	54,434.00	54,375.46	56,211.00	53,745.00
17	49,416.00	53,304.00	55,274.00	55,049.95	57,674.00	56,245.00
18	49,909.00	54,023.00	56,113.00	55,724.44	58,672.00	58,945.00
19	50,402.00	54,742.00	56,952.00	56,398.93	59,577.00	61,245.00
20	50,917.00	55,483.00	57,813.00	57,195.41	60,435.00	62,357.00
21	51,410.00	56,202.00	58,653.00	57,869.90	60,898.00	63,057.00
22	51,903.00	56,921.00	59,490.00	58,544.39	61,361.00	63,806.00
23	52,397.00	57,641.00	60,332.00	59,209.88	61,825.00	64,207.00
24	52,890.00	58,392.00	60,866.00	59,894.37	62,289.00	64,607.00
25	54,395.00	60,156.00	63,123.00	61,580.86	63,764.00	65,413.00
26		60,839.00	63,794.00	62,140.86	64,159.00	
27		61,523.00	64,563.00	62,700.87	64,554.00	
28		62,207.00	65,336.00	63,260.88	64,950.00	
29		62,890.00	66,108.00	63,820.89	65,345.00	
30		63,574.00	66,879.00	64,380.90	65,740.00	
31		64,257.00	67,651.00	64,940.91	67,716.00	
32		64,941.00	68,423.00	65,500.92		
33		65,624.00	69,194.00	66,060.93		
34		66,308.00	69,966.00	66,620.94		
35		66,991.00	70,738.00	67,180.95		
36		67,675.00	71,509.00	67,740.96		
37		68,359.00	72,281.00	68,300.97		
38		69,042.00	73,052.00	68,860.98		
39		69,777.00	73,824.00	69,420.99		
40		70,512.00	74,596.00	69,981.00		
41			75,367.00			
42			76,139.00			
43						
44						
45						

2019-20 Salary Comparison

Doctorate - 6A School Districts

Steps	State Minimum	Owasso	Ponca City	Putnam City	Sand Springs	Sapulpa
0	39,381.00	45,423.23	42,165.64	47,000.00	39,975.12	40,158.68
1	39,815.00	46,017.50	43,117.96	47,350.00	40,420.59	40,601.42
2	40,249.00	46,611.77	43,637.83	47,700.00	40,875.36	41,050.74
3	40,684.00	47,206.97	44,158.63	48,050.00	41,396.16	41,506.64
4	41,118.00	47,801.24	44,678.50	48,400.00	42,141.09	41,966.30
5	41,590.00	48,407.60	45,210.46	48,925.00	42,899.04	42,441.94
6	42,054.00	49,006.52	45,734.98	49,450.00	43,465.41	42,916.64
7	42,517.00	49,604.51	46,288.57	49,975.00	43,872.75	46,213.22
8	42,980.00	50,202.50	46,782.16	50,500.00	44,335.89	43,875.44
9	43,444.00	50,801.42	47,306.68	51,025.00	44,790.66	44,364.24
10	45,945.00	51,690.50	48,121.36	51,625.00	45,761.58	45,149.14
11	46,438.00	52,293.14	48,649.60	52,225.00	46,311.21	45,651.10
12	46,931.00	52,895.78	49,177.84	52,825.00	47,093.34	46,157.76
13	47,424.00	53,498.42	49,706.08	53,425.00	47,647.62	46,669.12
14	47,916.00	54,100.13	50,233.39	54,025.00	48,196.32	47,185.18
15	48,430.00	54,722.30	50,781.16	54,625.00	48,909.63	47,727.56
16	48,923.00	55,324.94	51,309.40	55,225.00	49,552.26	48,254.90
17	49,416.00	55,927.58	51,837.64	55,825.00	50,194.89	48,787.88
18	49,909.00	56,530.22	52,365.88	56,425.00	50,842.17	49,326.50
19	50,402.00	57,132.86	52,894.12	57,025.00	51,484.80	49,868.88
20	50,917.00	57,755.96	53,442.82	57,625.00	52,338.54	50,439.46
21	51,410.00	58,358.60	53,971.06	58,225.00	53,074.17	50,994.06
22	51,903.00	58,961.24	54,499.30	58,825.00	53,530.80	51,553.36
23	52,397.00	59,564.81	55,028.47	59,425.00	54,225.51	52,121.12
24	52,890.00	60,172.10	55,556.71	60,025.00	54,900.69	52,692.64
25	54,395.00	61,711.25	57,026.11	61,125.00	58,344.48	54,221.08
26		62,269.25	57,491.11	61,725.00	59,412.12	54,741.84
27		62,827.25	57,956.11	62,325.00	60,295.62	55,267.30
28		63,385.25	58,421.11	62,925.00		55,798.40
29		63,943.25	58,886.11	63,525.00		56,337.02
30		64,501.25	59,351.11	64,125.00		56,880.34
31			59,816.11	64,725.00		57,430.24
32				65,325.00		57,987.66
33				65,925.00		58,549.78
34				66,525.00		59,118.48
35				67,125.00		59,692.82
36				67,725.00		60,273.74
37				68,325.00		61,726.04
38				68,925.00		61,375.42
39				69,525.00		63,401.12
40				70,125.00		
41				70,725.00		
42				71,325.00		
43				71,925.00		
44				72,525.00		
45						

2019-20 Salary Comparison

Doctorate - 6A School Districts

Steps	State Minimum	Stillwater	Tulsa	Union	Yukon
0	39,381.00	38,899.11	40,455.00	44,379.60	44,120.00
1	39,815.00	39,316.68	40,836.30	44,798.10	44,704.00
2	40,249.00	41,132.97	41,259.45	45,216.60	45,195.00
3	40,684.00	41,864.88	41,695.62	45,635.10	45,687.00
4	41,118.00	42,258.27	42,123.42	46,053.60	46,178.00
5	41,590.00	43,316.61	42,559.59	46,518.60	46,682.00
6	42,054.00	44,522.82	43,393.80	46,983.60	47,188.00
7	42,517.00	45,060.36	43,896.00	47,448.60	47,719.00
8	42,980.00	45,604.41	44,305.20	47,913.60	48,250.00
9	43,444.00	46,158.69	44,709.75	48,378.60	48,782.00
10	45,945.00	47,035.68	45,122.67	49,355.10	49,626.00
11	46,438.00	47,607.63	46,242.39	49,866.60	50,183.00
12	46,931.00	48,190.74	47,376.99	50,378.10	50,719.00
13	47,424.00	48,781.29	47,895.93	50,889.60	51,255.00
14	47,916.00	49,380.21	48,721.77	51,401.10	51,790.00
15	48,430.00	50,007.96	49,630.38	51,959.10	52,347.00
16	48,923.00	50,626.41	50,661.75	52,517.10	52,972.00
17	49,416.00	51,251.37	52,058.61	53,075.10	53,592.00
18	49,909.00	51,887.49	53,193.21	53,633.10	54,212.00
19	50,402.00	52,532.91	53,926.05	54,191.10	54,832.00
20	50,917.00	53,208.09	54,510.09	55,307.10	55,474.00
21	51,410.00	53,873.04	55,207.59	55,958.10	56,122.00
22	51,903.00	54,576.12	56,031.57	56,609.10	56,778.00
23	52,397.00	55,233.63	57,166.17	57,260.10	57,435.00
24	52,890.00	55,928.34	57,695.34	57,911.10	58,091.00
25	54,395.00	57,574.44	58,744.38	58,655.10	59,759.00
26		58,251.48	59,878.98	59,399.10	60,347.00
27		58,914.57	60,343.98	60,143.10	60,935.00
28		59,589.75	60,808.98	60,887.10	61,523.00
29		60,275.16	61,273.98	61,631.10	62,111.00
30		60,971.73	61,738.98	62,840.10	62,699.00
31		61,675.74	62,203.98	63,305.10	63,395.00
32		61,962.18	62,668.98	63,770.10	64,091.00
33		62,247.69	63,133.98	64,235.10	64,787.00
34		62,627.13	64,063.98	64,700.10	65,483.00
35		62,819.64		65,165.10	66,179.00
36		63,106.08		65,630.10	66,923.00
37		63,391.59		66,095.10	67,667.00
38		63,678.03		66,560.10	68,411.00
39		63,963.54		67,025.10	69,155.00
40		64,249.98		67,490.10	69,899.00
41					70,643.00
42					72,083.00
43					
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2019-20 Career Status Ranking

6A Comparison, Doctorate

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Bartlesville	42,810.55	44,886.55	48,980.80	51,317.05	54,399.30	58,658.55	Step 31 – 62,146.05
Bixby	41,249.11	43,471.89	47,954.31	50,503.31	53,151.60	57,180.09	Step 35 – 62,530.99
Broken Arrow	41,101.00	43,310.00	47,665.00	50,150.00	52,637.00	56,115.00	Step 40 – 65,115.00
Choctaw-NP	41,588.30	43,811.90	46,692.59	49,441.59	52,339.42	56,384.10	Step 39 – 64,833.68
Deer Creek	42,517.38	45,232.66	49,105.46	51,195.26	54,439.07	58,085.16	Step 31 – 60,077.09
Edmond	44,245.00	46,495.00	48,870.00	51,370.00	53,995.00	56,745.00	Step 38 – 64,420.00
Enid	40,055.18	42,806.60	45,680.30	47,921.60	50,450.74	54,092.15	Step 40 – 61,135.41
Jenks	41,967.76	45,674.84	48,889.15	51,836.84	54,786.50	62,061.41	Step 25 – 62,061.41
Lawton	40,501.50	42,723.27	47,305.38	50,754.75	54,233.88	58,354.71	Step 29 – 60,234.24
Mid-Del	41,500.00	43,600.00	44,950.00	48,050.00	51,550.00	55,950.00	Step 44 – 70,950.00
Moore	43,778.00	45,947.00	48,902.00	51,959.00	55,483.00	60,156.00	Step 40 – 70,512.00
Muskogee	41,269.00	44,238.00	48,444.00	53,721.00	57,813.00	63,123.00	Step 42 – 76,139.00
Mustang	43,831.05	46,896.06	50,308.52	53,700.97	57,195.41	61,580.86	Step 40 – 69,981.00
Norman	41,812.00	44,086.00	49,087.00	54,934.00	60,435.00	63,764.00	Step 31 – 67,716.00
Oklahoma City	43,930.00	45,692.00	49,443.00	52,845.00	62,357.00	65,413.00	Step 25 – 65,413.00
Owasso	45,423.23	48,407.60	51,690.50	54,722.30	57,755.96	61,711.25	Step 30 – 64,501.25
Ponca City	42,165.64	45,210.46	48,121.36	50,781.16	53,442.82	57,026.11	Step 31 – 59,816.11
Putnam City	47,000.00	48,925.00	51,625.00	54,625.00	57,625.00	61,125.00	Step 44 – 72,525.00
Sand Springs	39,975.12	42,899.04	45,761.58	48,909.63	52,338.54	58,344.48	Step 27 – 60,295.62
Sapulpa	40,158.68	42,441.94	45,149.14	47,727.56	50,439.46	54,221.08	Step 39 – 63,401.12
Stillwater	38,899.11	43,316.61	47,035.68	50,007.96	53,208.09	57,574.44	Step 40 – 64,249.98
Tulsa	40,455.00	42,559.59	45,122.67	49,630.38	54,510.09	58,744.38	Step 34 – 64,063.98
Union	44,379.60	46,518.60	49,355.10	51,959.10	55,307.10	58,655.10	Step 40 – 67,490.10
Yukon	44,120.00	46,682.00	49,626.00	52,347.00	55,474.00	59,759.00	Step 42 72,083.00

2019-20 Salary Comparison

Doctorate - 5A School Districts

Steps	State Minimum	Altus	Ardmore	Claremore	Collinsville	Coweta
0	39,381.00	38,270.43	38,688.93	39,816.10	38,675.57	39,704.49
1	39,815.00	38,674.05	39,092.55	40,221.58	40,143.11	40,057.89
2	40,249.00	38,798.67	39,542.67	40,627.99	41,355.83	40,691.22
3	40,684.00	39,110.22	39,970.47	41,034.40	41,739.92	41,095.77
4	41,118.00	39,513.84	40,397.34	41,439.88	42,123.08	41,499.39
5	41,590.00	39,976.05	40,859.55	41,880.70	42,518.33	41,938.35
6	42,054.00	40,593.57	41,314.32	42,314.08	42,906.14	42,369.87
7	42,517.00	41,210.16	41,768.16	42,746.53	43,293.02	42,800.46
8	42,980.00	41,803.50	42,222.00	43,179.91	43,679.90	43,231.05
9	43,444.00	42,351.27	42,676.77	43,613.29	44,068.64	43,662.57
10	45,945.00	44,839.95	45,025.95	45,950.38	46,326.68	45,988.50
11	46,438.00	45,484.44	45,507.69	46,410.73	46,719.14	46,446.99
12	46,931.00	46,175.43	45,989.43	46,871.08	47,106.95	46,991.97
13	47,424.00	46,819.92	45,471.17	47,332.36	47,502.20	47,536.95
14	47,916.00	47,370.48	46,951.98	47,791.78	47,892.80	48,081.00
15	48,430.00	49,383.00	47,453.25	48,271.66	48,303.86	48,645.51
16	48,923.00	49,934.49	47,934.99	48,732.94	48,695.39	49,190.49
17	49,416.00	50,718.48	48,416.73	49,193.29	49,086.92	49,735.47
18	49,909.00	51,269.97	48,898.47	49,654.57	49,478.45	50,280.45
19	50,402.00	51,914.46	49,380.21	50,114.92	49,869.05	50,825.43
20	50,917.00	52,718.91	49,882.41	50,595.73	50,281.97	51,390.87
21	51,410.00	53,340.15	50,364.15	51,057.01	50,673.50	51,935.85
22	51,903.00	54,124.14	50,845.89	51,517.16	51,065.03	52,480.83
23	52,397.00	54,606.81	51,328.56	51,978.64	51,457.49	53,026.74
24	52,890.00	55,135.05	51,810.30	52,439.92	51,849.02	53,571.72
25	54,395.00	56,557.95	53,233.20	53,841.43	53,181.71	55,056.00
26		56,883.45	53,651.70	54,238.54	53,510.00	55,453.11
27		57,604.20	54,070.20	55,033.69	53,838.29	55,848.36
28		57,976.20	54,488.70	56,296.63	54,167.51	56,243.61
29		58,348.20	54,907.20		54,494.87	56,638.86
30		58,720.20	55,325.70		54,823.16	57,034.11
31		59,092.20	55,744.20			57,429.36
32		59,464.20	56,162.70			57,824.61
33		59,836.20				58,219.86
34		60,208.20				58,615.11
35		60,580.20				59,010.36
36		60,952.20				
37		61,324.20				
38		61,696.20				
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2019-20 Salary Comparison

Doctorate - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool	Guthrie
0	39,381.00	38,688.93	40,601.00	38,765.10	39,979.19	39,143.25
1	39,815.00	39,092.55	41,508.00	39,172.85	40,382.81	38,551.00
2	40,249.00	39,496.17	42,110.00	39,580.60	40,786.43	39,958.75
3	40,684.00	39,900.72	42,963.00	40,298.11	41,190.98	40,368.50
4	41,118.00	40,304.34	43,365.00	40,705.86	41,594.60	40,775.25
5	41,590.00	40,743.30	43,805.00	41,149.86	42,010.31	41,209.00
6	42,054.00	41,174.82	44,237.00	41,616.55	42,441.83	41,613.75
7	42,517.00	41,605.41	44,668.00	42,082.24	42,872.42	42,071.00
8	42,980.00	42,036.00	45,099.00	42,547.93	43,303.01	42,506.00
9	43,444.00	42,467.52	45,531.00	43,014.62	43,734.53	42,942.98
10	45,945.00	44,793.45	47,400.00	45,397.56	44,688.71	43,275.51
11	46,438.00	45,251.94	48,311.00	45,891.50	46,495.70	45,317.75
12	46,931.00	45,710.43	48,772.00	46,385.44	46,954.19	45,781.00
13	47,424.00	46,168.92	49,233.00	46,879.38	47,412.68	46,244.25
14	47,916.00	46,626.48	49,693.00	47,372.32	47,870.24	46,705.50
15	48,430.00	47,104.50	50,425.00	47,887.26	48,348.26	47,211.75
16	48,923.00	47,562.99	51,186.00	48,381.20	48,806.75	47,654.00
17	49,416.00	48,021.48	51,647.00	48,875.14	49,265.24	48,117.25
18	49,909.00	48,479.97	52,108.00	49,369.08	49,723.73	48,580.50
19	50,402.00	48,935.46	53,269.00	49,863.02	50,182.22	49,043.75
20	50,917.00	49,417.41	54,252.00	50,378.96	50,661.17	49,551.00
21	51,410.00	49,875.90	55,213.00	50,872.90	51,119.66	49,992.25
22	51,903.00	50,334.39	55,674.00	51,366.84	51,578.15	50,455.50
23	52,397.00	50,793.81	56,386.00	51,861.78	52,037.57	50,920.75
24	52,890.00	51,252.30	57,347.00	52,355.72	52,496.06	51,383.00
25	54,395.00	52,651.95	58,820.00	53,861.66	53,895.71	53,870.25
26		53,047.20	59,120.00	54,287.60	54,290.96	52,994.96
27		53,442.45	59,420.00	54,713.54	54,686.21	53,485.49
28		53,837.70	59,820.00	55,139.48	55,081.46	53,880.74
29		54,232.95	60,720.00	55,735.61	55,476.71	54,276.01
30		54,628.20	61,020.00	56,331.74	55,871.96	54,671.25
31		55,023.45	61,620.00	56,927.87		55,066.50
32		55,418.70	62,220.00	57,524.00		
33		55,813.95	62,820.00	58,120.13	<i>Glenpool has separate salary schedules for certified employees who have been with the district 5 years and 10 years.</i>	
34		56,209.20	63,480.00	58,716.26		
35		56,604.45	64,020.00	59,312.39		
36		56,999.70	64,620.00	59,738.33		
37			65,220.00	60,164.27		
38			65,820.00	60,590.21		
39			66,420.00	61,016.15		
40			67,020.00	61,442.09		
41				61,868.03		
42				62,293.97		
43						
44						
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2019-20 Salary Comparison

Doctorate - 5A School Districts

Steps	State Minimum	Guymon	Lawton	McAlester	Mid-Del	Noble
0	39,381.00	.....40,548.93	.....40,501.50	<i>McAlester did not publish a doctorate schedule for 2018-19.</i>	.....41,500.00	.....46,853.40
1	39,815.00	.....40,952.55	.....40,742.37		.....41,900.00	.....47,373.27
2	40,249.00	.....41,356.17	.....40,983.24		.....42,300.00	.....47,893.14
3	40,684.00	.....41,760.72	.....41,417.55		.....42,700.00	.....48,413.94
4	41,118.00	.....42,164.34	.....42,223.86		.....43,150.00	.....48,933.81
5	41,590.00	.....42,603.30	.....42,723.27		.....43,600.00	.....49,453.68
6	42,054.00	.....43,034.82	.....43,270.11		.....44,050.00	.....49,928.91
7	42,517.00	.....43,465.41	.....44,206.62		.....44,500.00	.....50,455.29
8	42,980.00	.....43,896.00	.....45,142.20		.....44,950.00	.....50,978.88
9	43,444.00	.....44,327.52	.....46,330.74		.....45,400.00	.....51,502.47
10	45,945.00	.....46,653.45	.....47,305.38		.....44,950.00	.....52,026.99
11	46,438.00	.....47,111.94	.....47,990.79		.....45,400.00	.....53,306.67
12	46,931.00	.....47,570.43	.....48,677.13		.....45,950.00	.....53,834.91
13	47,424.00	.....48,028.92	.....49,362.54		.....46,650.00	.....54,363.15
14	47,916.00	.....48,486.48	.....50,044.23		.....47,350.00	.....54,891.39
15	48,430.00	.....48,964.50	.....50,754.75		.....48,050.00	.....55,418.70
16	48,923.00	.....49,422.99	.....51,444.81		.....48,750.00	.....56,431.47
17	49,416.00	.....49,881.48	.....52,134.87		.....49,450.00	.....56,959.71
18	49,909.00	.....50,339.97	.....52,828.65		.....50,125.00	.....57,487.95
19	50,402.00	.....50,798.46	.....53,518.71		.....50,850.00	.....58,016.19
20	50,917.00	.....51,277.41	.....54,233.88		.....51,550.00	.....58,544.43
21	51,410.00	.....51,735.90	.....54,928.59		.....52,250.00	.....59,558.13
22	51,903.00	.....52,194.39	.....55,524.72		.....52,950.00	.....60,086.37
23	52,397.00	.....52,653.81	.....56,218.50		.....53,950.00	.....60,614.61
24	52,890.00	.....53,112.30	.....56,815.56		.....54,950.00	.....61,143.78
25	54,395.00	.....54,511.95	.....58,354.71		.....55,950.00	.....61,672.02
26		.....54,820.71	.....58,893.18		.....56,950.00	.....63,606.42
27		.....55,129.47	.....59,436.30		.....57,950.00	
28		.....55,438.23	.....59,955.24		.....58,950.00	
29		.....55,746.99	.....60,234.24		.....59,700.00	
30		.....56,055.75			.....60,450.00	
31		.....56,364.51			.....61,200.00	
32		.....56,673.27			.....61,950.00	
33		.....56,982.03			.....62,700.00	
34				.....63,450.00		
35				.....64,200.00		
36				.....64,950.00		
37				.....65,700.00		
38				.....66,450.00		
39				.....67,200.00		
40				.....67,950.00		
41				.....68,700.00		
42				.....69,450.00		
43				.....70,200.00		
44				.....70,950.00		
45						

* - Districts marked with an asterisk do not indicate on their salary schedules whether they pay any of the teacher's portion of retirement.

2019-20 Salary Comparison

Doctorate - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook
0	39,381.00	43,930.00	43,220.00	42,874.00	44,500.00	38,316.93
1	39,815.00	44,230.00	43,849.00	43,665.00	44,950.00	39,246.93
2	40,249.00	44,530.00	44,466.00	44,224.00	45,400.00	39,751.92
3	40,684.00	44,830.00	45,084.00	44,809.00	45,850.00	40,202.97
4	41,118.00	45,230.00	45,701.00	45,418.00	46,300.00	40,653.09
5	41,590.00	45,692.00	46,331.00	46,065.00	46,750.00	41,115.30
6	42,054.00	46,092.00	46,953.00	46,704.00	47,200.00	41,570.07
7	42,517.00	46,592.00	47,574.00	47,342.00	47,650.00	42,023.91
8	42,980.00	47,092.00	48,195.00	47,955.00	48,100.00	42,477.75
9	43,444.00	47,592.00	48,817.00	48,594.00	48,550.00	42,932.52
10	45,945.00	49,443.00	49,751.00	50,395.00	49,000.00	43,863.45
11	46,438.00	50,043.00	50,377.00	51,038.00	50,450.00	45,158.94
12	46,931.00	50,643.00	51,003.00	51,681.00	50,900.00	45,617.43
13	47,424.00	51,244.00	51,629.00	52,349.00	51,350.00	46,075.92
14	47,916.00	51,843.00	52,254.00	52,116.00	51,900.00	46,533.48
15	48,430.00	52,845.00	52,901.00	53,680.00	52,600.00	47,011.50
16	48,923.00	53,745.00	53,527.00	53,848.00	53,350.00	47,469.99
17	49,416.00	56,245.00	54,153.00	53,991.00	54,100.00	47,928.48
18	49,909.00	58,945.00	54,774.00	55,659.00	54,850.00	48,386.97
19	50,402.00	61,245.00	55,405.00	56,302.00	55,600.00	48,845.46
20	50,917.00	62,357.00	56,053.00	56,967.00	56,350.00	49,324.41
21	51,410.00	63,057.00	56,679.00	57,635.00	57,100.00	49,782.90
22	51,903.00	63,806.00	57,305.00	58,278.00	57,850.00	50,241.39
23	52,397.00	64,207.00	57,932.00	58,947.00	58,350.00	50,700.81
24	52,890.00	64,607.00	58,558.00	59,590.00	58,850.00	51,159.30
25	54,395.00	65,413.00	60,196.00	61,270.00	59,350.00	52,558.95
26			60,796.00	61,770.00	60,250.00	52,954.20
27			61,396.00	62,270.00	60,900.00	53,349.45
28			61,996.00	62,770.00	61,550.00	
29			62,596.00	63,770.00	62,200.00	
30			63,196.00	64,270.00	62,700.00	
31			63,796.00		63,200.00	
32			64,396.00		63,700.00	
33			64,996.00		64,200.00	
34			65,596.00		64,700.00	
35			66,196.00		65,200.00	
36					65,700.00	
37					66,100.00	
38					66,500.00	
39					66,900.00	
40					67,300.00	
41						
42						
43						
44						
45						

2019-20 Salary Comparison

Doctorate - 5A School Districts

Steps	State Minimum	Tahlequah	Tulsa	Western Heights	Woodward
0	39,381.00	.....40,461.57	.....40,455.00	.....40,991.24	.....41,612.03
1	39,815.00	.....41,080.95	.....40,836.30	.....41,261.87	.....42,033.01
2	40,249.00	.....41,484.57	.....41,259.45	.....41,644.10	.....42,453.99
3	40,684.00	.....41,889.12	.....41,695.62	.....41,967.13	.....42,874.97
4	41,118.00	.....42,292.74	.....42,123.42	.....42,394.00	.....43,295.95
5	41,590.00	.....42,731.70	.....42,559.59	.....42,832.96	.....43,753.79
6	42,054.00	.....43,163.22	.....43,393.80	.....44,491.97	.....44,203.87
7	42,517.00	.....43,593.81	.....43,896.00	.....45,299.32	.....44,653.95
8	42,980.00	.....44,024.40	.....44,305.20	.....45,753.16	.....45,104.03
9	43,444.00	.....44,455.92	.....44,709.75	.....46,207.93	.....45,554.11
10	45,945.00	.....46,781.85	.....45,122.67	.....47,017.64	.....47,980.08
11	46,438.00	.....47,240.34	.....46,242.39	.....47,685.38	.....48,458.29
12	46,931.00	.....47,698.83	.....47,376.99	.....48,957.63	.....48,936.50
13	47,424.00	.....48,157.32	.....47,895.93	.....49,602.13	.....49,414.71
14	47,916.00	.....48,614.88	.....48,721.77	.....50,268.93	.....50,391.50
15	48,430.00	.....50,530.00	.....49,630.38	.....50,956.20	.....50,869.71
16	48,923.00	.....51,023.00	.....50,661.75	.....51,623.94	.....51,347.92
17	49,416.00	.....51,516.00	.....52,058.61	.....52,291.68	.....51,826.13
18	49,909.00	.....52,009.00	.....53,193.21	.....52,959.42	.....52,304.34
19	50,402.00	.....52,502.00	.....53,926.05	.....53,627.16	.....52,803.89
20	50,917.00	.....53,017.00	.....54,510.09	.....54,315.36	.....53,282.10
21	51,410.00	.....53,510.00	.....55,207.59	.....54,932.10	.....53,760.31
22	51,903.00	.....54,003.00	.....56,031.57	.....55,650.84	.....54,238.52
23	52,397.00	.....54,497.00	.....57,166.17	.....56,319.51	.....54,716.73
24	52,890.00	.....54,990.00	.....57,695.34	.....56,987.25	.....56,176.58
25	54,395.00	.....56,495.00	.....58,744.38	.....58,572.90	.....56,613.08
26		.....56,636.00	.....59,878.98	.....59,735.40	.....57,049.58
27		.....57,211.00	.....60,343.98	.....60,316.65	.....57,486.08
28		.....57,786.00	.....60,808.98	.....60,897.90	.....57,922.58
29		.....58,361.00	.....61,273.98	.....61,479.15	.....58,359.08
30		.....58,936.00	.....61,738.98	.....62,060.40	.....58,795.58
31		.....59,511.00	.....62,203.98	.....62,641.65	.....59,232.08
32		.....60,086.00	.....62,668.98	.....63,222.90	.....59,668.58
33		.....60,661.00	.....63,133.98	.....63,804.15	.....60,105.08
34		.....61,236.00	.....64,063.98	.....64,385.40	.....60,541.58
35	61,811.00	64,966.6560,978.08
36			65,647.9061,414.58
37			66,129.15	
38			66,710.40	
39			67,291.65	
40			67,872.90	
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2019-20 Salary Comparison

Doctorate – Career Status, 5A School Districts

School	Step 0	Step 5	Step 10	Step 15	Step 20	Step 25	Top Step, Salary
Altus	38,270.43	39,976.05	44,839.95	49,383.00	52,718.91	56,557.95	Step 38 – 61,696.20
Ardmore	38,688.93	40,859.55	45,025.95	47,453.25	49,882.41	53,233.20	Step 32 – 56,162.70
Claremore	39,816.10	41,880.70	45,950.38	48,271.66	50,595.73	53,841.43	Step 28 – 56,296.63
Collinsville	38,675.57	42,518.33	46,326.68	48,303.86	50,281.97	53,181.71	Step 30 – 54,823.16
Coweta	39,704.49	41,938.35	45,988.50	48,645.51	51,390.87	55,056.00	Step 35 – 59,010.36
Duncan	38,688.93	40,743.30	44,793.45	47,104.50	49,417.41	52,651.95	Step 36 – 56,999.70
Durant	40,601.00	43,805.00	47,400.00	50,425.00	54,252.00	58,820.00	Step 40 – 67,020.00
El Reno	38,765.10	41,149.86	45,397.56	47,887.26	50,378.96	53,861.66	Step 42 – 62,293.97
Glenpool	39,979.19	42,010.31	44,688.71	48,348.26	50,661.17	53,895.71	Step 30 – 55,871.96
Guthrie	39,143.25	41,209.00	43,275.51	47,211.75	49,551.00	53,870.25	Step 31 – 55,066.50
Guymon	40,548.93	42,603.30	46,653.45	48,964.50	51,277.41	54,511.95	Step 33 – 56,982.03
Lawton	40,501.50	42,723.27	47,305.38	50,754.75	54,233.88	58,354.71	Step 29 – 60,234.24
Mid-Del	41,500.00	43,600.00	44,950.00	48,050.00	48,050.00	55,950.00	Step 40 – 70,950.00
Noble	46,853.40	49,453.68	52,026.99	55,418.70	58,544.43	61,672.02	Step 26 – 63,606.42
Oklahoma City	43,930.00	45,692.00	49,443.00	52,845.00	62,357.00	65,413.00	Step 25 – 65,413.00
Piedmont	43,220.00	46,331.00	49,751.00	52,901.00	56,053.00	60,196.00	Step 35 – 66,196.00
Pryor	42,874.00	46,065.00	50,395.00	53,680.00	56,967.00	61,270.00	Step 30 – 64,270.00
Shawnee	44,500.00	46,750.00	49,000.00	52,600.00	56,350.00	59,350.00	Step 40 – 67,300.00
Skiatook	38,316.93	41,115.30	43,863.45	47,011.50	49,324.41	52,558.95	Step 27 – 53,349.45
Tahlequah	40,461.57	42,731.70	46,781.85	50,530.00	53,017.00	56,495.00	Step 35 – 61,811.00
Tulsa	40,455.00	42,559.59	45,122.67	49,630.38	54,510.09	58,744.38	Step 34 – 64,063.98
Western Heights	40,991.24	42,832.96	47,017.64	50,956.20	54,315.36	58,572.90	Step 40 – 67,872.90
Woodward	41,612.03	43,753.79	47,980.08	50,869.71	53,282.10	56,613.08	Step 36 – 61,414.58



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