



***2018-19 Large School  
Salary Comparison***



Oklahoma Education Association  
**putting education first™**



**Alicia Priest**  
*President*  
**Katherine Bishop**  
*Vice President*  
**Jim Keith**  
*Executive Director*

## OEA Advocacy Center

### *Advocacy UniServ Specialists*

**Sheri Childress**, Southwest  
**Rhonda Harlow**, Northwest  
**Annetta Hein**, Oklahoma City Metro  
**Linda Hendrix**, Tulsa Metro  
(Tulsa CTA)  
**Melissa Kaltenbaugh**, Northeast  
**Susan Stowe**, Tulsa Metro  
**Cal Ware**, Southeast  
**Carnie Cullen**, Oklahoma City Metro

**Richard Wilkinson**, General Counsel  
**Heath Merchen**, Associate  
General Counsel  
**Tim Melton**, Associate General  
Counsel  
**Melanie Engh**, Paralegal/Legal  
Assistant  
**Jaquita May**, 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

# *Table of Contents*

## **Bachelor's Comparisons**

6A Comparisons	1-7
5A Comparisons	8-14

## **Master's Comparisons**

6A Comparisons	15-21
5A Comparisons	22-28

## **Doctorate Comparisons**

6A Comparisons	29-35
5A Comparisons	36-42

## *Comparing teacher salaries*

The 2018-19 Salary Comparison looks at teacher salaries for the state's largest school districts, broken out into 6A and 5A schools for easier comparison.

School districts included in this comparison handle the teacher's 7 percent obligation for retirement in different ways. Some districts pay all of the teacher's required amount, while others pay none or only a portion. Some districts pay the teacher's portion in addition to the listed salary, others deduct it from the listed salary. These differences should be factored in when making salary comparisons.

The material is 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.

# 2018-19 Salary Comparison

## Bachelor's - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	36,601.00	.....36,675.87	.....37,311.95	.....34,903.70	.....35,446.00	.....39,659.34
1	37,035.00	.....37,083.62	.....37,911.14	.....35,691.32	.....35,687.67	.....40,093.33
2	37,469.00	.....37,491.37	.....38,355.64	.....36,861.19	.....36,114.20	.....40,988.09
3	37,904.00	.....37,900.12	.....38,801.16	.....37,062.99	.....36,546.14	.....41,423.09
4	38,338.00	.....38,307.87	.....39,245.67	.....37,492.86	.....36,981.55	.....41,790.85
5	38,810.00	.....38,751.87	.....39,729.33	.....37,934.82	.....37,434.47	.....42,196.61
6	39,273.00	.....39,186.87	.....40,203.98	.....38,368.41	.....37,882.97	.....42,570.13
7	39,737.00	.....39,622.87	.....40,679.64	.....38,802.93	.....38,337.09	.....43,034.13
8	40,200.00	.....40,057.87	.....41,154.29	.....39,236.52	.....38,794.89	.....43,405.89
9	40,663.00	.....40,492.87	.....41,628.94	.....39,670.11	.....39,257.43	.....43,777.64
10	41,684.00	.....41,454.37	.....42,679.75	.....40,629.14	.....39,832.76	.....44,677.66
11	42,177.00	.....41,917.62	.....43,185.55	.....41,067.38	.....40,309.94	.....45,094.42
12	42,670.00	.....42,380.87	.....43,691.35	.....41,505.61	.....40,792.04	.....45,587.42
13	43,162.00	.....42,843.12	.....44,196.15	.....41,942.93	.....41,278.10	.....45,963.18
14	43,655.00	.....43,306.37	.....44,701.94	.....42,381.17	.....41,770.20	.....46,339.94
15	44,167.00	.....43,788.62	.....45,226.74	.....42,837.08	.....42,286.38	.....46,828.70
16	44,660.00	.....44,251.87	.....45,732.56	.....43,275.32	.....42,788.71	.....47,368.22
17	45,153.00	.....44,901.12	.....46,238.34	.....43,713.56	.....43,296.26	.....47,994.22
18	45,646.00	.....45,550.37	.....46,744.14	.....44,151.80	.....43,809.08	.....48,620.22
19	46,139.00	.....46,199.62	.....47,249.95	.....44,590.04	.....44,327.23	.....49,246.22
20	46,652.00	.....46,868.87	.....47,775.74	.....45,046.88	.....44,870.79	.....49,892.22
21	47,145.00	.....47,518.12	.....48,281.54	.....45,485.12	.....45,399.82	.....50,518.22
22	47,639.00	.....48,168.37	.....48,788.34	.....45,924.29	.....45,935.37	.....51,087.23
23	48,132.00	.....48,817.62	.....49,294.14	.....46,362.53	.....46,475.53	.....51,580.23
24	48,625.00	.....49,466.87	.....49,799.94	.....46,800.77	.....47,021.35	.....51,980.23
25	50,049.00	.....51,047.12	.....51,236.74	.....48,104.84	.....48,503.91	.....53,404.22
26		.....51,628.37	.....51,674.55	.....48,479.84	.....48,993.27	.....53,736.22
27		.....52,209.62	.....52,112.34	.....49,042.84	.....49,488.50	.....54,068.22
28		.....52,790.87	.....52,550.14	.....49,605.84	.....49,989.67	.....54,400.22
29		.....53,372.12	.....52,987.94	.....50,168.84	.....50,496.86	.....54,732.22
30		.....53,953.37	.....53,425.74	.....50,731.84	.....51,010.14	.....55,064.22
31				.....51,294.84	.....51,529.57	.....55,396.23
32				.....51,857.79	.....52,055.24	
33					.....52,587.21	
34					.....53,125.57	
35					.....53,670.39	
36					.....54,221.75	
37					.....54,779.72	
38					.....55,344.39	
39						
40						
41						
42						
43						
44						
45						

# 2018-19 Salary Comparison

## Bachelor's - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks*	Lawton*	Mid-Del
0	36,601.00	40,000.00	35,650.93	37,786.00	38,442.00	36,601.00
1	37,035.00	40,450.00	35,805.80	38,370.00	38,701.00	37,035.00
2	37,469.00	40,900.00	36,353.80	39,090.00	38,960.00	38,021.23
3	37,904.00	41,350.00	36,886.22	39,882.00	39,758.00	38,390.29
4	38,338.00	41,800.00	37,656.54	40,572.00	40,957.00	38,758.05
5	38,810.00	42,250.00	38,342.60	41,341.00	41,405.00	39,138.81
6	39,273.00	42,725.00	38,973.14	42,129.00	41,831.00	39,510.57
7	39,737.00	43,200.00	39,509.29	42,518.00	42,161.00	39,883.33
8	40,200.00	43,675.00	40,044.50	43,106.00	42,587.00	40,255.09
9	40,663.00	44,150.00	40,484.39	43,694.00	43,085.00	40,663.00
10	41,684.00	44,625.00	41,024.72	44,390.00	43,840.00	41,684.00
11	42,177.00	45,125.00	41,469.26	44,983.00	44,308.00	42,177.00
12	42,670.00	45,625.00	41,913.80	45,576.00	44,830.00	42,670.00
13	43,162.00	46,125.00	42,357.41	46,168.00	45,456.00	43,162.00
14	43,655.00	46,625.00	42,801.95	46,761.00	46,086.00	43,655.00
15	44,167.00	47,125.00	43,264.16	47,373.00	46,734.00	44,167.00
16	44,660.00	47,650.00	43,708.70	47,966.00	47,365.00	44,660.00
17	45,153.00	48,175.00	44,153.24	48,559.00	47,997.00	45,153.00
18	45,646.00	48,700.00	44,693.11	49,152.00	48,630.00	45,646.00
19	46,139.00	49,225.00	45,232.97	49,745.00	49,264.00	46,230.37
20	46,652.00	49,750.00	45,791.44	50,358.00	49,920.00	46,983.32
21	47,145.00	50,300.00	46,331.30	50,951.00	50,556.00	47,534.92
22	47,639.00	50,850.00	46,872.10	51,545.00	51,199.00	48,163.78
23	48,132.00	51,400.00	47,411.96	52,138.00	51,838.00	48,791.64
24	48,625.00	51,950.00	47,951.83	52,731.00	52,484.00	49,419.50
25	50,049.00	52,500.00	49,357.52	54,255.00	54,067.00	50,978.36
26		53,075.00	49,834.15	59,480.00	54,646.00	51,538.22
27		53,650.00	50,310.77		55,230.00	52,098.08
28		54,225.00	50,787.40		56,049.00	52,657.94
29		54,800.00	51,264.02		56,349.00	53,217.80
30		55,375.00	51,740.65			53,777.66
31		55,975.00	52,217.27			54,337.52
32		56,575.00	52,693.90			54,897.38
33		57,175.00	53,170.52			55,457.24
34		57,775.00	53,647.15			56,017.10
35		58,375.00	54,123.77			56,576.96
36		58,975.00	54,600.40			57,136.82
37		59,575.00	55,077.03			57,696.68
38		60,175.00	55,552.03			58,256.54
39			56,017.03			
40						
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Owasso*
0	36,601.00	.....37,388.00	.....36,001.00	.....37,511.72	.....37,980.00	.....38,686.00
1	37,035.00	.....37,796.00	.....36,420.00	.....37,919.74	.....38,198.00	.....39,145.00
2	37,469.00	.....38,203.00	.....36,819.00	.....38,468.73	.....38,486.00	.....39,604.00
3	37,904.00	.....35,612.00	.....37,229.00	.....38,918.72	.....39,000.00	.....40,064.00
4	38,338.00	.....39,020.00	.....37,638.00	.....39,367.71	.....39,310.00	.....40,523.00
5	38,810.00	.....39,557.00	.....38,110.00	.....39,852.95	.....39,707.00	.....40,995.00
6	39,273.00	.....40,085.00	.....38,575.00	.....40,329.19	.....40,352.00	.....41,538.00
7	39,737.00	.....40,614.00	.....39,937.00	.....40,806.43	.....40,741.00	.....42,082.00
8	40,200.00	.....41,142.00	.....40,627.00	.....41,310.56	.....41,130.00	.....42,625.00
9	40,663.00	.....41,670.00	.....41,339.00	.....41,771.91	.....41,518.00	.....43,168.00
10	41,684.00	.....42,306.00	.....42,140.00	.....42,779.40	.....42,015.00	.....43,819.00
11	42,177.00	.....42,839.00	.....42,612.00	.....43,453.89	.....42,408.00	.....44,367.00
12	42,670.00	.....43,465.00	.....43,084.00	.....44,128.40	.....42,802.00	.....44,985.00
13	43,162.00	.....44,090.00	.....43,555.00	.....44,801.87	.....43,194.00	.....45,602.00
14	43,655.00	.....44,716.00	.....44,271.00	.....45,476.36	.....43,960.00	.....46,220.00
15	44,167.00	.....45,361.00	.....44,985.00	.....46,169.85	.....44,977.00	.....46,857.00
16	44,660.00	.....45,987.00	.....45,798.00	.....46,844.34	.....45,975.00	.....47,475.00
17	45,153.00	.....46,706.00	.....46,601.00	.....47,518.83	.....47,252.00	.....48,093.00
18	45,646.00	.....47,425.00	.....47,370.00	.....48,193.32	.....48,157.00	.....48,711.00
19	46,139.00	.....48,144.00	.....48,140.00	.....48,867.81	.....49,062.00	.....49,329.00
20	46,652.00	.....48,883.00	.....48,932.00	.....49,662.30	.....49,498.00	.....49,967.00
21	47,145.00	.....49,602.00	.....49,701.00	.....50,336.79	.....49,915.00	.....50,585.00
22	47,639.00	.....50,322.00	.....50,472.00	.....51,012.28	.....50,333.00	.....51,204.00
23	48,132.00	.....51,041.00	.....51,244.00	.....51,686.77	.....50,750.00	.....51,822.00
24	48,625.00	.....51,792.00	.....52,013.00	.....52,361.26	.....51,166.00	.....52,440.00
25	50,049.00	.....53,475.00	.....53,716.00	.....53,966.85	.....52,514.00	.....53,989.00
26		.....54,158.00	.....54,417.00	.....54,486.75	.....52,863.00	.....54,539.00
27		.....54,842.00	.....55,119.00	.....55,006.75	.....53,212.00	.....55,139.00
28		.....55,526.00	.....55,823.00	.....55,526.75	.....53,560.00	.....55,739.00
29		.....56,209.00	.....56,524.00	.....56,046.75	.....53,909.00	.....56,339.00
30		.....56,893.00	.....57,226.00	.....56,566.75	.....54,258.00	.....56,939.00
31		.....57,576.00	.....57,828.00	.....57,086.37	.....56,002.00	
32		.....58,260.00	.....58,428.00	.....57,606.75		
33		.....58,943.00	.....59,035.00	.....58,126.75		
34		.....59,627.00	.....59,641.00	.....58,646.75		
35		.....60,310.00	.....60,249.00	.....59,166.75		
36		.....60,994.00	.....60,857.00	.....59,686.75		
37		.....61,678.00	.....61,465.00	.....60,206.75		
38		.....62,361.00	.....62,072.00	.....60,726.75		
39		.....63,096.00	.....62,681.00	.....61,246.75		
40		.....63,831.00	.....63,289.00	.....61,766.75		
41			.....63,897.00			
42			.....65,505.00			
43			.....65,113.00			
44						
45						

# 2018-19 Salary Comparison

## Bachelor's - 6A School Districts

Steps	State Minimum	Ponca City	Putnam City	Sand Springs*	Sapulpa*	Stillwater
0	36,601.00	35,562.24	40,000.00	37,601.00	38,802.00	37,523.00
1	37,035.00	36,514.56	40,350.00	38,535.00	39,246.00	37,946.00
2	37,469.00	37,034.43	40,700.00	39,094.00	39,697.00	39,155.00
3	37,904.00	37,555.23	41,050.00	39,911.00	40,155.00	39,579.00
4	38,338.00	38,075.10	41,400.00	40,573.00	40,616.00	39,984.00
5	38,810.00	38,607.06	41,925.00	41,105.00	41,095.00	41,026.00
6	39,273.00	39,130.65	42,450.00	41,498.00	41,570.00	41,425.00
7	39,737.00	39,655.17	42,975.00	41,897.00	42,050.00	41,832.00
8	40,200.00	40,178.76	43,500.00	42,290.00	42,534.00	42,242.00
9	40,663.00	40,702.35	44,025.00	42,683.00	43,023.00	42,656.00
10	41,684.00	41,326.38	44,625.00	43,417.00	43,625.00	43,206.00
11	42,177.00	41,854.62	45,225.00	43,913.00	44,125.00	43,633.00
12	42,670.00	42,382.86	45,825.00	44,404.00	44,627.00	44,064.00
13	43,162.00	42,910.17	46,425.00	44,894.00	45,149.00	44,499.00
14	43,655.00	43,438.41	47,025.00	45,390.00	45,669.00	44,940.00
15	44,167.00	43,984.41	47,625.00	45,950.00	46,242.00	45,404.00
16	44,660.00	44,512.56	48,225.00	46,446.00	46,742.00	45,851.00
17	45,153.00	45,040.80	48,825.00	46,937.00	47,276.00	46,305.00
18	45,646.00	45,569.04	49,425.00	47,428.00	47,816.00	46,764.00
19	46,139.00	46,097.28	50,025.00	48,024.00	48,362.00	47,225.00
20	46,652.00	46,644.12	50,625.00	48,735.00	48,933.00	47,714.00
21	47,145.00	47,172.36	51,225.00	49,331.00	49,489.00	48,186.00
22	47,639.00	47,701.53	51,825.00	49,823.00	50,052.00	48,741.00
23	48,132.00	48,229.77	52,425.00	50,314.00	50,620.00	49,223.00
24	48,625.00	48,758.01	53,025.00	50,810.00	51,193.00	49,711.00
25	50,049.00	50,152.08	54,125.00	52,867.00	52,704.00	51,134.00
26		50,617.08	54,725.00	53,915.00	53,223.00	51,512.00
27		51,082.08	55,325.00	54,865.00	53,744.00	51,946.00
28		51,547.08	55,925.00		54,274.00	52,385.00
29		52,012.08	56,525.00		54,809.00	52,831.00
30		52,477.08	57,125.00		55,351.00	53,282.00
31			57,725.00		55,898.00	53,749.00
32			58,325.00		56,452.00	54,057.00
33			58,925.00		57,012.00	54,364.00
34			59,525.00		57,579.00	54,672.00
35			60,125.00		58,151.00	54,979.00
36			60,725.00		58,730.00	55,287.00
37			61,325.00		59,240.00	55,594.00
38			61,925.00		59,827.00	55,902.00
39			62,525.00		61,623.00	56,209.00
40			63,125.00			56,517.00
41			63,725.00			
42			64,325.00			
43			64,925.00			
44			65,525.00			
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 6A School Districts

Steps	State Minimum	Tulsa*	Union*	Yukon
0	36,601.00	.....37,901.00	.....39,000.00	.....38,500.00
1	37,035.00	.....38,360.00	.....39,450.00	.....38,754.00
2	37,469.00	.....38,819.00	.....39,900.00	.....39,245.00
3	37,904.00	.....39,279.00	.....40,350.00	.....40,225.00
4	38,338.00	.....39,738.00	.....40,800.00	.....40,732.00
5	38,810.00	.....40,210.00	.....41,300.00	.....41,237.00
6	39,273.00	.....40,673.00	.....41,800.00	.....41,745.00
7	39,737.00	.....41,137.00	.....42,300.00	.....42,252.00
8	40,200.00	.....41,800.00	.....42,800.00	.....42,759.00
9	40,663.00	.....42,363.00	.....43,300.00	.....43,374.00
10	41,684.00	.....42,934.00	.....43,850.00	.....43,901.00
11	42,177.00	.....43,412.00	.....44,400.00	.....44,425.00
12	42,670.00	.....43,890.00	.....44,950.00	.....44,948.00
13	43,162.00	.....44,597.00	.....45,500.00	.....45,472.00
14	43,655.00	.....45,375.00	.....46,050.00	.....46,015.00
15	44,167.00	.....46,282.00	.....46,650.00	.....46,549.00
16	44,660.00	.....46,960.00	.....47,250.00	.....47,109.00
17	45,153.00	.....48,448.00	.....47,850.00	.....47,669.00
18	45,646.00	.....49,726.00	.....48,450.00	.....48,229.00
19	46,139.00	.....50,294.00	.....49,050.00	.....48,809.00
20	46,652.00	.....50,882.00	.....49,750.00	.....49,396.00
21	47,145.00	.....51,650.00	.....50,450.00	.....50,017.00
22	47,639.00	.....52,219.00	.....51,150.00	.....50,637.00
23	48,132.00	.....52,787.00	.....51,850.00	.....51,257.00
24	48,625.00	.....53,355.00	.....52,550.00	.....52,808.00
25	50,049.00	.....54,854.00	.....53,350.00	.....53,360.00
26		.....55,354.00	.....54,150.00	.....53,912.00
27		.....55,854.00	.....54,950.00	.....54,464.00
28		.....56,354.00	.....55,750.00	.....55,016.00
29		.....56,854.00	.....56,550.00	.....55,568.00
30		.....57,354.00	.....57,350.00	.....56,120.00
31			.....58,350.00	.....56,672.00
32			.....58,350.00	.....57,224.00
33			.....58,350.00	.....57,776.00
34			.....59,350.00	.....58,328.00
35			.....59,350.00	.....58,988.00
36			.....59,350.00	.....59,648.00
37			.....60,350.00	.....60,308.00
38			.....60,350.00	.....60,968.00
39			.....60,350.00	.....61,628.00
40			.....61,350.00	.....62,288.00
41			.....61,350.00	
42				
43				
44				
45				

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

# 2018-19 Salary Comparison

## Bachelor's – Career Status, 6A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Bartlesville	37,702	40,163	42,847	45,554	49,004	52,791
Bixby	38,559	41,269	44,200	46,748	49,480	52,550
Broken Arrow	36,658	39,341	41,947	43,936	46,536	50,169
Choctaw/NP	36,368	38,821	41,287	43,818	46,667	52,099
Deer Creek	41,025	43,493	45,963	48,624	51,714	54,566
Edmond	41,125	43,675	46,125	48,700	51,400	56,594
Enid	36,783	40,007	42,361	44,716	47,585	52,931
Jenks	39,507	43,167	46,172	49,156	52,324	59,480
Lawton	39,704	42,701	45,483	48,635	52,029	55,569
Mid-Del	37,991	40,399	43,166	45,735	48,978	54,897
Moore	37,929	41,163	44,094	47,429	51,246	58,954
Muskogee	37,036	40,524	43,701	47,368	51,429	59,954
Mustang	38,673	41,399	44,806	48,217	51,873	58,127
Norman	38,780	41,151	43,468	47,989	50,936	53,967
Owasso	39,836	42,646	45,606	48,715	52,008	55,739
Ponca City	37,225	40,199	42,914	45,573	48,403	51,547
Putnam City	40,904	43,515	46,425	49,425	52,525	60,125
Sand Springs	39,470	42,357	44,910	47,514	50,629	54,390
Sapulpa	39,935	42,560	45,162	47,826	50,812	56,851
Stilwater	39,202	42,272	44,508	46,772	49,399	54,219
Tulsa	39,051	41,781	44,711	49,262	52,973	56,354
Union	40,133	42,810	45,510	48,470	51,870	58,475
Yukon	39,782	43,076	45,482	48,242	51,616	57,927
State Minimum	37,693	40,311	43,166	45,650	48,040	



# 2018-19 Career Status Ranking

## 6A Comparison, Bachelor's

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21-25	Average of Steps 26 and above
Edmond..... 41,125	Edmond..... 43,675	Putnam City	Putnam City	Tulsa..... 52,973	Putnam City
Deer Creek .. 41,025	Putnam City	..... 46,425	..... 49,425	Putnam City	..... 60,125
Putnam City	..... 43,515	Jenks..... 46,172	Tulsa..... 49,262	..... 52,525	Muskogee.... 59,954
..... 40,904	Deer Creek .. 43,493	Edmond ..... 46,125	Jenks..... 49,156	Jenks..... 52,324	Jenks..... 59,480
Union..... 40,133	Jenks..... 43,167	Deer Creek .. 45,963	Owasso ..... 48,715	Lawton ..... 52,029	Moore..... 58,954
Sapulpa..... 39,935	Yukon ..... 43,076	Owasso ..... 45,606	Edmond..... 48,700	Owasso ..... 52,008	Union..... 58,475
Owasso ..... 39,836	Union..... 42,810	Union..... 45,510	Lawton ..... 48,635	Mustang..... 51,873	Mustang..... 58,127
Yukon ..... 39,782	Lawton ..... 42,701	Lawton ..... 45,483	Deer Creek .. 48,624	Union..... 51,870	Yukon ..... 57,927
Lawton ..... 39,704	Owasso ..... 42,646	Yukon ..... 45,482	Union..... 48,470	Deer Creek .. 51,714	Sapulpa..... 56,851
Jenks..... 39,507	Sapulpa..... 42,560	Sapulpa..... 45,162	Yukon ..... 48,242	Yukon ..... 51,616	Edmond..... 56,594
Sand Springs	Sand Springs	Sand Springs	Mustang..... 48,217	Muskogee.... 51,429	Tulsa..... 56,354
..... 39,470	..... 42,357	..... 44,910	Norman ..... 47,989	Edmond..... 51,400	Owasso..... 55,739
Stillwater .... 39,202	Stilwater ..... 42,272	Mustang..... 44,806	Sapulpa..... 47,826	Moore..... 51,246	Lawton ..... 55,569
Tulsa..... 39,051	Tulsa..... 41,781	Tulsa..... 44,711	Sand Spring	Norman ..... 50,936	Mid-Del..... 54,897
Norman ..... 38,780	Mustang..... 41,399	Stilwater ..... 44,508	..... 47,514	Sapulpa..... 50,812	Deer Creek .. 54,566
Mustang..... 38,673	Bixby..... 41,269	Bixby..... 44,200	Moore..... 47,429	Sand Springs	Sand Springs
Bixby..... 38,559	Moore..... 41,163	Moore..... 44,094	Muskogee.... 47,368	..... 50,629	..... 54,390
Mid-Del..... 37,991	Norman ..... 41,151	Muskogee.... 43,701	Stilwater ..... 46,772	Bixby..... 49,480	Stilwater ..... 54,219
Moore..... 37,929	Muskogee.... 40,524	Norman ..... 43,468	Bixby..... 46,748	Stilwater ..... 49,399	Norman ..... 53,967
Bartlesville .. 37,702	Mid-Del..... 40,399	Mid-Del..... 43,166	Mid-Del..... 45,735	Bartlesville .. 49,004	Enid..... 52,931
<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	Mid-Del..... 48,978	Bartlesville .. 52,791
..... <b>37,693</b>	..... <b>40,311</b>	..... <b>43,166</b>	..... <b>45,650</b>	Ponca City... 48,403	Bixby..... 52,550
Ponca City... 37,225	Ponca City... 40,199	Ponca City... 42,914	Ponca City... 45,573	<b>State Minimum</b>	Choctaw/Nicoma
Muskogee.... 37,036	Bartlesville .. 40,163	Bartlesville .. 42,847	Bartlesville .. 45,554	..... <b>48,040</b>	Park ..... 52,099
Enid..... 36,783	Enid..... 40,007	Enid..... 42,361	Enid..... 44,716	Enid..... 47,585	Ponca City... 51,547
Broken Arrow	Broken Arrow	Broken Arrow	Broken Arrow	Choctaw/Nicoma	Broken Arrow
..... 36,658	..... 39,341	..... 41,947	..... 43,936	Park ..... 46,667	..... 50,169
Choctaw/Nicoma	Choctaw/Nicoma	Choctaw/Nicoma	Choctaw/Nicoma	Broken Arrow	<b>State Minimum.....</b>
Park ..... 36,368	Park ..... 38,821	Park ..... 41,287	Park ..... 43,818	..... 46,536	

# 2018-19 Salary Comparison

## Bachelor's - 5A School Districts

Steps	State Minimum	Altus*	Ardmore	Claremore	Collinsville*	Coweta*
0	36,601.00	36,601.00	34,968.93	35,318.61	36,601.00	37,759.00
1	37,035.00	37,035.00	35,372.55	35,724.09	38,004.00	38,193.00
2	37,469.00	37,469.00	35,822.67	36,129.57	39,298.00	38,666.00
3	37,904.00	37,904.00	36,250.47	36,535.98	39,711.00	39,101.00
4	38,338.00	38,338.00	36,677.34	36,941.46	40,123.00	39,535.00
5	38,810.00	38,810.00	37,139.55	37,383.21	40,548.00	40,007.00
6	39,273.00	39,273.00	37,593.39	37,815.66	40,964.00	40,470.00
7	39,737.00	39,737.00	38,048.16	38,249.04	41,381.00	40,934.00
8	40,200.00	40,350.00	38,502.00	38,681.49	41,797.00	41,397.00
9	40,663.00	40,938.00	38,955.84	39,113.94	42,214.00	41,860.00
10	41,684.00	42,134.00	39,928.62	40,068.12	43,162.00	42,881.00
11	42,177.00	42,827.00	40,410.36	40,529.40	43,584.00	43,374.00
12	42,670.00	43,570.00	40,892.10	40,989.75	44,004.00	43,960.00
13	43,162.00	44,112.00	41,372.91	41,449.16	44,425.00	44,545.00
14	43,655.00	44,855.00	41,854.65	41,910.45	44,846.00	45,131.00
15	44,167.00	46,992.00	42,354.06	42,388.47	45,286.00	45,736.00
16	44,660.00	47,610.00	42,835.80	42,848.82	45,707.00	46,322.00
17	45,153.00	48,428.00	43,317.54	43,310.10	46,128.00	46,908.00
18	45,646.00	49,046.00	43,799.28	43,770.45	46,549.00	47,494.00
19	46,139.00	49,714.00	44,281.02	44,230.80	46,969.00	48,080.00
20	46,652.00	50,577.00	44,781.36	44,710.68	47,411.00	48,686.00
21	47,145.00	51,270.00	45,263.10	45,171.03	47,832.00	49,272.00
22	47,639.00	52,114.00	45,745.77	45,633.24	48,254.00	49,859.00
23	48,132.00	52,632.00	46,227.51	46,093.59	48,675.00	50,445.00
24	48,625.00	53,175.00	46,709.25	46,553.94	49,096.00	51,031.00
25	50,049.00	54,649.00	48,056.82	47,881.05	50,448.00	52,548.00
26		55,024.00	48,475.32	48,278.16	50,801.00	52,973.00
27		55,774.00	48,893.82	48,675.27	51,154.00	53,398.00
28		56,174.00	49,312.32	49,072.40	51,508.00	53,823.00
29		56,574.00	49,730.82		51,860.00	54,248.00
30		56,974.00	50,149.32		52,213.00	54,673.00
31		57,374.00	50,567.82			55,098.00
32		57,774.00	50,986.32			55,523.00
33		58,174.00				55,948.00
34		58,574.00				56,373.00
35		58,974.00				56,798.00
36		59,374.00				
37		59,774.00				
38		60,174.00				
39						
40						
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool*	Guthrie
0	36,601.00	.....34,968.93	.....36,701.00	.....34,933.10	.....37,587.00	.....34,903.50
1	37,035.00	.....35,372.55	.....37,135.00	.....35,340.85	.....38,021.00	.....35,311.25
2	37,469.00	.....35,776.17	.....37,569.00	.....35,748.60	.....38,455.00	.....35,719.00
3	37,904.00	.....36,180.72	.....38,004.00	.....36,466.10	.....38,890.00	.....36,127.75
4	38,338.00	.....36,584.34	.....38,438.00	.....36,873.86	.....39,324.00	.....36,535.50
5	38,810.00	.....37,023.30	.....38,910.00	.....37,317.86	.....39,771.00	.....36,956.25
6	39,273.00	.....37,453.89	.....39,373.00	.....37,783.55	.....40,234.00	.....37,368.00
7	39,737.00	.....37,885.41	.....39,837.00	.....38,250.24	.....40,698.00	.....37,804.00
8	40,200.00	.....38,316.00	.....40,300.00	.....38,715.93	.....41,161.00	.....38,239.00
9	40,663.00	.....38,746.59	.....40,763.00	.....39,191.62	.....41,624.00	.....38,674.00
10	41,684.00	.....39,696.12	.....41,784.00	.....40,173.81	.....42,445.00	.....39,217.00
11	42,177.00	.....40,154.61	.....42,277.00	.....40,667.75	.....43,113.00	.....39,657.00
12	42,670.00	.....40,613.10	.....42,770.00	.....41,161.69	.....43,606.00	.....40,320.25
13	43,162.00	.....41,070.66	.....43,262.00	.....41,654.63	.....44,098.00	.....40,728.50
14	43,655.00	.....41,529.15	.....43,755.00	.....42,148.57	.....44,601.00	.....41,245.75
15	44,167.00	.....42,005.31	.....44,267.00	.....42,661.51	.....45,103.00	.....41,728.00
16	44,660.00	.....42,463.80	.....44,760.00	.....43,155.45	.....45,596.00	.....42,191.24
17	45,153.00	.....42,922.29	.....45,253.00	.....43,649.39	.....46,089.00	.....42,654.49
18	45,646.00	.....43,380.78	.....45,746.00	.....44,143.33	.....46,582.00	.....43,117.74
19	46,139.00	.....43,839.27	.....46,239.00	.....44,637.27	.....47,075.00	.....43,580.99
20	46,652.00	.....44,316.36	.....46,725.00	.....45,151.21	.....47,588.00	.....44,064.24
21	47,145.00	.....44,774.85	.....47,245.00	.....45,645.15	.....48,081.00	.....44,527.49
22	47,639.00	.....45,234.27	.....47,739.00	.....46,140.09	.....48,575.00	.....44,991.74
23	48,132.00	.....45,692.76	.....48,232.00	.....46,634.03	.....49,068.00	.....45,455.00
24	48,625.00	.....46,151.25	.....48,724.00	.....47,127.97	.....49,561.00	.....45,918.25
25	50,049.00	.....47,475.57	.....50,149.00	.....48,552.91	.....50,985.00	.....47,312.50
26		.....47,870.82		.....48,978.85	.....51,410.00	.....47,707.75
27		.....48,266.07		.....49,404.79	.....51,835.00	.....48,103.00
28		.....48,661.32		.....49,830.73	.....52,260.00	.....48,498.25
29		.....49,056.57		.....50,426.86	.....52,685.00	.....48,893.50
30		.....49,451.82		.....51,022.99	.....53,110.00	.....49,288.75
31		.....49,847.07				.....49,684.00
32		.....50,242.32				
33		.....50,637.57				
34		.....51,032.82				
35		.....51,428.07				
36		.....51,823.32				
37						
38						
39						
40						
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 5A School Districts

Steps	State Minimum	Guymon*	Lawton*	McAlester	Mid-Del	Noble
0	36,601.00	.....39,601.00	.....38,442.00	.....36,601.00	.....36,601.00	.....38,501.00
1	37,035.00	.....40,035.00	.....38,701.00	.....37,035.00	.....37,035.00	.....39,060.00
2	37,469.00	.....40,469.00	.....38,960.00	.....37,469.00	.....38,021.23	.....39,619.00
3	37,904.00	.....40,904.00	.....39,758.00	.....37,904.00	.....38,390.29	.....40,179.00
4	38,338.00	.....41,338.00	.....40,957.00	.....38,338.00	.....38,758.05	.....40,738.00
5	38,810.00	.....41,810.00	.....41,405.00	.....38,810.00	.....39,138.81	.....41,810.00
6	39,273.00	.....42,273.00	.....41,831.00	.....39,273.00	.....39,510.57	.....42,373.00
7	39,737.00	.....42,737.00	.....42,161.00	.....39,737.00	.....39,883.33	.....42,937.00
8	40,200.00	.....43,200.00	.....42,587.00	.....40,200.00	.....40,255.09	.....43,500.00
9	40,663.00	.....43,663.00	.....43,085.00	.....40,663.00	.....40,663.00	.....44,063.00
10	41,684.00	.....44,684.00	.....43,840.00	.....41,684.00	.....41,684.00	.....45,234.00
11	42,177.00	.....45,177.00	.....44,308.00	.....42,177.00	.....42,177.00	.....45,802.00
12	42,670.00	.....45,670.00	.....44,830.00	.....42,670.00	.....42,670.00	.....49,370.00
13	43,162.00	.....46,162.00	.....45,456.00	.....43,162.00	.....43,162.00	.....46,937.00
14	43,655.00	.....46,655.00	.....46,086.00	.....43,655.00	.....43,655.00	.....47,505.00
15	44,167.00	.....47,167.00	.....46,734.00	.....44,167.00	.....44,167.00	.....48,592.00
16	44,660.00	.....47,660.00	.....47,365.00	.....44,660.00	.....44,660.00	.....49,160.00
17	45,153.00	.....48,153.00	.....47,997.00	.....45,153.00	.....45,153.00	.....49,728.00
18	45,646.00	.....48,646.00	.....48,630.00	.....45,646.00	.....45,646.00	.....50,296.00
19	46,139.00	.....49,139.00	.....49,264.00	.....46,139.00	.....46,230.37	.....50,864.00
20	46,652.00	.....49,652.00	.....49,920.00	.....46,652.00	.....46,983.32	.....51,952.00
21	47,145.00	.....50,145.00	.....50,556.00	.....47,145.00	.....47,534.92	.....52,520.00
22	47,639.00	.....50,639.00	.....51,199.00	.....47,639.00	.....48,163.78	.....53,089.00
23	48,132.00	.....51,132.00	.....51,838.00	.....48,132.00	.....48,791.64	.....53,657.00
24	48,625.00	.....51,625.00	.....52,484.00	.....48,625.00	.....49,419.50	.....54,225.00
25	50,049.00	.....53,049.00	.....54,067.00	.....50,049.00	.....50,978.36	.....56,224.00
26		.....53,381.00	.....54,646.00	.....50,549.00	.....51,538.22	
27		.....53,713.00	.....55,230.00	.....51,049.00	.....52,098.08	
28		.....54,045.00	.....56,049.00	.....51,549.00	.....52,657.94	
29		.....54,377.00	.....56,349.00	.....52,049.00	.....53,217.80	
30		.....54,709.00		.....52,549.00	.....53,777.66	
31		.....55,041.00		.....53,049.00	.....54,337.52	
32		.....55,373.00		.....53,549.00	.....54,897.38	
33				.....54,049.00	.....55,457.24	
34				.....54,549.00	.....56,017.10	
35				.....55,049.00	.....56,576.96	
36					.....57,136.82	
37					.....57,696.68	
38					.....58,256.54	
39						
40						
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook*
0	36,601.00	.....39,001.00	.....36,621.00	.....38,501.00	.....37,081.00	.....37,401.00
1	37,035.00	.....39,301.00	.....37,610.00	.....39,060.00	.....37,565.00	.....37,401.00
2	37,469.00	.....39,551.00	.....38,041.00	.....39,619.00	.....38,714.00	.....37,894.00
3	37,904.00	.....40,311.00	.....38,473.00	.....40,204.00	.....39,173.00	.....38,329.00
4	38,338.00	.....40,651.00	.....38,904.00	.....40,813.00	.....39,632.00	.....38,763.00
5	38,810.00	.....41,051.00	.....39,348.00	.....41,460.00	.....40,104.00	.....39,210.00
6	39,273.00	.....41,506.00	.....39,783.00	.....42,098.00	.....40,568.00	.....39,673.00
7	39,737.00	.....42,021.00	.....40,219.00	.....42,737.00	.....41,031.00	.....40,137.00
8	40,200.00	.....42,536.00	.....40,654.00	.....43,350.00	.....41,494.00	.....40,600.00
9	40,663.00	.....43,051.00	.....41,089.00	.....43,988.00	.....41,958.00	.....41,063.00
10	41,684.00	.....43,726.00	.....42,004.00	.....45,159.00	.....42,530.00	.....41,684.00
11	42,177.00	.....44,294.00	.....42,537.00	.....45,802.00	.....43,097.00	.....42,552.00
12	42,670.00	.....44,912.00	.....43,070.00	.....46,445.00	.....43,715.00	.....43,045.00
13	43,162.00	.....45,579.00	.....43,602.00	.....47,112.00	.....44,383.00	.....43,537.00
14	43,655.00	.....46,147.00	.....44,135.00	.....47,780.00	.....45,051.00	.....44,090.00
15	44,167.00	.....47,634.00	.....44,687.00	.....48,442.00	.....45,788.00	.....44,542.00
16	44,660.00	.....48,802.00	.....45,220.00	.....49,110.00	.....46,506.00	.....45,035.00
17	45,153.00	.....51,870.00	.....45,753.00	.....49,753.00	.....47,224.00	.....45,528.00
18	45,646.00	.....54,663.00	.....46,286.00	.....50,421.00	.....48,042.00	.....45,921.00
19	46,139.00	.....56,931.00	.....46,819.00	.....51,064.00	.....48,510.00	.....46,514.00
20	46,652.00	.....57,619.00	.....47,372.00	.....51,727.00	.....49,249.00	.....47,027.00
21	47,145.00	.....58,387.00	.....47,905.00	.....52,495.00	.....49,742.00	.....47,720.00
22	47,639.00	.....58,456.00	.....48,439.00	.....53,039.00	.....50,235.00	.....48,214.00
23	48,132.00	.....58,524.00	.....48,972.00	.....53,707.00	.....50,728.00	.....45,707.00
24	48,625.00	.....58,592.00	.....49,505.00	.....54,350.00	.....51,221.00	.....49,200.00
25	50,049.00	.....59,591.00	.....50,969.00	.....55,949.00	.....52,668.00	.....50,624.00
26			.....51,369.00	.....56,449.00	.....53,093.00	.....51,049.00
27			.....51,769.00	.....46,949.00	.....53,518.00	.....51,474.00
28			.....52,169.00	.....57,449.00	.....53,949.00	
29			.....52,569.00	.....57,949.00	.....54,368.00	
30			.....52,969.00	.....58,449.00	.....54,793.00	
31			.....53,269.00		.....55,218.00	
32			.....53,569.00		.....55,643.00	
33			.....53,869.00		.....56,068.00	
34			.....54,169.00		.....56,493.00	
35			.....54,469.00		.....56,918.00	
36					.....57,343.00	
37					.....57,768.00	
38					.....58,193.00	
39					.....58,618.00	
40					.....59,043.00	
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Bachelor's - 5A School Districts

Steps	State Minimum	Tahlequah*	Tulsa*	Western Heights	Woodward*
0	36,601.00	.....37,201.00	.....37,901.00	.....37,835.92	.....38,101.00
1	37,035.00	.....37,635.00	.....38,360.00	.....38,199.55	.....38,535.00
2	37,469.00	.....38,069.00	.....38,819.00	.....38,563.18	.....38,969.00
3	37,904.00	.....38,504.00	.....39,279.00	.....38,927.74	.....37,404.00
4	38,338.00	.....38,938.00	.....39,738.00	.....39,291.37	.....39,838.00
5	38,810.00	.....39,410.00	.....40,210.00	.....39,667.09	.....40,310.00
6	39,273.00	.....39,873.00	.....40,673.00	.....40,037.23	.....40,773.00
7	39,737.00	.....40,337.00	.....41,137.00	.....40,797.97	.....41,237.00
8	40,200.00	.....40,800.00	.....41,800.00	.....41,227.02	.....41,700.00
9	40,663.00	.....41,263.00	.....42,363.00	.....41,680.86	.....42,163.00
10	41,684.00	.....42,284.00	.....42,934.00	.....42,235.14	.....43,184.00
11	42,177.00	.....42,777.00	.....43,412.00	.....42,693.64	.....43,677.00
12	42,670.00	.....43,270.00	.....43,890.00	.....43,152.13	.....44,170.00
13	43,162.00	.....43,762.00	.....44,597.00	.....43,609.69	.....44,662.00
14	43,655.00	.....44,255.00	.....45,375.00	.....44,068.18	.....45,155.00
15	44,167.00	.....44,767.00	.....46,282.00	.....44,544.34	.....45,667.00
16	44,660.00	.....45,260.00	.....46,960.00	.....44,805.34	.....46,160.00
17	45,153.00	.....45,753.00	.....48,448.00	.....45,449.83	.....46,653.00
18	45,646.00	.....46,246.00	.....49,726.00	.....46,094.32	.....47,146.00
19	46,139.00	.....46,739.00	.....50,294.00	.....46,738.81	.....47,639.00
20	46,652.00	.....47,252.00	.....50,882.00	.....47,401.90	.....48,152.00
21	47,145.00	.....47,745.00	.....51,650.00	.....48,046.39	.....48,645.00
22	47,639.00	.....48,239.00	.....52,219.00	.....48,691.81	.....49,193.00
23	48,132.00	.....48,732.00	.....52,787.00	.....49,336.30	.....49,632.00
24	48,625.00	.....49,225.00	.....53,355.00	.....49,980.79	.....50,125.00
25	50,049.00	.....50,649.00	.....54,854.00	.....51,491.11	.....51,549.00
26		.....51,000.00	.....55,354.00	.....52,072.36	.....51,999.00
27		.....51,500.00	.....55,854.00	.....52,560.61	.....52,449.00
28		.....52,000.00	.....56,354.00	.....53,234.86	.....52,899.00
29		.....52,500.00	.....56,854.00	.....53,816.11	.....53,349.00
30		.....53,000.00	.....57,354.00	.....54,397.36	.....53,799.00
31		.....53,500.00		.....54,978.61	.....54,249.00
32		.....54,000.00		.....55,559.86	.....54,699.00
33		.....54,500.00		.....56,141.11	.....55,149.00
34		.....55,000.00		.....56,722.36	.....55,599.00
35		.....55,500.00		.....57,303.61	.....56,049.00
36				.....57,884.86	.....56,499.00
37				.....58,466.11	.....56,949.00
38				.....59,047.36	
39				.....59,628.61	
40				.....60,209.86	
41					
42					
43					
44					
45					

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

# 2018-19 Salary Comparison

## Bachelor's – Career Status, 5A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Altus	.....37,693	.....40,486	..... 44,471	..... 49,075	.....52,768	..... 57,747
Ardmore	.....36,039	.....38,606	..... 41,377	..... 43,803	.....46,400	..... 49,731
Claremore	.....36,339	.....38,786	..... 41,453	..... 43,774	.....46,267	..... 48,675
Collinsville	.....39,048	.....41,904	..... 44,429	..... 46,553	.....48,861	..... 51,507
Coweta	.....38,877	.....41,508	..... 44,549	..... 47,498	.....50,631	..... 54,886
Duncan	.....35,984	.....38,420	..... 41,075	..... 43,385	.....45,866	..... 49,847
Durant	.....37,793	.....40,411	..... 43,266	..... 45,745	.....48,418	..... 51,507
El Reno	.....36,113	.....38,823	..... 41,659	..... 44,147	.....46,820	..... 49,933
Glenpool	.....38,675	.....41,232	..... 44,104	..... 46,586	.....49,254	..... 52,260
Guthrie	.....35,926	.....38,260	..... 40,736	..... 43,122	.....45,641	..... 48,696
Guymon	.....40,693	.....43,311	..... 46,166	..... 48,650	.....51,318	..... 54,377
Lawton	.....39,704	.....42,701	..... 45,483	..... 48,635	.....52,029	..... 55,569
McAlester	.....37,693	.....40,311	..... 43,166	..... 45,650	.....48,318	..... 52,799
Mid-Del	.....37,991	.....40,399	..... 43,166	..... 45,735	.....48,978	..... 54,897
Noble	.....39,985	.....43,621	..... 47,641	..... 50,400	.....53,943	..... 57,184
Okla. City	.....39,978	.....42,568	..... 45,713	..... 53,977	.....58,710	..... 63,588
Piedmont	.....38,166	.....40,750	..... 43,606	..... 46,290	.....49,158	..... 53,019
Pryor	.....39,943	.....43,466	..... 47,116	..... 50,415	.....53,908	..... 57,449
Shawnee	.....38,712	.....41,516	..... 44,407	..... 47,906	.....50,919	..... 54,668
Skiatook	.....38,166	.....40,631	..... 43,553	..... 46,005	.....48,293	..... 51,262
Tahlequah	.....37,693	.....40,311	..... 43,166	..... 45,650	.....48,040	..... 51,262
Tulsa	.....38,293	.....40,911	..... 43,766	..... 46,250	.....48,918	..... 53,250
Western Heights	.....39,051	.....41,781	..... 44,711	..... 49,262	.....52,973	..... 56,354
Woodward	.....38,747	.....41,196	..... 43,614	..... 46,098	.....49,509	..... 52,615
State Minimum	.....38,860	.....41,811	..... 44,666	..... 47,150	.....49,829	..... 54,474

# 2018-19 Career Status Ranking

## 5A Comparison, Bachelor's

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21-25	Average of Steps 26 & above
Guymon.....40,693	Noble.....43,621	Noble.....47,641	Noble.....50,400	Noble.....53,943	Altus.....57,747
Noble.....39,985	Pryor.....43,466	Pryor.....47,116	Pryor.....50,415	Pryor.....53,908	Tulsa.....56,354
Okla. City....39,978	Guymon.....43,311	Guymon.....46,166	Guymon.....48,650	Guymon.....51,318	Western Heights
Pryor.....39,943	Lawton .....42,701	Okla. City....45,713	Okla. City....53,977	Okla. City....58,710	.....56,135
Lawton .....39,704	Okla. City....42,568	Lawton .....45,483	Lawton .....48,635	Lawton .....52,029	Shawnee .....56,068
Tulsa.....39,051	Collinsville..41,904	Tulsa.....44,711	Tulsa.....49,262	Tulsa.....52,973	Lawton .....55,569
Collinsville..39,048	Woodward...41,811	Woodward...44,666	Woodward...47,150	Woodward...49,829	Pryor.....55,449
Coweta .....38,877	Tulsa.....41,781	Coweta .....44,549	Coweta .....47,498	Coweta .....50,631	Mid-Del.....54,897
Woodward...38,860	Shawnee .....41,516	Altus.....44,471	Altus.....49,075	Altus.....52,768	Coweta .....54,886
Western Heights	Coweta .....41,508	Collinsville..44,429	Collinsville..46,553	Collinsville..48,861	Woodward...54,474
.....38,747	Glenpool.....41,232	Shawnee .....44,407	Shawnee .....47,906	Shawnee .....50,919	Guymon.....54,377
Shawnee .....38,712	Western Heights	Glenpool.....44,104	Glenpool.....46,586	Glenpool.....49,254	Tahlequah....53,250
Glenpool.....38,675	.....41,196	Tahlequah....43,766	Tahlequah....46,250	Tahlequah....48,918	Piedmont .....53,019
Tahlequah....38,293	Tahlequah....40,911	Western Heights	Western Heights	Western Heights	McAlester....52,799
Skiatook .....38,166	Piedmont .....40,750	.....43,614	.....46,098	.....49,509	Glenpool.....52,260
Piedmont .....38,166	Skiatook .....40,631	Piedmont .....43,606	Piedmont .....46,290	Piedmont .....49,158	Collinsville..51,507
Mid-Del.....37,991	Altus.....40,486	Skiatook .....43,553	Skiatook .....46,005	Skiatook .....48,293	Skiatook .....51,262
Durant .....37,793	Durant .....40,411	Durant .....43,266	Durant .....45,745	Durant .....48,418	El Reno.....49,933
Altus.....37,693	Mid-Del.....40,399	Mid-Del.....43,166	Mid-Del.....45,735	Mid-Del.....48,978	Duncan .....49,847
McAlester....37,693	McAlester....40,311	McAlester....43,166	McAlester....45,650	McAlester....48,318	Ardmore .....49,731
<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	Guthrie .....48,696
<b>.....37,693</b>	<b>.....40,311</b>	<b>.....43,166</b>	<b>.....45,650</b>	<b>.....48,040</b>	Claremore....48,675
Claremore....36,339	El Reno.....38,823	El Reno.....41,659	El Reno.....44,147	El Reno.....46,820	Noble.....
El Reno.....36,113	Claremore....38,786	Claremore....41,453	Claremore....43,774	Claremore....46,267	Okla. City.....
Ardmore .....36,039	Ardmore .....38,606	Ardmore .....41,377	Ardmore .....43,803	Ardmore .....46,400	Durant .....
Duncan .....35,984	Duncan .....38,420	Duncan .....41,075	Duncan .....43,385	Duncan .....45,866	<b>State Minimum.....</b>
Guthrie .....\$35,926	Guthrie .....\$38,260	Guthrie .....\$40,736	Guthrie .....\$43,122	Guthrie .....\$45,641	



# 2018-19 Base Salary Comparison

## Master's - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	37,991.00	.....38,773.30	.....38,816.48	.....36,361.40	.....37,462.70	.....40,699.35
1	38,425.00	.....39,181.05	.....39,221.07	.....37,149.02	.....37,715.33	.....41,133.34
2	38,859.00	.....39,588.80	.....39,714.23	.....38,318.89	.....38,163.91	.....42,206.10
3	39,294.00	.....39,997.55	.....40,208.39	.....38,520.69	.....38,618.17	.....42,641.09
4	39,728.00	.....40,405.30	.....40,701.56	.....39,000.56	.....39,076.16	.....43,009.10
5	40,200.00	.....40,849.30	.....41,233.85	.....39,492.52	.....39,551.94	.....43,414.86
6	40,663.00	.....41,284.30	.....41,757.15	.....39,976.11	.....40,023.56	.....43,788.39
7	41,127.00	.....41,720.30	.....42,281.46	.....40,460.63	.....40,501.09	.....44,252.38
8	41,590.00	.....42,155.30	.....42,804.76	.....40,944.22	.....40,982.58	.....44,624.14
9	42,054.00	.....42,591.30	.....43,329.06	.....41,428.74	.....41,470.09	.....44,996.90
10	43,568.00	.....44,016.05	.....44,938.51	.....42,076.01	.....42,137.68	.....46,360.17
11	44,061.00	.....44,479.30	.....45,492.96	.....42,564.25	.....42,639.42	.....46,736.93
12	44,554.00	.....44,942.55	.....46,047.41	.....43,902.49	.....43,146.39	.....47,206.69
13	45,047.00	.....45,405.80	.....46,601.86	.....44,390.73	.....43,658.57	.....47,583.45
14	45,539.00	.....45,868.05	.....47,155.31	.....44,878.04	.....44,175.11	.....47,959.21
15	46,052.00	.....46,351.30	.....47,729.76	.....45,384.88	.....44,718.04	.....48,448.97
16	46,545.00	.....46,814.55	.....48,284.20	.....45,873.12	.....45,246.43	.....48,988.49
17	47,038.00	.....47,463.80	.....48,838.65	.....46,361.36	.....45,780.35	.....49,636.59
18	47,531.00	.....48,113.05	.....49,393.10	.....46,874.60	.....46,319.86	.....50,314.61
19	48,024.00	.....48,762.30	.....49,947.55	.....47,387.84	.....46,865.03	.....50,965.61
20	48,538.00	.....49,432.55	.....50,523.00	.....47,920.63	.....47,436.00	.....51,391.59
21	49,031.00	.....50,081.80	.....51,077.45	.....48,433.85	.....47,993.61	.....52,370.59
22	49,524.00	.....50,731.05	.....51,631.90	.....48,947.09	.....48,556.16	.....52,938.61
23	50,018.00	.....51,381.30	.....52,187.35	.....49,461.26	.....49,125.64	.....53,432.61
24	50,511.00	.....52,030.55	.....52,741.80	.....49,974.50	.....49,700.13	.....53,832.61
25	51,971.00	.....53,646.80	.....54,263.24	.....51,387.05	.....51,247.70	.....55,292.61
26		.....54,228.05	.....54,749.69	.....51,837.05	.....51,766.42	.....55,624.59
27		.....54,809.30	.....55,236.13	.....52,512.05	.....52,291.39	.....55,956.59
28		.....55,390.55	.....55,722.57	.....53,187.05	.....52,822.61	.....56,288.59
29		.....55,971.80	.....56,209.00	.....53,862.05	.....53,360.23	.....56,620.59
30		.....56,553.05	.....56,695.45	.....54,537.05	.....53,904.30	.....56,952.59
31			.....57,181.89	.....55,212.05	.....54,454.90	.....57,284.60
32			.....57,668.33	.....55,887.05	.....55,012.11	
33			.....58,154.77		.....55,576.00	
34			.....58,641.21		.....56,146.66	
35			.....59,127.65		.....56,724.17	
36					.....57,308.61	
37					.....57,900.06	
38					.....58,498.61	
39						
40						
41						
42						
43						
44						
45						

# 2018-19 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks*	Lawton*	Mid-Del
0	37,991.00	41,000.00	37,227.63	39,763.00	39,794.00	37,991.00
1	38,425.00	41,450.00	37,382.50	40,347.00	40,053.00	38,425.00
2	38,859.00	41,900.00	37,960.37	41,066.00	40,312.00	39,433.55
3	39,294.00	42,350.00	38,492.80	41,858.00	41,134.00	39,822.77
4	39,728.00	42,800.00	49,263.12	42,538.00	42,356.00	40,190.53
5	40,200.00	43,250.00	39,949.18	43,317.00	42,803.00	40,601.05
6	40,663.00	43,725.00	40,579.72	43,905.00	43,229.00	40,996.06
7	41,127.00	44,200.00	41,115.86	44,494.00	43,746.00	41,368.82
8	41,590.00	44,675.00	41,651.08	45,082.00	44,355.00	41,766.62
9	42,054.00	45,150.00	42,091.90	45,671.00	45,105.00	42,206.34
10	43,568.00	45,625.00	42,695.47	46,435.00	46,032.00	43,568.00
11	44,061.00	46,125.00	43,140.01	47,028.00	46,700.00	44,061.00
12	44,554.00	46,625.00	43,584.55	47,621.00	47,369.00	44,554.00
13	45,047.00	47,125.00	44,083.09	48,214.00	48,043.00	45,047.00
14	45,539.00	47,625.00	44,472.70	48,806.00	48,712.00	45,539.00
15	46,052.00	48,125.00	44,935.84	49,419.00	49,408.00	46,052.00
16	46,545.00	48,650.00	45,380.38	50,012.00	50,079.00	46,595.13
17	47,038.00	49,175.00	45,824.92	50,605.00	50,759.00	47,342.96
18	47,531.00	49,700.00	46,364.78	51,198.00	51,435.00	47,991.28
19	48,024.00	50,225.00	46,904.65	51,791.00	52,117.00	48,774.45
20	48,538.00	50,750.00	47,464.04	52,405.00	52,816.00	49,596.30
21	49,031.00	51,300.00	48,003.91	52,998.00	53,499.00	50,417.60
22	49,524.00	51,850.00	48,543.77	56,980.00	54,140.00	51,259.36
23	50,018.00	52,400.00	49,084.57	57,574.00	54,820.00	51,823.12
24	50,511.00	52,950.00	49,624.43	58,167.00	55,462.00	52,523.52
25	51,971.00	53,500.00	51,063.61	59,727.00	57,071.00	54,190.92
26		54,075.00	51,540.23	64,442.00	57,650.00	54,823.32
27		54,650.00	52,016.86		58,234.00	55,455.72
28		55,225.00	52,493.48		58,949.00	56,008.00
29		55,800.00	52,970.11		59,249.00	56,720.52
30		56,375.00	53,446.73			57,352.92
31		56,975.00	53,923.36			57,985.32
32		57,575.00	54,399.98			58,617.72
33		58,175.00	54,876.61			59,250.12
34		58,775.00	55,353.23			59,882.52
35		59,375.00	55,829.86			60,514.92
36		59,975.00	56,306.48			61,147.32
37		60,575.00	56,783.11			61,779.72
38		61,175.00	57,258.11			62,412.12
39		64,509.00	57,723.11			63,044.52
40						63,676.92
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Owasso*
0	37,991.00	.....38,694.00	.....38,141.00	.....38,989.14	.....39,286.00	.....40,531.00
1	38,425.00	.....39,102.00	.....38,850.00	.....39,397.16	.....39,504.00	.....41,040.00
2	38,859.00	.....39,509.00	.....39,509.00	.....39,946.15	.....39,792.00	.....41,549.00
3	39,294.00	.....39,918.00	.....40,169.00	.....40,396.14	.....40,313.00	.....42,059.00
4	39,728.00	.....40,326.00	.....40,828.00	.....40,845.13	.....40,672.00	.....42,568.00
5	40,200.00	.....40,863.00	.....41,500.00	.....41,330.37	.....41,020.00	.....43,090.00
6	40,663.00	.....41,391.00	.....42,163.00	.....41,806.61	.....41,943.00	.....43,653.00
7	41,127.00	.....41,920.00	.....42,827.00	.....42,283.85	.....42,333.00	.....44,217.00
8	41,590.00	.....42,448.00	.....43,590.00	.....42,760.09	.....42,721.00	.....44,780.00
9	42,054.00	.....42,977.00	.....44,355.00	.....43,250.33	.....43,111.00	.....45,344.00
10	43,568.00	.....43,681.00	.....45,272.00	.....44,325.82	.....43,773.00	.....46,083.00
11	44,061.00	.....44,214.00	.....45,944.00	.....45,000.31	.....44,585.00	.....46,651.00
12	44,554.00	.....44,840.00	.....46,629.00	.....45,674.80	.....45,583.00	.....47,269.00
13	45,047.00	.....45,466.00	.....47,297.00	.....46,349.29	.....46,581.00	.....47,887.00
14	45,539.00	.....46,091.00	.....48,064.00	.....47,022.78	.....47,671.00	.....48,504.00
15	46,052.00	.....46,737.00	.....48,852.00	.....47,717.27	.....48,828.00	.....49,142.00
16	46,545.00	.....47,363.00	.....49,620.00	.....48,391.76	.....49,966.00	.....49,760.00
17	47,038.00	.....48,082.00	.....50,388.00	.....49,066.25	.....51,336.00	.....50,378.00
18	47,531.00	.....48,801.00	.....51,135.00	.....49,740.74	.....52,334.00	.....50,996.00
19	48,024.00	.....49,520.00	.....51,941.00	.....50,415.23	.....53,378.00	.....51,614.00
20	48,538.00	.....50,260.00	.....52,768.00	.....51,210.72	.....53,839.00	.....52,253.00
21	49,031.00	.....50,979.00	.....53,574.00	.....51,885.21	.....54,279.00	.....52,871.00
22	49,524.00	.....51,698.00	.....54,380.00	.....52,559.70	.....54,719.00	.....53,489.00
23	50,018.00	.....52,418.00	.....55,187.00	.....53,235.19	.....55,160.00	.....54,108.00
24	50,511.00	.....53,169.00	.....55,993.00	.....53,909.68	.....55,600.00	.....54,726.00
25	51,971.00	.....54,888.00	.....57,766.00	.....55,551.17	.....57,007.00	.....56,311.00
26		.....55,571.00	.....58,504.00	.....56,111.17	.....57,379.00	.....56,911.00
27		.....56,255.00	.....59,242.00	.....56,671.17	.....57,751.00	.....57,511.00
28		.....56,939.00	.....59,980.00	.....57,231.17	.....58,123.00	.....58,111.00
29		.....57,622.00	.....60,733.00	.....57,791.17	.....58,495.00	.....58,711.00
30		.....58,306.00	.....61,451.00	.....58,351.17	.....58,867.00	.....59,311.00
31		.....58,989.00	.....62,160.00	.....58,911.17	.....60,727.00	
32		.....59,673.00	.....62,760.00	.....59,471.19		
33		.....60,356.00	.....63,560.00	.....60,031.17		
34		.....61,040.00	.....64,260.00	.....60,591.17		
35		.....61,723.00	.....64,960.00	.....61,151.17		
36		.....62,407.00	.....65,660.00	.....61,711.17		
37		.....63,091.00	.....66,360.00	.....62,271.17		
38		.....63,775.00	.....67,060.00	.....62,831.17		
39		.....64,509.00	.....67,760.00	.....63,391.17		
40		.....65,244.00	.....68,460.00	.....63,951.17		
41			.....69,160.00			
42			.....69,860.00			
43			.....70,560.00			
44						
45						

# 2018-19 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Ponca City	Putnam City	Sand Springs*	Sapulpa*	Stillwater
0	37,991.00	.....38,063.94	.....41,500.00	.....38,990.00	.....40,202.00	.....38,851.00
1	38,425.00	.....39,016.26	.....41,850.00	.....39,924.00	.....40,660.00	.....39,299.00
2	38,859.00	.....39,536.13	.....42,200.00	.....40,488.00	.....41,125.00	.....40,912.00
3	39,294.00	.....40,056.93	.....42,500.00	.....41,305.00	.....41,597.00	.....41,629.00
4	39,728.00	.....40,576.80	.....42,900.00	.....41,962.00	.....42,079.00	.....42,053.00
5	40,200.00	.....41,108.76	.....43,425.00	.....42,494.00	.....42,567.00	.....43,087.00
6	40,663.00	.....41,632.35	.....43,950.00	.....42,877.00	.....43,056.00	.....44,015.00
7	41,127.00	.....42,156.87	.....44,475.00	.....43,286.00	.....43,550.00	.....44,535.00
8	41,590.00	.....42,680.46	.....45,000.00	.....43,684.00	.....44,050.00	.....45,062.00
9	42,054.00	.....43,204.98	.....45,525.00	.....44,073.00	.....44,555.00	.....45,959.00
10	43,568.00	.....43,892.25	.....46,125.00	.....44,875.00	.....45,240.00	.....46,338.00
11	44,061.00	.....44,420.49	.....46,725.00	.....45,371.00	.....45,760.00	.....46,891.00
12	44,554.00	.....44,948.73	.....47,325.00	.....45,862.00	.....46,284.00	.....47,452.00
13	45,047.00	.....45,476.97	.....47,925.00	.....46,558.00	.....46,814.00	.....48,080.00
14	45,539.00	.....46,004.28	.....48,525.00	.....47,248.00	.....47,348.00	.....48,595.00
15	46,052.00	.....46,551.12	.....49,125.00	.....48,009.00	.....47,908.00	.....49,198.00
16	46,545.00	.....47,079.36	.....49,725.00	.....48,705.00	.....48,454.00	.....49,790.00
17	47,038.00	.....47,607.60	.....50,325.00	.....49,396.00	.....49,006.00	.....50,390.00
18	47,531.00	.....48,135.84	.....50,925.00	.....50,092.00	.....49,563.00	.....50,998.00
19	48,024.00	.....48,664.08	.....51,525.00	.....50,783.00	.....50,126.00	.....51,615.00
20	48,538.00	.....49,211.85	.....52,125.00	.....51,595.00	.....40,714.00	.....52,262.00
21	49,031.00	.....49,740.09	.....52,725.00	.....52,291.00	.....51,289.00	.....52,895.00
22	49,524.00	.....50,268.36	.....53,325.00	.....52,782.00	.....51,868.00	.....53,537.00
23	50,018.00	.....50,797.50	.....53,925.00	.....53,279.00	.....52,566.00	.....54,189.00
24	50,511.00	.....51,325.74	.....54,525.00	.....53,770.00	.....53,047.00	.....54,849.00
25	51,971.00	.....52,753.29	.....55,625.00	.....56,063.00	.....54,612.00	.....56,486.00
26		.....53,218.29	.....56,225.00	.....57,311.00	.....55,147.00	.....57,122.00
27		.....53,683.29	.....56,825.00	.....58,261.00	.....55,689.00	.....57,743.00
28		.....54,148.29	.....57,425.00		.....56,238.00	.....58,373.00
29		.....54,613.29	.....58,025.00		.....56,792.00	.....59,013.00
30		.....55,078.29	.....58,625.00		.....57,353.00	.....59,663.00
31			.....59,225.00		.....57,920.00	.....60,318.00
32			.....59,825.00		.....58,494.00	.....60,626.00
33			.....60,425.00		.....59,074.00	.....60,933.00
34			.....61,025.00		.....59,662.00	.....61,241.00
35			.....61,625.00		.....60,257.00	.....61,548.00
36			.....62,225.00		.....60,859.00	.....61,856.00
37			.....62,825.00		.....61,387.00	.....62,163.00
38			.....63,425.00		.....61,996.00	.....62,471.00
39			.....64,025.00		.....64,185.00	.....62,778.00
40			.....64,625.00			.....63,086.00
41			.....65,225.00			
42			.....65,825.00			
43			.....66,425.00			
44						
45						

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

# 2018-19 Salary Comparison Master's - 6A School Districts

Steps	State Minimum	Tulsa*	Union*	Yukon
0	37,991.00	.....39,147.00	.....41,000.00	.....39,700.00
1	38,425.00	.....39,616.00	.....41,450.00	.....40,094.00
2	38,859.00	.....40,085.00	.....41,900.00	.....40,858.00
3	39,294.00	.....40,545.00	.....42,350.00	.....41,007.00
4	39,728.00	.....41,004.00	.....42,800.00	.....41,568.00
5	40,200.00	.....41,476.00	.....43,300.00	.....42,072.00
6	40,663.00	.....41,939.00	.....43,800.00	.....42,544.00
7	41,127.00	.....42,423.00	.....44,300.00	.....43,085.00
8	41,590.00	.....43,096.00	.....44,800.00	.....43,592.00
9	42,054.00	.....43,670.00	.....45,900.00	.....44,100.00
10	43,568.00	.....44,319.00	.....46,050.00	.....44,783.00
11	44,061.00	.....45,047.00	.....46,600.00	.....45,310.00
12	44,554.00	.....45,605.00	.....47,150.00	.....45,834.00
13	45,047.00	.....46,483.00	.....47,700.00	.....46,385.00
14	45,539.00	.....47,470.00	.....48,250.00	.....46,881.00
15	46,052.00	.....48,568.00	.....48,850.00	.....47,425.00
16	46,545.00	.....49,356.00	.....49,450.00	.....47,984.00
17	47,038.00	.....50,894.00	.....50,050.00	.....48,544.00
18	47,531.00	.....51,572.00	.....50,650.00	.....49,104.00
19	48,024.00	.....52,150.00	.....51,250.00	.....49,664.00
20	48,538.00	.....53,449.00	.....52,150.00	.....50,245.00
21	49,031.00	.....54,017.00	.....52,850.00	.....50,857.00
22	49,524.00	.....54,585.00	.....53,550.00	.....51,477.00
23	50,018.00	.....55,354.00	.....54,250.00	.....52,098.00
24	50,511.00	.....55,922.00	.....54,950.00	.....52,718.00
25	51,971.00	.....57,457.00	.....55,750.00	.....54,305.00
26		.....57,957.00	.....56,550.00	.....54,869.00
27		.....58,457.00	.....57,350.00	.....55,433.00
28		.....58,957.00	.....58,150.00	.....55,997.00
29		.....59,457.00	.....48,950.00	.....56,561.00
30		.....59,957.00	.....59,950.00	.....57,125.00
31		.....60,457.00	.....60,950.00	.....57,809.00
32		.....60,957.00	.....60,950.00	.....58,492.00
33			.....61,750.00	.....59,177.00
34			.....62,750.00	.....59,861.00
35			.....62,750.00	.....60,545.00
36			.....62,750.00	.....61,241.00
37			.....63,750.00	.....61,937.00
38			.....63,750.00	.....62,633.00
39			.....63,750.00	.....63,329.00
40			.....64,750.00	.....64,025.00
41			.....64,750.00	.....64,721.00
42				.....46,367.00
43				
44				
45				

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

# 2018-19 Salary Comparison

## Master's – Career Status, 6A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Bartlesville	.....\$39,799	.....\$42,353	..... \$45,409	.....\$48,117	.....\$51,574	..... \$55,391
Bixby	.....\$39,983	.....\$43,022	..... \$46,605	..... \$49,397	.....\$52,380	..... \$56,939
Broken Arrow	.....\$38,141	.....\$40,977	..... \$44,224	..... \$46,884	.....\$49,641	..... \$53,862
Choctaw	.....\$38,431	.....\$41,023	..... \$43,668	..... \$46,330	.....\$49,325	..... \$55,059
Deer Creek	.....\$42,184	.....\$44,804	..... \$47,587	..... \$50,259	.....\$53,573	..... \$56,455
Edmond	.....\$42,125	.....\$44,675	..... \$47,125	..... \$49,700	.....\$52,400	..... \$58,088
Enid	.....\$40,046	.....\$41,627	..... \$44,043	..... \$46,388	.....\$49,264	..... \$54,637
Jenks	.....\$41,482	.....\$45,117	..... \$48,218	..... \$51,202	.....\$57,089	..... \$64,442
Lawton	.....\$41,075	.....\$44,493	..... \$48,046	..... \$51,441	.....\$54,998	..... \$58,521
Mid-Del	.....\$39,411	.....\$41,981	..... \$45,051	..... \$48,060	.....\$52,043	..... \$59,245
Moore	.....\$39,735	.....\$42,483	..... \$45,470	..... \$48,805	.....\$52,630	..... \$60,367
Muskogee	.....\$39,833	.....\$43,641	..... \$47,357	..... \$51,170	.....\$55,380	..... \$64,583
Mustang	.....\$40,151	.....\$42,885	..... \$46,353	..... \$49,765	.....\$53,428	..... \$60,031
Norman	.....\$40,098	.....\$42,776	..... \$46,650	..... \$52,171	.....\$55,353	..... \$58,557
Owasso	.....\$41,806	.....\$44,815	..... \$47,891	..... \$51,000	.....\$54,301	..... \$58,111
Ponca City	.....\$39,726	.....\$42,713	..... \$45,480	..... \$48,140	.....\$50,977	..... \$54,148
Putnam City	.....\$42,396	.....\$45,015	..... \$47,925	..... \$50,925	.....\$54,025	..... \$61,625
Sand Springs	.....\$40,861	.....\$43,759	..... \$46,610	..... \$50,114	.....\$53,637	..... \$57,786
Sapulpa	.....\$41,372	.....\$44,090	..... \$46,823	..... \$47,573	.....\$52,676	..... \$58,932
Stillwater	.....\$40,972	.....\$45,182	..... \$48,043	..... \$51,011	.....\$54,391	..... \$60,596
Tulsa	.....\$40,312	.....\$43,089	..... \$46,635	..... \$51,484	.....\$55,467	..... \$59,457
Union	.....\$42,133	.....\$44,970	..... \$47,710	..... \$50,710	.....\$54,270	..... \$60,850
Yukon	.....\$40,883	.....\$43,621	..... \$46,367	..... \$49,108	.....\$52,291	..... \$59,610
<b>State Minimum</b>	<b>.....\$39,083</b>	<b>.....\$41,800</b>	<b>..... \$45,051</b>	<b>..... \$47,535</b>	<b>.....\$50,211</b>	<b>.....</b>

# 2017-2018 Career Status Ranking

## 6A Comparison, Master's

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Putnam City .....42,396	Stillwater .....45,182	Jenks.....48,218	Norman .....52,171	Jenks.....57,089	Muskogee ....64,583
Deer Creek ..42,184	Jenks.....45,117	Lawton .....48,046	Tulsa.....51,484	Tulsa.....55,467	Jenks.....64,442
Union.....42,133	Putnam City .....45,015	Stilwater .....48,043	Lawton .....51,441	Muskogee ....55,380	Putnam City .....61,625
Edmond.....42,125	Union.....44,970	.....47,925	Jenks.....51,202	Norman .....55,353	.....61,625
Owasso.....41,806	Union.....44,970	.....47,925	Muskogee ....51,170	Lawton .....54,998	Union.....60,850
Jenks.....41,482	Owasso.....44,815	Owasso .....47,891	Stilwater .....51,011	Stilwater .....54,391	Stilwater .....60,596
Sapulpa.....41,372	Deer Creek ..44,804	Union.....47,710	Owasso.....51,000	Owasso.....54,301	Moore.....60,367
Lawton .....41,075	Edmond.....44,675	Deer Creek ..47,587	Putnam City .....50,925	Union.....54,270	Mustang.....60,031
Stilwater .....40,972	Lawton .....44,493	Muskogee ....47,357	.....50,925	Putnam City .....54,025	Yukon.....59,610
Yukon .....40,883	Sapulpa.....44,090	Edmond.....47,125	Union.....50,710	.....54,025	Tulsa.....59,457
Sand Springs .....40,861	Sand Springs .....43,759	Sapulpa.....46,823	Deer Creek ..50,259	Sand Springs .....53,637	Mid-Del.....59,245
Tulsa.....40,312	Muskogee ....43,641	Norman .....46,650	Sand Springs .....50,114	Deer Creek ..53,573	Sapulpa.....58,932
Mustang.....40,151	Yukon .....43,621	Tulsa.....46,635	Mustang.....49,765	Mustang.....53,428	Norman .....58,557
Norman .....40,098	Tulsa.....43,089	Sand Springs .....46,610	Edmond.....49,700	Sapulpa.....52,676	Lawton .....58,521
Enid.....40,046	Bixby.....43,022	Bixby.....46,605	Bixby.....49,397	Moore.....52,630	Owasso .....58,111
Bixby.....39,983	Mustang.....42,885	Yukon .....46,367	Yukon .....49,108	Edmond.....52,400	Edmond.....58,088
Muskogee ....39,833	Norman .....42,776	Mustang.....46,353	Moore.....48,805	Bixby.....52,380	Sand Springs .....57,786
Bartlesville ..39,799	Ponca City...42,713	Ponca City...45,480	Ponca City...48,140	Yukon .....52,291	Bixby.....56,939
Moore.....39,735	Moore.....42,483	Moore.....45,470	Bartlesville ..48,117	Mid-Del.....52,043	Deer Creek ..56,455
Ponca City...39,726	Bartlesville ..42,353	Bartlesville ..45,409	Mid-Del.....48,060	Bartlesville ..51,574	Bartlesville ..55,391
Mid-Del.....39,411	Mid-Del.....41,981	Mid-Del.....45,051	Sapulpa.....47,573	Ponca City...50,977	Choctaw/Nicoma Park .....55,059
<b>State Minimum</b> ..... <b>39,083</b>	<b>State Minimum</b> ..... <b>41,800</b>	<b>State Minimum</b> ..... <b>45,051</b>	<b>State Minimum</b> ..... <b>47,535</b>	<b>State Minimum</b> ..... <b>50,211</b>	Enid.....54,637
Choctaw/Nicoma Park .....38,431	Enid.....41,627	Broken Arrow .....44,224	Broken Arrow .....46,884	Broken Arrow .....49,641	Ponca City...54,148
Broken Arrow .....38,141	Choctaw/Nicoma Park .....41,023	Enid.....44,043	Enid.....46,388	Choctaw/Nicoma Park .....49,325	Broken Arrow .....53,862
	Broken Arrow..... \$40,977	Choctaw/Nicoma Park .....43,668	Choctaw/Nicoma Park .....46,330	Enid.....49,264	<b>State Minimum.....</b>

# 2018-19 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Altus*	Ardmore	Claremore	Collinsville*	Coweta*
0	37,991.00	.....38,541.00	.....36,261.63	.....36,705.86	.....37,991.00	.....39,149.00
1	38,425.00	.....38,975.00	.....36,665.25	.....37,112.32	.....39,374.00	.....39,583.00
2	38,859.00	.....39,109.00	.....37,115.37	.....37,518.77	.....40,668.00	.....40,050.00
3	39,294.00	.....39,444.00	.....37,543.17	.....37,926.16	.....41,081.00	.....40,485.00
4	39,728.00	.....39,878.00	.....37,970.04	.....38,332.61	.....41,493.00	.....40,919.00
5	40,200.00	.....40,375.00	.....38,432.25	.....38,774.49	.....41,918.00	.....41,391.00
6	40,663.00	.....41,038.00	.....38,886.09	.....39,207.98	.....42,334.00	.....41,854.00
7	41,127.00	.....41,702.00	.....39,340.86	.....39,643.34	.....42,751.00	.....42,318.00
8	41,590.00	.....42,340.00	.....39,794.70	.....40,076.83	.....43,167.00	.....42,781.00
9	42,054.00	.....42,929.00	.....40,249.47	.....40,511.25	.....43,585.00	.....43,245.00
10	43,568.00	.....44,618.00	.....41,680.74	.....41,929.18	.....45,026.00	.....44,759.00
11	44,061.00	.....45,311.00	.....42,162.48	.....42,391.57	.....45,448.00	.....45,252.00
12	44,554.00	.....46,054.00	.....42,644.22	.....42,853.02	.....45,868.00	.....45,838.00
13	45,047.00	.....46,747.00	.....43,125.96	.....43,314.48	.....46,290.00	.....46,424.00
14	45,539.00	.....47,339.00	.....43,606.77	.....43,775.94	.....46,710.00	.....47,009.00
15	46,052.00	.....49,502.00	.....44,107.11	.....44,256.04	.....47,151.00	.....47,615.00
16	46,545.00	.....50,095.00	.....44,588.85	.....44,717.50	.....47,572.00	.....48,201.00
17	47,038.00	.....50,938.00	.....45,070.59	.....45,180.08	.....47,993.00	.....48,787.00
18	47,531.00	.....51,531.00	.....45,552.33	.....45,641.34	.....48,414.00	.....49,373.00
19	48,024.00	.....52,224.00	.....46,034.07	.....46,102.80	.....48,834.00	.....49,959.00
20	48,538.00	.....53,088.00	.....46,535.34	.....46,584.76	.....49,277.00	.....50,566.00
21	49,031.00	.....53,756.00	.....47,017.08	.....47,046.22	.....49,698.00	.....51,152.00
22	49,524.00	.....54,599.00	.....47,498.82	.....47,508.61	.....50,119.00	.....51,738.00
23	50,018.00	.....55,118.00	.....47,981.49	.....47,971.00	.....50,541.00	.....52,325.00
24	50,511.00	.....55,686.00	.....48,463.23	.....48,432.45	.....50,962.00	.....52,911.00
25	51,971.00	.....57,171.00	.....49,844.28	.....49,796.32	.....52,350.00	.....54,464.00
26		.....57,521.00	.....50,262.78	.....50,194.38	.....52,703.00	.....54,889.00
27		.....58,296.00	.....50,681.28	.....50,968.14	.....53,056.00	.....55,314.00
28		.....58,696.00	.....51,099.78	.....52,069.11	.....53,410.00	.....55,739.00
29		.....59,096.00	.....51,518.28		.....53,762.00	.....56,164.00
30		.....59,496.00	.....51,936.78		.....54,115.00	.....56,589.00
31		.....59,896.00	.....52,355.28			.....57,014.00
32		.....60,296.00	.....52,773.78			.....57,439.00
33		.....60,696.00				.....57,864.00
34		.....61,096.00				.....58,289.00
35		.....61,496.00				.....58,714.00
36		.....61,896.00				
37		.....62,296.00				
38		.....62,696.00				
39						
40						
41						
42						
43						
44						
45						

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



# 2018-19 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool*	Guthrie
0	37,991.00	.....36,261.63	.....38,491.00	.....36,239.10	.....39,051.00	.....36,209.50
1	38,425.00	.....36,665.25	.....39,099.00	.....36,646.85	.....39,485.00	.....36,617.25
2	38,859.00	.....37,068.87	.....39,700.00	.....37,054.60	.....39,919.00	.....37,025.00
3	39,294.00	.....37,473.42	.....40,553.00	.....37,772.11	.....40,354.00	.....37,433.75
4	39,728.00	.....37,877.04	.....40,955.00	.....38,179.86	.....40,788.00	.....37,841.50
5	40,200.00	.....38,316.00	.....41,395.00	.....38,623.86	.....41,235.00	.....38,262.25
6	40,663.00	.....38,746.59	.....41,826.00	.....39,089.55	.....41,698.00	.....38,674.00
7	41,127.00	.....39,178.11	.....42,348.00	.....39,556.24	.....42,162.00	.....37,110.00
8	41,590.00	.....39,608.70	.....42,689.00	.....40,021.93	.....42,625.00	.....39,545.00
9	42,054.00	.....40,040.22	.....43,121.00	.....40,488.62	.....43,089.00	.....39,981.00
10	43,568.00	.....41,448.24	.....44,853.00	.....41,944.06	.....43,978.00	.....40,937.75
11	44,061.00	.....41,906.73	.....45,764.00	.....42,438.00	.....45,071.00	.....41,401.00
12	44,554.00	.....42,365.22	.....46,225.00	.....42,931.94	.....45,564.00	.....41,995.25
13	45,047.00	.....42,823.71	.....46,686.00	.....43,425.88	.....46,057.00	.....42,458.49
14	45,539.00	.....43,281.27	.....47,146.00	.....43,918.82	.....46,549.00	.....42,920.74
15	46,052.00	.....43,758.36	.....47,877.00	.....44,432.76	.....47,062.00	.....43,403.99
16	46,545.00	.....44,216.85	.....48,638.00	.....44,926.70	.....47,555.00	.....43,867.24
17	47,038.00	.....44,675.34	.....49,099.00	.....45,420.64	.....48,048.00	.....44,330.49
18	47,531.00	.....45,133.83	.....49,560.00	.....46,914.58	.....48,541.00	.....44,793.74
19	48,024.00	.....45,592.32	.....50,721.00	.....46,408.52	.....49,034.00	.....45,257.00
20	48,538.00	.....46,070.34	.....51,703.00	.....46,923.46	.....49,548.00	.....45,741.25
21	49,031.00	.....46,528.83	.....52,664.00	.....47,417.40	.....50,041.00	.....46,204.50
22	49,524.00	.....46,987.32	.....53,125.00	.....47,911.34	.....50,534.00	.....46,667.75
23	50,018.00	.....47,446.74	.....53,837.00	.....48,406.28	.....51,028.00	.....47,132.00
24	50,511.00	.....47,905.32	.....54,798.00	.....48,900.22	.....51,521.00	.....47,595.25
25	51,971.00	.....49,263.03	.....56,226.00	.....50,361.16	.....52,981.00	.....49,025.50
26		.....49,658.28	.....56,526.00	.....50,787.10	.....53,406.00	.....49,420.74
27		.....50,053.53	.....56,826.00	.....51,213.04	.....53,831.00	.....47,815.99
28		.....50,448.73	.....57,226.00	.....51,638.98	.....54,256.00	.....50,211.24
29		.....50,844.03	.....58,126.00	.....52,235.11	.....54,681.00	.....50,606.49
30		.....51,239.28	.....58,426.00	.....52,831.24	.....55,106.00	.....51,001.74
31		.....51,634.53	.....59,026.00			.....51,396.99
32		.....52,029.78	.....59,626.00			
33		.....52,425.03	.....60,226.00			
34		.....52,820.28	.....60,826.00			
35		.....53,215.53	.....61,426.00			
36		.....53,610.78	.....62,026.00			
37			.....62,626.00			
38			.....63,226.00			
39			.....63,826.00			
40			.....64,426.00			
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Guymon*	Lawton*	McAlester	Mid-Del	Noble
0	37,991.00	40,911.00	39,794.00	37,991.00	37,991.00	41,691.00
1	38,425.00	41,425.00	40,053.00	38,425.00	38,425.00	42,250.00
2	38,859.00	41,859.00	40,312.00	38,859.00	39,433.55	42,809.00
3	39,294.00	42,294.00	41,134.00	39,294.00	39,822.77	43,369.00
4	39,728.00	42,728.00	42,356.00	39,728.00	40,190.53	43,928.00
5	40,200.00	43,200.00	45,803.00	40,200.00	40,601.05	45,000.00
6	40,663.00	43,663.00	43,229.00	40,663.00	40,996.06	45,563.00
7	41,127.00	44,127.00	43,746.00	41,127.00	41,368.82	46,127.00
8	41,590.00	44,590.00	44,355.00	41,590.00	41,766.62	46,690.00
9	42,054.00	45,054.00	45,105.00	42,054.00	42,206.34	47,254.00
10	43,568.00	46,568.00	46,032.00	43,568.00	43,568.00	48,493.00
11	44,061.00	47,061.00	46,700.00	44,061.00	44,061.00	49,061.00
12	44,554.00	47,554.00	47,396.00	44,554.00	44,554.00	49,629.00
13	45,047.00	48,047.00	48,043.00	46,047.00	45,047.00	50,197.00
14	45,539.00	48,539.00	48,712.00	45,539.00	45,539.00	50,764.00
15	46,052.00	49,052.00	49,408.00	46,052.00	46,052.00	51,852.00
16	46,545.00	49,545.00	50,079.00	46,545.00	46,595.13	52,420.00
17	47,038.00	50,038.00	50,759.00	47,038.00	47,342.96	52,988.00
18	47,531.00	50,531.00	51,435.00	47,531.00	47,991.28	53,556.00
19	48,024.00	51,024.00	52,117.00	48,024.00	48,774.45	54,124.00
20	48,538.00	51,538.00	52,816.00	48,538.00	49,596.30	55,213.00
21	49,031.00	52,031.00	53,499.00	49,031.00	50,417.60	55,781.00
22	49,524.00	52,524.00	54,140.00	49,524.00	51,259.36	56,349.00
23	50,018.00	53,018.00	54,820.00	50,018.00	51,823.12	56,918.00
24	50,511.00	53,511.00	55,462.00	50,511.00	52,523.52	57,486.00
25	51,971.00	54,971.00	57,071.00	51,971.00	54,190.92	59,521.00
26		55,303.00	57,650.00	52,471.00	54,823.32	
27		55,635.00	58,234.00	52,971.00	55,455.72	
28		55,967.00	58,949.00	53,471.00	56,008.00	
29		56,299.00	59,249.00	53,971.00	56,720.52	
30		56,631.00		54,471.00	57,352.92	
31		56,963.00		54,971.00	57,985.32	
32		57,295.00		55,471.00	58,617.72	
33				55,971.00	59,250.12	
34				56,471.00	59,882.52	
35				56,971.00	60,514.92	
36					61,147.32	
37					61,779.72	
38					62,412.12	
39					63,044.52	
40					63,676.92	
41					59,244.78	
42						
43						
44						
45						

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

# 2018-19 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook*
0	37,991.00	40,291.00	37,992.00	40,516.00	38,745.00	38,891.00
1	38,425.00	40,591.00	39,102.00	41,075.00	39,279.00	38,891.00
2	38,859.00	40,841.00	39,533.00	41,634.00	40,233.00	39,484.00
3	39,294.00	41,601.00	39,965.00	42,219.00	40,692.00	39,919.00
4	39,728.00	41,941.00	40,396.00	42,828.00	41,151.00	40,353.00
5	40,200.00	42,341.00	40,840.00	43,475.00	41,623.00	40,800.00
6	40,663.00	42,796.00	41,275.00	44,113.00	42,087.00	41,263.00
7	41,127.00	43,311.00	41,722.00	44,752.00	42,650.00	41,827.00
8	41,590.00	43,826.00	42,146.00	45,365.00	43,214.00	42,190.00
9	42,054.00	44,341.00	45,582.00	46,004.00	43,877.00	42,645.00
10	43,568.00	45,980.00	43,570.00	47,668.00	44,718.00	43,568.00
11	44,061.00	46,648.00	44,284.00	48,311.00	45,386.00	44,436.00
12	44,554.00	47,166.00	44,631.00	48,954.00	46,053.00	44,929.00
13	45,047.00	47,934.00	45,164.00	49,622.00	46,721.00	45,422.00
14	45,539.00	48,501.00	45,969.00	50,289.00	47,489.00	45,914.00
15	46,052.00	49,989.00	46,249.00	50,952.00	48,277.00	46,427.00
16	46,545.00	51,157.00	49,728.00	51,620.00	49,045.00	46,920.00
17	47,038.00	54,225.00	47,315.00	52,263.00	49,813.00	47,413.00
18	47,531.00	57,018.00	47,848.00	52,931.00	50,631.00	47,906.00
19	48,024.00	59,286.00	48,381.00	53,574.00	51,499.00	48,399.00
20	48,538.00	59,975.00	48,935.00	54,238.00	52,338.00	48,913.00
21	49,031.00	60,743.00	49,468.00	54,906.00	52,882.00	49,406.00
22	49,524.00	60,811.00	50,001.00	55,549.00	53,425.00	49,899.00
23	50,018.00	60,880.00	50,535.00	56,218.00	53,968.00	50,393.00
24	50,511.00	60,948.00	51,068.00	56,861.00	54,511.00	50,886.00
25	51,971.00	61,983.00	52,568.00	58,496.00	56,043.00	52,346.00
26			52,968.00	58,996.00	56,518.00	52,971.00
27			53,368.00	59,496.00	56,993.00	53,196.00
28			53,768.00	59,996.00	57,468.00	
29			54,168.00	60,496.00	57,943.00	
30			54,568.00	60,996.00	58,418.00	
31			54,868.00		58,893.00	
32			55,162.00		59,368.00	
33			55,518.00		59,843.00	
34			56,018.00		60,318.00	
35			56,368.00		60,793.00	
36					61,268.00	
37					61,743.00	
38					62,218.00	
39					62,693.00	
40					63,168.00	
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison Master's - 5A School Districts

Steps	State Minimum	Tahlequah*	Tulsa*	Western Heights	Woodward*
0	37,991.00	.....38,591.00	.....39,147.00	.....38,955.69	.....39,491.00
1	38,425.00	.....39,025.00	.....39,616.00	.....39,320.08	.....39,925.00
2	38,859.00	.....39,459.00	.....40,085.00	.....39,680.77	.....40,359.00
3	39,294.00	.....39,894.00	.....40,545.00	.....40,042.40	.....40,794.00
4	39,728.00	.....40,328.00	.....41,004.00	.....40,404.71	.....41,228.00
5	40,200.00	.....40,800.00	.....41,476.00	.....40,778.30	.....41,700.00
6	40,663.00	.....41,263.00	.....41,939.00	.....41,556.66	.....42,163.00
7	41,127.00	.....41,727.00	.....42,423.00	.....42,362.82	.....42,627.00
8	41,590.00	.....42,190.00	.....43,096.00	.....42,814.53	.....
9	42,054.00	.....42,654.00	.....43,670.00	.....43,267.18	.....43,090.00
10	43,568.00	.....44,168.00	.....44,319.00	.....43,882.58	.....43,554.00
11	44,061.00	.....44,661.00	.....45,047.00	.....44,338.93	.....45,068.00
12	44,554.00	.....45,154.00	.....45,605.00	.....44,795.30	.....45,561.00
13	45,047.00	.....45,647.00	.....46,483.00	.....45,251.67	.....46,054.00
14	45,539.00	.....46,193.00	.....47,470.00	.....45,556.12	.....46,547.00
15	46,052.00	.....46,652.00	.....48,568.00	.....46,217.09	.....47,039.00
16	46,545.00	.....47,145.00	.....49,356.00	.....46,859.46	.....48,552.00
17	47,038.00	.....47,638.00	.....50,894.00	.....47,501.83	.....48,045.00
18	47,531.00	.....48,131.00	.....51,572.00	.....48,144.19	.....48,538.00
19	48,024.00	.....48,624.00	.....52,150.00	.....48,786.56	.....49,031.00
20	48,538.00	.....49,138.00	.....53,449.00	.....49,448.45	.....49,524.00
21	49,031.00	.....49,631.00	.....54,017.00	.....50,090.82	.....50,038.00
22	49,524.00	.....50,124.00	.....54,585.00	.....50,733.19	.....50,531.00
23	50,018.00	.....50,618.00	.....55,354.00	.....51,376.48	.....51,024.00
24	50,511.00	.....51,111.00	.....55,922.00	.....52,086.59	.....51,518.00
25	51,971.00	.....52,571.00	.....57,457.00	.....53,697.07	.....52,011.00
26		.....52,922.00	.....57,957.00	.....54,278.32	.....53,471.00
27		.....53,497.00	.....58,457.00	.....54,859.57	.....53,921.00
28		.....54,072.00	.....58,957.00	.....55,440.82	.....54,371.00
29		.....54,647.00	.....59,457.00	.....56,022.07	.....54,821.00
30		.....55,222.00	.....59,957.00	.....56,603.32	.....55,271.00
31		.....55,822.00	.....60,457.00	.....57,184.57	.....55,721.00
32		.....56,422.00	.....60,957.00	.....57,765.82	.....56,171.00
33		.....57,022.00		.....58,347.07	.....56,621.00
34		.....57,622.00		.....58,928.32	.....57,071.00
35		.....58,222.00		.....59,509.57	.....57,521.00
36				.....60,090.82	.....57,971.00
37				.....60,672.07	.....58,421.00
38				.....61,253.32	.....58,871.00
39				.....63,245.10	
40				.....63,826.35	
41					
42					
43					
44					
45					

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

# 2018-19 Salary Comparison

## Master's – Career Status, 5A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Altus	.....39,387	..... 42,525	..... 46,991	..... 51,575	..... 55,266	..... 60,267
Ardmore	.....37,331	..... 39,990	..... 43,129	..... 43,129	..... 48,161	..... 51,518
Claremore	.....37,728	.....40,274	..... 43,318	..... 45,645	.....48,151	..... 51,077
Collinsville	.....40,421	..... 43,373	..... 46,293	..... 48,418	.....50,734	..... 53,409
Coweta	.....40,263	..... 42,991	.....46,428	..... 49,377	.....52,518	..... 56,802
Duncan	.....37,277	.....39,804	.....42,827	..... 45,138	.....47,626	..... 51,635
Durant	.....40,032	.....42,967	.....46,740	.....49,944	.....54,130	..... 60,293
El Reno	.....37,419	.....40,220	..... 43,429	.....46,119	.....48,320	..... 51,741
Glenpool	.....40,139	..... 42,710	..... 46,061	..... 48,545	.....51,221	..... 54,256
Guthrie	.....37,232	.....39,250	.....42,436	..... 44,798	.....47,325	..... 50,076
Guymon	.....42,070	.....44,800	.....48,051	..... 50,535	.....53,211	..... 56,299
Lawton	.....41,575	.....44,493	..... 48,052	..... 51,441	.....54,998	..... 58,521
McAlester	.....39,083	.....41,800	.....45,251	.....47,535	..... 50,211	..... 54,721
Mid-Del	.....39,411	.....41,981	.....45,051	.....48,060	.....52,043	..... 59,245
Noble	.....43,175	.....46,825	.....50,301	.....53,660	.....57,211	.....
Okla. City	.....41,268	.....44,051	.....48,048	.....56,332	.....61,073	.....
Piedmont	.....39,638	.....42,859	.....45,259	.....48,441	.....50,728	..... 54,677
Pryor	..... 41,958	.....45,580	.....49,626	.....52,925	.....56,406	..... 59,996
Shawnee	.....40,287	.....43,309	.....46,785	.....50,665	.....54,166	..... 59,843
Skiatook	.....39,723	.....42,299	.....45,426	.....47,910	.....50,586	..... 53,084
Tahlequah	.....39,683	.....42,400	.....45,661	.....48,135	.....50,811	..... 55,547
Tulsa	.....40,312	.....43,089	.....46,635	.....51,484	.....55,467	..... 59,457
Western Heights	.....39,864	.....42,777	.....45,232	.....48,148	.....51,597	..... 58,535
Woodward	.....40,583	.....43,300	.....46,751	.....49,035	.....51,711	..... 56,396
State Minimum	.....39,083	.....41,800	.....45,051	.....47,535	.....50,211	.....

# 2018-19 Career Status Ranking

## 5A Comparison, Master's

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21-25	Average of Steps 26 and above
Noble..... 43,175	Noble..... 46,825	Noble..... 50,301	Okla. City... 56,332	Okla. City... 61,073	Durrant ..... 60,293
Guymon..... 42,070	Pryor..... 45,580	Pryor..... 49,626	Noble..... 53,660	Noble..... 57,211	Altus..... 60,267
Pryor..... 41,958	Guymon..... 44,800	Lawton ..... 48,052	Pryor..... 52,925	Pryor..... 56,406	Pryor..... 59,996
Lawton ..... 41,575	Lawton ..... 44,493	Guymon..... 48,051	Altus..... 51,575	Tulsa..... 55,467	Shawnee .... 59,843
Okla. City... 41,268	Okla. City... 44,051	Okla. City... 48,048	Tulsa..... 51,484	Altus..... 55,266	Tulsa..... 59,457
Woodward.. 40,583	Collinsville. 43,373	Altus..... 46,991	Lawton ..... 51,441	Lawton ..... 54,998	Mid-Del..... 59,245
Collinsville. 40,421	Shawnee .... 43,309	Shawnee .... 46,785	Shawnee .... 50,665	Shawnee .... 54,166	Western Heights
Tulsa..... 40,312	Woodward.. 43,300	Woodward.. 46,751	Guymon..... 50,535	Durrant ..... 54,130	.....58,535
Shawnee .... 40,287	Tulsa..... 43,089	Durant ..... 46,740	Durant ..... 49,944	Guymon..... 53,211	Lawton ..... 58,521
Coweta ..... 40,263	Coweta ..... 42,991	Tulsa..... 46,635	Coweta ..... 49,377	Coweta ..... 52,518	Coweta ..... 56,802
Glenpool.... 40,139	Durant ..... 42,967	Coweta ..... 46,428	Woodward.. 49,035	Mid-Del..... 52,043	Woodward.. 56,396
Durant ..... 40,032	Piedmont ... 42,859	Collinsville. 46,293	Glenpool.... 48,545	Woodward.. 51,711	Guymon..... 56,299
Western Heights	Western Heights	Glenpool.... 46,061	Piedmont ... 48,441	Western Heights	Tahlequah... 55,547
..... 39,864	..... 42,777	Tahlequah... 45,661	Collinsville. 48,418	.....51,597	McAlester... 54,721
Skiatook .... 39,723	Glenpool.... 42,710	Skiatook .... 45,426	Western Heights	Glenpool.... 51,221	Piedmont .... 54,677
Tahlequah... 39,683	Altus..... 42,525	Piedmont ... 45,259	..... 48,148	Tahlequah... 50,811	Glenpool.... 54,256
Piedmont ... 39,638	Tahlequah... 42,400	McAlester... 45,251	Tahlequah... 48,135	Collinsville. 50,734	Collinsville. 53,409
Mid-Del..... 39,411	Skiatook .... 42,299	Western Heights	Mid-Del..... 48,060	Piedmont ... 50,728	Skiatook .... 53,084
Altus..... 39,387	Mid-Del..... 41,981	.....45,232	Skiatook .... 47,910	Skiatook .... 50,586	El Reno..... 51,741
McAlester... 39,083	McAlester... 41,800	Mid-Del..... 45,051	McAlester... 47,535	McAlester... 50,211	Duncan ..... 51,635
<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>	<b>State Minimum</b>
<b>.....39,083</b>	<b>..... 41,800</b>	<b>.....45,051</b>	<b>.....47,535</b>	<b>.....50,211</b>	<b>.....50,076</b>
Claremore... 37,728	Claremore... 40,274	El Reno..... 43,429	El Reno..... 46,119	El Reno..... 48,320	Guthrie ..... 50,076
El Reno..... 37,419	El Reno..... 40,220	Claremore... 43,318	Claremore... 45,645	Ardmore .... 48,161	Okla. City.....
Ardmore .... 37,331	Ardmore .... 39,990	Ardmore .... 43,129	Duncan ..... 45,138	Claremore... 48,151	Noble.....
Duncan ..... 37,277	Duncan ..... 39,804	Duncan ..... 42,827	Guthrie ..... 44,798	Duncan ..... 47,626	<b>State Minimum.....</b>
Guthrie ..... 37,232	Guthrie ..... 39,250	Guthrie ..... 42,436	Ardmore..... 43,129	Guthrie ..... 47,325	

# 2018-19 Base Salary Comparison Doctorate - 6A School Districts

Steps	State Minimum	Bartlesville	Bixby	Broken Arrow	Choctaw/ Nicoma Park	Deer Creek
0	39,381.00	41,590.55	40,029.11	37,869.10	40,088.30	41,297.38
1	39,815.00	41,998.30	40,433.70	38,656.72	40,355.54	41,731.38
2	40,249.00	42,406.05	40,878.21	39,826.59	40,833.53	42,804.14
3	40,684.00	42,814.80	41,323.73	40,028.39	41,317.54	43,239.14
4	41,118.00	43,222.55	41,768.23	40,533.26	41,805.65	43,606.90
5	41,590.00	43,666.55	42,251.89	41,050.22	42,311.90	44,012.66
6	42,054.00	44,102.55	42,727.54	41,557.74	42,815.36	44,387.18
7	42,517.00	44,537.55	43,202.20	42,068.33	43,323.10	44,850.18
8	42,980.00	44,972.55	43,676.86	42,576.92	43,836.17	45,221.94
9	43,444.00	45,408.55	44,152.51	43,086.44	44,355.65	45,594.70
10	45,945.00	47,760.80	46,734.31	43,886.12	45,192.59	47,885.46
11	46,438.00	48,224.05	47,240.10	44,399.36	45,727.06	48,626.22
12	46,931.00	48,687.30	47,745.90	46,612.00	46,267.12	48,731.98
13	47,424.00	49,150.55	48,251.70	47,125.84	46,812.86	49,108.74
14	47,916.00	49,612.80	48,756.51	47,638.15	47,363.32	49,484.60
15	48,430.00	50,097.50	49,283.31	48,170.92	47,941.59	49,975.26
16	48,923.00	50,560.30	47,789.11	48,684.16	48,504.73	50,514.78
17	49,416.00	51,209.55	50,294.91	49,197.40	49,073.81	51,163.00
18	49,909.00	51,858.80	50,800.70	49,710.64	49,648.91	51,841.08
19	50,402.00	52,508.05	51,306.50	50,223.88	50,230.08	52,492.11
20	50,917.00	53,179.30	51,931.60	50,787.58	50,839.42	53,219.07
21	51,410.00	53,828.55	52,534.69	51,270.82	51,432.99	53,898.08
22	51,903.00	54,477.80	53,137.79	51,784.06	52,032.87	54,466.14
23	52,397.00	55,128.05	53,741.90	52,298.23	52,640.13	54,960.14
24	52,890.00	55,777.30	54,344.99	52,811.47	53,252.84	55,360.16
25	54,395.00	57,438.55	55,960.09	54,265.87	54,884.10	56,865.16
26		58,019.80	56,495.18	54,715.87	55,441.97	57,197.08
27		58,601.05	57,030.27	55,390.87	56,006.53	57,529.08
28		59,182.30	57,565.36	56,065.87	56,577.87	57,861.08
29		59,763.55	58,100.45	56,740.87	57,156.06	58,193.08
30		60,344.80	58,635.54	57,415.87	57,741.20	58,525.08
31			59,170.63	58,090.87	58,333.35	58,857.09
32			59,705.72	58,765.87	58,932.61	
33			60,240.81	56,740.87	59,539.06	
34			60,775.90		60,152.79	
35			61,310.99		60,773.88	
36					61,402.43	
37					62,038.52	
38					62,682.25	
39						
40						
41						
42						
43						
44						
45						

# 2018-19 Salary Comparison

## Doctorate - 6A School Districts

Steps	State Minimum	Edmond	Enid	Jenks*	Lawton*	Mid-Del
0	39,381.00	42,500.00	38,804.33	41,279.00	42,330.00	39,381.00
1	39,815.00	42,950.00	38,959.25	41,863.00	42,589.00	39,815.00
2	40,249.00	43,400.00	39,566.95	42,782.00	42,848.00	40,959.03
3	40,684.00	43,850.00	40,099.37	43,574.00	43,315.00	41,377.08
4	41,118.00	44,300.00	40,869.69	44,254.00	44,182.00	41,744.84
5	41,590.00	44,750.00	41,555.75	45,033.00	44,719.00	42,217.67
6	42,054.00	45,225.00	42,187.22	45,622.00	45,307.00	42,721.56
7	42,517.00	45,700.00	42,722.44	46,210.00	46,314.00	43,227.24
8	42,980.00	46,175.00	43,257.65	46,798.00	47,320.00	43832.49
9	43,444.00	46,650.00	43,698.47	47,387.00	48,598.00	44,460.94
10	45,945.00	47,125.00	44,429.45	48,288.00	49,646.00	45,945.00
11	46,438.00	47,625.00	44,873.99	48,881.00	50,383.00	46,438.00
12	46,931.00	48,125.00	45,318.53	49,474.00	51,121.00	46,931.00
13	47,424.00	48,625.00	45,763.07	50,067.00	51,858.00	47,476.61
14	47,916.00	49,125.00	46,206.68	50,659.00	52,591.00	48,251.34
15	48,430.00	49,625.00	46,670.75	51,273.00	53,355.00	48,697.46
16	48,923.00	50,150.00	47,115.29	51,866.00	54,097.00	49,474.13
17	49,416.00	50,675.00	47,559.80	52,459.00	54,839.00	50,273.11
18	49,909.00	51,200.00	48,099.70	53,052.00	55,585.00	50,966.07
19	50,402.00	51,725.00	48,639.56	53,645.00	56,327.00	51,797.60
20	50,917.00	52,250.00	49,199.89	54,260.00	57,096.00	52,971.05
21	51,410.00	52,800.00	49,739.75	54,853.00	57,843.00	54,180.16
22	51,903.00	53,350.00	50,279.62	58,835.00	58,484.00	55,098.18
23	52,397.00	53,900.00	50,820.41	59,429.00	59,230.00	55,783.44
24	52,890.00	54,450.00	51,360.28	60,022.00	59,872.00	56,701.79
25	54,395.00	55,000.00	52,841.30	61,627.00	61,527.00	58,282.13
26		55,575.00	53,317.93		62,106.00	58,992.65
27		56,150.00	53,794.55		62,690.00	59,703.17
28		56,725.00	54,271.18		63,248.00	60,413.69
29		57,300.00	54,747.80		63,548.00	61,124.21
30		57,875.00	55,224.43			61,834.73
31		58,475.00	55,701.05			62,545.25
32		59,075.00	56,177.68			63,255.77
33		59,675.00	56,654.30			63,966.29
34		60,275.00	57,130.93			64,676.81
35		60,875.00	57,607.55			65,387.33
36		61,475.00	58,084.18			66,097.85
37		62,075.00	58,560.81			66,808.37
38		62,675.00	59,035.81			67,518.89
39			59,500.81			68,229.41
40						68,939.93
41						69,650.45
42						70,360.97
43						
44						
45						

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



# 2018-19 Salary Comparison

## Doctorate - 6A School Districts

Steps	State Minimum	Moore	Muskogee	Mustang	Norman	Owasso*
0	39,381.00	40,558.00	40,049.00	40,122.77	40,592.00	45,391.00
1	39,815.00	40,966.00	40,640.00	40,530.58	40,860.00	46,030.00
2	40,249.00	41,373.00	41,019.00	41,089.57	41,198.00	46,669.00
3	40,684.00	41,782.00	42,413.00	41,846.55	42,084.00	47,309.00
4	41,118.00	42,190.00	42,519.00	42,498.55	42,469.00	47,948.00
5	41,590.00	42,727.00	43,018.00	43,187.78	42,866.00	48,600.00
6	42,054.00	43,256.00	44,974.00	43,945.02	43,488.00	49,244.00
7	42,517.00	43,784.00	45,324.00	44,382.26	44,481.00	49,887.00
8	42,980.00	44,312.00	46,202.00	44,837.50	45,474.00	50,530.00
9	43,444.00	44,841.00	46,444.00	45,387.75	46,468.00	51,174.00
10	45,945.00	45,682.00	47,224.00	46,600.24	47,867.00	52,130.00
11	46,438.00	46,215.00	47,696.00	47,274.73	48,958.00	52,778.00
12	46,931.00	46,841.00	48,168.00	47,949.22	50,049.00	53,426.00
13	47,424.00	47,467.00	51,042.00	48,623.71	51,233.00	54,074.00
14	47,916.00	48,092.00	51,263.00	49,297.20	52,416.00	54,721.00
15	48,430.00	48,739.00	52,501.00	49,992.69	53,714.00	55,390.00
16	48,923.00	49,365.00	53,214.00	50,667.18	54,991.00	56,038.00
17	49,416.00	50,084.00	54,054.00	51,341.67	56,454.00	56,686.00
18	49,909.00	50,803.00	54,893.00	52,016.16	57,452.00	57,334.00
19	50,402.00	51,522.00	55,732.00	52,690.65	58,357.00	57,982.00
20	50,917.00	52,263.00	56,593.00	53,487.13	59,215.00	58,652.00
21	51,410.00	52,982.00	57,433.00	54,161.62	59,678.00	59,300.00
22	51,903.00	53,701.00	58,270.00	54,836.11	60,141.00	59,948.00
23	52,397.00	54,421.00	59,112.00	55,501.60	60,605.00	60,597.00
24	52,890.00	55,172.00	59,646.00	56,186.09	61,069.00	61,250.00
25	54,395.00	56,936.00	61,903.00	57,872.58	62,544.00	63,905.00
26		57,619.00	62,574.00	58,432.58	62,939.00	63,505.00
27		58,303.00	53,343.00	58,992.59	63,334.00	64,105.00
28		58,987.00	64,116.00	59,552.60	63,730.00	64,705.00
29		59,670.00	64,888.00	60,112.61	64,125.00	65,305.00
30		60,354.00	65,659.00	60,672.62	64,520.00	65,905.00
31		61,037.00	66,431.00	61,232.63	66,496.00	
32		61,721.00	67,203.00	61,792.64		
33		62,404.00	67,974.00	62,352.56		
34		63,088.00	68,746.00	62,912.66		
35		63,771.00	69,518.00	63,472.67		
36		64,455.00	70,289.00	64,032.68		
37		65,139.00	71,061.00	64,592.69		
38		65,822.00	71,832.00	65,152.70		
39		66,557.00	72,604.00	65,712.71		
40		67,292.00	73,376.00	66,272.72		
41			74,147.00			
42			74,919.00			
43						
44						
45						

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

# 2018-19 Salary Comparison

## Doctorate - 6A School Districts

Steps	State Minimum	Ponca City	Putnam City	Sand Springs*	Sapulpa*	Stillwater
0	39,381.00	.....40,565.64	.....45,000.00	.....40,584.00	.....41,502.00	.....40,607.00
1	39,815.00	.....41,517.96	.....45,350.00	.....41,518.00	.....41,793.00	.....41,056.00
2	40,249.00	.....42,037.83	.....45,700.00	.....42,077.00	.....42,451.00	.....43,009.00
3	40,684.00	.....42,558.63	.....46,050.00	.....42,894.00	.....42,936.00	.....43,796.00
4	41,118.00	.....43,078.50	.....46,400.00	.....43,551.00	.....43,425.00	.....44,219.00
5	41,590.00	.....43,610.46	.....46,925.00	.....44,188.00	.....43,931.00	.....45,357.00
6	42,054.00	.....44,134.98	.....47,450.00	.....44,677.00	.....44,436.00	.....46,654.00
7	42,517.00	.....44,688.57	.....47,975.00	.....45,175.00	.....44,943.00	.....57,232.00
8	42,980.00	.....45,182.16	.....48,500.00	.....45,673.00	.....45,456.00	.....47,817.00
9	43,444.00	.....45,706.68	.....49,025.00	.....46,162.00	.....46,976.00	.....48,413.00
10	45,945.00	.....46,521.36	.....49,625.00	.....47,206.00	.....46,811.00	.....49,356.00
11	46,438.00	.....47,049.60	.....50,225.00	.....47,797.00	.....47,345.00	.....49,971.00
12	46,931.00	.....47,577.84	.....50,825.00	.....48,638.00	.....47,884.00	.....51,598.00
13	47,424.00	.....48,106.08	.....51,425.00	.....49,234.00	.....48,428.00	.....51,233.00
14	47,916.00	.....48,633.39	.....52,025.00	.....49,824.00	.....48,977.00	.....51,877.00
15	48,430.00	.....49,181.16	.....52,625.00	.....50,591.00	.....49,554.00	.....52,552.00
16	48,923.00	.....49,709.40	.....53,225.00	.....51,282.00	.....50,115.00	.....53,217.00
17	49,416.00	.....50,237.64	.....53,825.00	.....51,973.00	.....50,682.00	.....53,889.00
18	49,909.00	.....50,765.88	.....54,425.00	.....52,669.00	.....51,255.00	.....54,573.00
19	50,402.00	.....51,294.12	.....55,025.00	.....53,360.00	.....51,832.00	.....55,267.00
20	50,917.00	.....51,842.82	.....55,625.00	.....54,278.00	.....52,439.00	.....55,993.00
21	51,410.00	.....53,371.06	.....56,225.00	.....55,069.00	.....53,029.00	.....56,708.00
22	51,903.00	.....52,899.30	.....56,825.00	.....55,560.00	.....53,624.00	.....57,464.00
23	52,397.00	.....53,428.47	.....57,425.00	.....56,307.00	.....54,228.00	.....58,171.00
24	52,890.00	.....53,956.71	.....58,025.00	.....57,033.00	.....54,836.00	.....58,918.00
25	54,395.00	.....55,426.11	.....59,125.00	.....60,736.00	.....56,462.00	.....60,688.00
26		.....55,891.11	.....59,725.00	.....61,884.00	.....57,016.00	.....61,416.00
27		.....56,356.11	.....60,325.00	.....62,834.00	.....57,575.00	.....62,129.00
28		.....56,821.11	.....60,925.00		.....58,140.00	.....62,855.00
29		.....57,286.11	.....61,525.00		.....58,713.00	.....63,592.00
30		.....57,751.11	.....62,125.00		.....59,291.00	.....64,341.00
31			.....62,725.00		.....59,876.00	.....65,098.00
32			.....63,325.00		.....60,469.00	.....65,406.00
33			.....63,925.00		.....61,067.00	.....65,713.00
34			.....64,525.00		.....61,672.00	.....66,021.00
35			.....65,125.00		.....62,283.00	.....66,328.00
36			.....65,725.00		.....62,901.00	.....66,636.00
37			.....66,325.00		.....63,446.00	.....66,943.00
38			.....66,925.00		.....64,073.00	.....67,251.00
39			.....67,525.00		.....66,228.00	.....67,558.00
40			.....68,125.00			.....67,866.00
41			.....68,725.00			
42			.....69,325.00			
43			.....69,925.00			
44			.....70,525.00			
45						

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

# 2017-18 Salary Comparison

## Doctorate - 6A School Districts

Steps	State Minimum	Tulsa*	Union*	Yukon
0	39,381.00	.....42,486.00	.....46,500.00	.....40,900.00
1	39,815.00	.....43,145.00	.....46,950.00	.....41,484.00
2	40,249.00	.....43,614.00	.....47,400.00	.....41,975.00
3	40,684.00	.....44,074.00	.....47,850.00	.....42,467.00
4	41,118.00	.....44,543.00	.....48,300.00	.....42,958.00
5	41,590.00	.....45,025.00	.....48,800.00	.....43,462.00
6	42,054.00	.....45,489.00	.....49,300.00	.....43,968.00
7	42,517.00	.....45,962.00	.....49,800.00	.....44,499.00
8	42,980.00	.....46,625.00	.....50,300.00	.....45,030.00
9	43,444.00	.....47,199.00	.....50,800.00	.....45,562.00
10	45,945.00	.....47,975.00	.....51,850.00	.....46,406.00
11	46,438.00	.....49,723.00	.....52,400.00	.....46,963.00
12	46,931.00	.....50,281.00	.....52,950.00	.....47,499.00
13	47,424.00	.....51,169.00	.....53,500.00	.....48,035.00
14	47,916.00	.....52,146.00	.....54,050.00	.....48,570.00
15	48,430.00	.....53,255.00	.....54,650.00	.....49,127.00
16	48,923.00	.....54,333.00	.....55,250.00	.....49,752.00
17	49,416.00	.....55,977.00	.....55,850.00	.....50,372.00
18	49,909.00	.....56,765.00	.....56,450.00	.....50,992.00
19	50,402.00	.....57,393.00	.....57,050.00	.....51,612.00
20	50,917.00	.....58,143.00	.....58,250.00	.....52,254.00
21	51,410.00	.....58,971.00	.....58,950.00	.....52,902.00
22	51,903.00	.....60,249.00	.....59,650.00	.....53,558.00
23	52,397.00	.....60,818.00	.....60,350.00	.....54,215.00
24	52,890.00	.....61,586.00	.....61,050.00	.....54,871.00
25	54,395.00	.....63,166.00	.....61,850.00	.....56,539.00
26		.....63,666.00	.....62,650.00	.....57,127.00
27		.....64,166.00	.....63,450.00	.....57,715.00
28		.....64,666.00	.....64,250.00	.....58,303.00
29		.....65,166.00	.....65,050.00	.....58,891.00
30		.....65,666.00	.....66,350.00	.....59,479.00
31		.....66,166.00	.....67,350.00	.....60,175.00
32		.....66,666.00	.....67,350.00	.....60,871.00
33		.....67,166.00	.....67,350.00	.....61,561.00
34		.....67,666.00	.....68,350.00	.....52,263.00
35			.....68,350.00	.....62,959.00
36			.....68,350.00	.....63,703.00
37			.....69,350.00	.....64,447.00
38			.....69,350.00	.....65,191.00
39			.....69,350.00	.....65,935.00
40			.....70,350.00	.....66,679.00
41			.....70,350.00	.....67,375.00
42				
43				
44				
45				

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

# 2018-19 Salary Comparison

## Doctorate – Career Status, 6A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Bartlesville	42,616	45,356	49,154	51,863	55,330	59,182
Bixby	41,114	44,099	48,256	50,425	53,944	58,903
Broken Arrow	39,661	42,635	46,789	49,721	52,486	56,741
Choctaw/NP	41,119	43,905	46,822	49,373	52,849	58,983
Deer Creek	42,782	45,588	49,185	51,846	55,110	58,027
Edmond	43,625	46,175	48,625	51,200	53,900	59,094
Enid	39,976	43,259	45,767	48,123	51,008	56,415
Jenks	43,131	46,861	50,071	53,056	58,953	
Lawton	43,331	47,437	51,862	55,589	59,391	62,898
Mid-Del	40,916	44,089	47,559	51,096	56,009	64,677
Moore	41,599	44,375	47,471	50,807	54,642	62,415
Muskogee	41,610	46,034	50,134	54,897	59,273	68,158
Mustang	41,546	45,031	48,628	52,041	55,712	62,353
Norman	41,678	45,556	51,274	57,294	60,807	64,191
Owasso	46,991	50,593	54,078	57,338	61,000	64,705
Ponca City	42,228	45,247	48,110	50,770	53,816	56,821
Putnam City	45,904	48,515	51,425	54,425	57,525	65,125
Sand Springs	42,469	45,779	49,217	52,712	56,941	62,359
Sapulpa	42,673	45,724	48,438	51,265	54,436	60,911
Stillwater	43,007	49,894	51,446	54,588	58,390	65,277
Tulsa	43,815	46,650	51,315	56,522	60,958	65,666
Union	47,633	50,410	53,510	56,570	60,370	67,350
Yukon	42,208	45,093	48,039	50,996	54,417	61,417
State Minimum	40,473	43,388	47,428	49,913	52,599	

# 2018-19 Career Status Ranking

## 6A Comparison, Doctorate

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Owasso ..... 41,460	Owasso ..... 44,650	Owasso ..... 47,550	Owasso ..... 50,450	Tulsa ..... 53,509	Muskogee... 58,764
Edmond ..... 38,469	Stillwater .... 41,951	Lawton ..... 45,334	Norman ..... 50,405	Norman ..... 53,358	Tulsa ..... 57,271
Tulsa ..... 38,283	Lawton ..... 41,494	Tulsa ..... 44,787	Tulsa ..... 49,634	Owasso ..... 53,351	Union ..... 56,984
Putnam City 38,055	Jenks ..... 40,918	Norman ..... 44,746	Lawton ..... 48,700	Lawton ..... 51,942	Stillwater .... 56,882
Lawton ..... 37,799	Tulsa ..... 40,709	Stillwater .... 44,718	Stillwater .... 47,699	Jenks ..... 51,486	Owasso ..... 56,310
Jenks ..... 37,600	Putnam City 40,540	Union ..... 43,604	Union ..... 46,781	Stillwater .... 50,941	Mid-Del ..... 56,282
Stillwater .... 37,476	Edmond ..... 40,290	Jenks ..... 43,543	Muskogee ... 46,409	Union ..... 50,272	Norman ..... 55,796
Sapulpa ..... 37,172	Sand Springs	Putnam City 42,980	Jenks ..... 46,168	Muskogee... 50,224	Putnam City 54,785
Bartlesville . 37,085	..... 39,836	Sand Springs	Sand Springs	Sand Springs	Lawton ..... 54,503
Sand Springs	Norman ..... 39,613	..... 42,689	..... 45,824	..... 49,492	Sand Springs
..... 36,938	Sapulpa ..... 39,581	Bartlesville . 42,627	Putnam City 45,480	Mid-Del ..... 48,560	..... 53,964
Ponca City .. 36,724	Bartlesville . 39,413	Mustang ..... 42,100	Mustang ..... 45,152	Mustang ..... 48,263	Mustang ..... 53,958
Yukon ..... 36,684	Ponca City .. 39,287	Muskogee... 42,006	Bartlesville . 44,975	Putnam City 47,980	Moore ..... 53,326
Norman ..... 36,147	Yukon ..... 39,168	Sapulpa ..... 41,910	Sapulpa ..... 44,376	Bartlesville . 47,881	Yukon ..... 53,292
Union ..... 36,091	Mustang ..... 39,088	Bixby ..... 41,728	Mid-Del ..... 44,208	Edmond ..... 47,598	Jenks ..... 53,232
Moore ..... 36,068	Union ..... 38,623	Edmond ..... 41,688	Edmond ..... 44,180	Moore ..... 47,193	Sapulpa ..... 52,516
Mustang ..... 36,015	Moore ..... 38,432	Ponca City .. 41,606	Yukon ..... 44,100	Sapulpa ..... 46,987	Edmond ..... 51,129
Deer Creek . 35,751	Muskogee... 38,411	Yukon ..... 41,508	Bixby ..... 43,936	Yukon ..... 46,968	Bixby ..... 50,508
Choctaw/Nicoma	Bixby ..... 38,156	Deer Creek . 41,085	Ponca City .. 43,931	Bixby ..... 46,495	Bartlesville . 50,497
Park ..... 35,588	Deer Creek . 38,145	Mid-Del ..... 41,031	Moore ..... 43,919	Ponca City .. 46,256	Choctaw/Nicoma
Bixby ..... 35,583	Mid-Del ..... 38,094	Moore ..... 40,943	Deer Creek . 43,458	Deer Creek . 46,161	Park ..... 49,974
Mid-Del ..... 35,385	Choctaw/Nicoma	<b>State Minimum</b>	<b>State Minimum</b>	Choctaw/Nicoma	Ponca City .. 48,581
<b>State Minimum</b>	Park ..... 37,962	..... <b>40,900</b>	..... <b>43,025</b>	Park ..... 45,509	Enid ..... 48,370
..... <b>34,942</b>	Enid ..... 37,732	Broken Arrow	Broken Arrow	Broken Arrow	Broken Arrow ..... 48,296
Enid ..... 34,832	<b>State Minimum</b>	..... 40,419	..... 43,009	..... 45,259	..... 48,296
Broken Arrow	..... <b>37,445</b>	Choctaw/Nicoma	Choctaw/Nicoma	<b>State Minimum</b>	Deer Creek . 48,132
..... 34,145	Broken Arrow	Park ..... 40,295	Park ..... 42,771	..... <b>45,150</b>	<b>State Minimum.....</b>
Muskogee... 33,517	..... 36,809	Enid ..... 39,696	Enid ..... 41,717	Enid ..... 44,081	

# 2018-19 Salary Comparison

## Doctorate - 5A School Districts

Steps	State Minimum	Altus*	Ardmore	Claremore	Collinsville*	Coweta*
0	39,381.00	39,931.00	37,554.33	37,916.10	39,749.00	41,219.00
1	39,815.00	40,365.00	37,957.95	38,321.58	41,337.00	41,653.00
2	40,249.00	40,499.00	38,408.07	38,727.99	42,631.00	42,334.00
3	40,684.00	40,834.00	38,835.87	39,134.40	43,044.00	42,769.00
4	41,118.00	51,268.00	39,262.74	39,539.88	43,456.00	43,203.00
5	41,590.00	41,765.00	39,724.95	39,980.70	43,881.00	43,675.00
6	42,054.00	42,429.00	40,179.00	40,414.08	44,298.00	44,139.00
7	42,517.00	43,092.00	40,633.56	40,846.53	44,714.00	44,602.00
8	42,980.00	43,730.00	41,087.40	41,279.91	45,130.00	45,065.00
9	43,444.00	44,319.00	41,542.17	41,713.29	45,548.00	45,529.00
10	45,945.00	46,995.00	43,891.35	44,050.38	47,976.00	48,030.00
11	46,438.00	47,688.00	44,373.09	44,510.73	48,398.00	48,523.00
12	46,931.00	48,431.00	44,854.83	44,971.08	48,818.00	49,109.00
13	47,424.00	49,124.00	45,336.57	45,432.36	49,240.00	49,695.00
14	47,916.00	49,716.00	45,817.38	45,891.78	49,660.00	50,280.00
15	48,430.00	51,880.00	46,318.65	46,371.66	50,102.00	50,887.00
16	48,923.00	52,473.00	46,800.39	46,832.94	50,523.00	51,473.00
17	49,416.00	53,316.00	47,282.13	47,293.29	50,944.00	52,059.00
18	49,909.00	53,909.00	47,763.87	47,754.57	51,365.00	52,645.00
19	50,402.00	54,602.00	48,245.61	48,214.92	51,785.00	53,231.00
20	50,917.00	55,467.00	48,747.81	48,695.73	52,229.00	53,839.00
21	51,410.00	56,135.00	49,229.55	49,157.01	52,650.00	54,425.00
22	51,903.00	56,978.00	49,711.29	49,617.16	53,071.00	55,011.00
23	52,397.00	57,497.00	50,193.96	50,078.64	53,493.00	55,598.00
24	52,890.00	58,065.00	50,675.70	50,539.92	53,914.00	56,184.00
25	54,395.00	59,595.00	52,098.60	51,941.43	55,347.00	57,782.00
26		59,945.00	52,517.10	52,338.54	55,700.00	58,207.00
27		60,720.00	52,935.60	53,133.69	56,053.00	58,632.00
28		61,120.00	53,354.10	54,396.63	56,407.00	59,057.00
29		61,520.00	53,772.60		56,759.00	59,482.00
30		61,920.00	54,191.10		57,112.00	59,907.00
31		63,320.00	54,609.60			60,332.00
32		62,720.00	55,028.10			60,787.00
33		63,120.00				61,182.00
34		63,520.00				61,607.00
35		63,920.00				62,032.00
36		64,320.00				
37		64,720.00				
38		65,120.00				
39						
40						
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Doctorate - 5A School Districts

Steps	State Minimum	Duncan	Durant	El Reno	Glenpool*	Guthrie
0	39,381.00	.....37,554.33	.....39,381.00	.....37,545.10	.....41,483.00	.....37,515.50
1	39,815.00	.....37,957.95	.....40,288.00	.....37,952.85	.....41,917.00	.....37,923.35
2	40,249.00	.....38,361.57	.....40,980.00	.....38,360.60	.....42,351.00	.....38,331.00
3	40,684.00	.....38,766.12	.....41,743.00	.....39,078.11	.....42,786.00	.....38,739.75
4	41,118.00	.....39,169.74	.....42,145.00	.....39,485.86	.....43,220.00	.....39,147.50
5	41,590.00	.....39,608.70	.....42,585.00	.....39,929.86	.....43,667.00	.....39,568.25
6	42,054.00	.....40,040.22	.....43,017.00	.....40,396.55	.....44,131.00	.....39,981.00
7	42,517.00	.....40,470.81	.....43,448.00	.....40,862.24	.....44,594.00	.....40,416.00
8	42,980.00	.....40,901.40	.....43,879.00	.....41,327.93	.....45,057.00	.....40,851.00
9	43,444.00	.....41,332.92	.....44,311.00	.....41,794.62	.....45,521.00	.....41,286.99
10	45,945.00	.....43,658.85	.....46,180.00	.....44,177.56	.....46,547.00	.....43,171.25
11	46,438.00	.....44,117.34	.....47,091.00	.....44,671.50	.....48,490.00	.....43,634.50
12	46,931.00	.....44,575.83	.....47,552.00	.....45,165.44	.....48,983.00	.....44,097.75
13	47,424.00	.....45,034.32	.....48,013.00	.....45,659.38	.....49,476.00	.....44,561.00
14	47,916.00	.....45,491.88	.....48,473.00	.....46,152.32	.....49,968.00	.....45,023.25
15	48,430.00	.....45,969.90	.....49,205.00	.....46,667.26	.....50,482.00	.....45,507.50
16	48,923.00	.....46,428.39	.....49,966.00	.....47,161.20	.....50,975.00	.....45,970.75
17	49,416.00	.....46,886.88	.....50,427.00	.....47,655.14	.....51,468.00	.....46,434.00
18	49,909.00	.....47,345.37	.....50,888.00	.....48,149.08	.....51,963.00	.....46,897.25
19	50,402.00	.....47,803.86	.....52,049.00	.....48,643.02	.....52,454.00	.....47,360.50
20	50,917.00	.....48,282.81	.....53,032.00	.....49,158.96	.....52,969.00	.....47,845.75
21	51,410.00	.....48,741.30	.....53,993.00	.....49,652.90	.....53,462.00	.....48,309.00
22	51,903.00	.....49,199.79	.....54,454.00	.....50,146.84	.....53,955.00	.....48,772.25
23	52,397.00	.....49,659.21	.....55,166.00	.....50,641.78	.....54,449.00	.....49,236.50
24	52,890.00	.....50,117.70	.....56,127.00	.....51,135.72	.....54,942.00	.....49,699.75
25	54,395.00	.....51,517.35	.....57,600.00	.....52,641.66	.....56,447.00	.....51,175.00
26		.....51,912.60	.....57,900.00	.....53,067.60	.....46,872.00	.....51,474.99
27		.....52,307.85	.....58,200.00	.....53,493.54	.....57,297.00	.....51,870.24
28		.....52,703.10	.....58,600.00	.....53,919.48	.....57,722.00	.....52,265.49
29		.....53,098.35	.....59,500.00	.....54,515.61	.....58,147.00	.....52,660.75
30		.....53,493.60	.....59,800.00	.....55,111.74	.....58,572.00	.....53,056.00
31		.....53,888.85	.....60,400.00			.....53,451.25
32		.....54,284.10	.....61,000.00			
33		.....54,679.35	.....61,600.00			
34		.....55,074.60	.....62,200.00			
35		.....55,469.85	.....62,800.00			
36		.....55,865.10	.....63,400.00			
37			.....64,000.00			
38			.....64,600.00			
39			.....65,200.00			
40			.....65,800.00			
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Doctorate - 5A School Districts

Steps	State Minimum	Guymon*	Lawton*	McAlester	Mid-Del	Noble
0	39,381.00	.....42,381.00	.....42,330.00	<i>McAlester did not publish a doctorate schedule for 2018-19.</i>	.....39,381.00	.....47,881.00
1	39,815.00	.....42,815.00	.....42,589.00		.....39,815.00	.....48,440.00
2	40,249.00	.....43,249.00	.....42,848.00		.....40,959.03	.....48,999.00
3	40,684.00	.....43,684.00	.....43,315.00		.....41,377.08	.....49,559.00
4	41,118.00	.....44,118.00	.....44,182.00		.....41,744.84	.....50,118.00
5	41,590.00	.....44,590.00	.....44,719.00		.....42,217.67	.....51,190.00
6	42,054.00	.....45,054.00	.....45,307.00		.....42,721.56	.....51,754.00
7	42,517.00	.....45,517.00	.....46,314.00		.....43,227.24	.....52,317.00
8	42,980.00	.....45,980.00	.....47,320.00		.....43,832.49	.....52,880.00
9	43,444.00	.....45,444.00	.....48,598.00		.....44,460.94	.....53,444.00
10	45,945.00	.....48,945.00	.....49,646.00		.....45,945.00	.....54,820.00
11	46,438.00	.....49,438.00	.....50,383.00		.....46,438.00	.....55,388.00
12	46,931.00	.....49,931.00	.....51,121.00		.....46,931.00	.....55,956.00
13	47,424.00	.....50,424.00	.....51,858.00		.....47,476.61	.....56,524.00
14	47,916.00	.....50,916.00	.....52,591.00		.....48,251.34	.....57,091.00
15	48,430.00	.....51,430.00	.....53,355.00		.....48,697.46	.....5,880.00
16	48,923.00	.....51,923.00	.....54,097.00		.....49,474.13	.....58,748.00
17	49,416.00	.....52,416.00	.....54,839.00		.....50,273.11	.....59,316.00
18	49,909.00	.....52,909.00	.....55,585.00		.....50,966.07	.....59,884.00
19	50,402.00	.....53,402.00	.....56,327.00		.....51,797.60	.....60,452.00
20	50,917.00	.....53,917.00	.....57,096.00		.....52,971.05	.....61,542.00
21	51,410.00	.....54,410.00	.....57,843.00		.....54,180.16	.....62,110.00
22	51,903.00	.....54,903.00	.....58,484.00		.....55,098.18	.....62,678.00
23	52,397.00	.....55,397.00	.....59,230.00		.....55,783.44	.....63,247.00
24	52,890.00	.....55,890.00	.....59,872.00		.....56,701.79	.....63,815.00
25	54,395.00	.....57,395.00	.....61,527.00		.....58,282.13	.....65,895.00
26		.....57,727.00	.....62,106.00		.....58,992.65	
27		.....58,059.00	.....62,690.00		.....59,703.17	
28		.....58,391.00	.....63,248.00		.....60,413.69	
29		.....58,723.00	.....63,548.00		.....61,124.21	
30		.....59,055.00			.....61,834.73	
31		.....59,387.00			.....62,545.25	
32		.....59,719.00		.....63,255.77		
33				.....63,966.29		
34				.....64,676.81		
35				.....65,387.33		
36				.....66,097.85		
37				.....66,808.37		
38				.....67,518.89		
39				.....68,229.41		
40				.....68,939.93		
41				.....69,650.45		
42				.....70,360.97		
43						
44						
45						

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



# 2018-19 Salary Comparison

## Doctorate - 5A School Districts

Steps	State Minimum	Oklahoma City	Piedmont	Pryor	Shawnee	Skiatook*
0	39,381.00	.....41,931.00	.....39,404.00	.....42,874.00	.....40,945.00	.....40,981.00
1	39,815.00	.....42,231.00	.....40,129.00	.....43,665.00	.....41,476.00	.....40,981.00
2	40,249.00	.....42,481.00	.....40,746.00	.....44,224.00	.....42,433.00	.....41,524.00
3	40,684.00	.....43,241.00	.....41,364.00	.....44,809.00	.....42,892.00	.....42,009.00
4	41,118.00	.....43,581.00	.....41,981.00	.....45,418.00	.....43,351.00	.....42,493.00
5	41,590.00	.....44,043.00	.....42,611.00	.....46,065.00	.....43,823.00	.....42,990.00
6	42,054.00	.....44,398.00	.....43,233.00	.....46,704.00	.....44,287.00	.....43,479.00
7	42,517.00	.....44,913.00	.....43,854.00	.....47,342.00	.....44,850.00	.....43,967.00
8	42,980.00	.....45,428.00	.....44,475.00	.....47,955.00	.....45,414.00	.....44,455.00
9	43,444.00	.....45,943.00	.....45,097.00	.....48,594.00	.....46,077.00	.....44,944.00
10	45,945.00	.....47,919.00	.....46,031.00	.....50,395.00	.....46,918.00	.....45,945.00
11	46,438.00	.....48,487.00	.....46,657.00	.....51,038.00	.....48,186.00	.....47,338.00
12	46,931.00	.....49,105.00	.....47,283.00	.....51,681.00	.....48,853.00	.....47,831.00
13	47,424.00	.....49,773.00	.....47,909.00	.....52,349.00	.....49,521.00	.....48,324.00
14	47,916.00	.....50,340.00	.....48,534.00	.....52,116.00	.....50,289.00	.....48,816.00
15	48,430.00	.....51,829.00	.....49,181.00	.....53,680.00	.....51,077.00	.....49,330.00
16	48,923.00	.....52,997.00	.....49,807.00	.....53,848.00	.....51,845.00	.....49,823.00
17	49,416.00	.....56,065.00	.....50,433.00	.....53,991.00	.....52,613.00	.....50,316.00
18	49,909.00	.....58,858.00	.....51,059.00	.....55,659.00	.....53,431.00	.....50,809.00
19	50,402.00	.....61,126.00	.....51,685.00	.....56,302.00	.....54,299.00	.....51,302.00
20	50,917.00	.....61,816.00	.....52,333.00	.....56,967.00	.....55,138.00	.....51,817.00
21	51,410.00	.....62,584.00	.....52,959.00	.....57,635.00	.....56,582.00	.....52,310.00
22	51,903.00	.....62,652.00	.....53,585.00	.....58,278.00	.....57,125.00	.....52,803.00
23	52,397.00	.....62,721.00	.....54,212.00	.....58,947.00	.....57,668.00	.....53,297.00
24	52,890.00	.....62,789.00	.....54,838.00	.....59,590.00	.....58,211.00	.....53,790.00
25	54,395.00	.....63,869.00	.....46,476.00	.....61,270.00	.....59,743.00	.....55,295.00
26			.....57,076.00	.....61,770.00	.....60,218.00	.....55,720.00
27			.....57,676.00	.....62,270.00	.....60,693.00	.....56,145.00
28			.....58,276.00	.....62,770.00	.....61,168.00	
29			.....58,876.00	.....63,770.00	.....61,643.00	
30			.....59,476.00	.....64,270.00	.....62,118.00	
31			.....60,076.00		.....63,393.00	
32			.....60,676.00		.....63,868.00	
33			.....61,276.00		.....64,343.00	
34			.....61,876.00		.....64,818.00	
35			.....62,476.00		.....65,293.00	
36					.....65,768.00	
37					.....66,243.00	
38					.....66,718.00	
39					.....67,193.00	
40					.....67,668.00	
41						
42						
43						
44						
45						

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

# 2018-19 Salary Comparison

## Doctorate - 5A School Districts

Steps	State Minimum	Tahlequah	Tulsa*	Western Heights	Woodward*
0	39,381.00	.....39,749.00	.....39,749.00	.....39,771.24	.....40,881.00
1	39,815.00	.....40,415.00	.....40,415.00	.....40,041.87	.....41,315.00
2	40,249.00	.....40,849.00	.....40,849.00	.....40,424.10	.....41,749.00
3	40,684.00	.....41,284.00	.....41,284.00	.....40,747.13	.....42,184.00
4	41,118.00	.....41,718.00	.....41,718.00	.....41,174.00	.....42,618.00
5	41,590.00	.....42,190.00	.....42,190.00	.....41,612.96	.....43,090.00
6	42,054.00	.....42,654.00	.....42,654.00	.....43,271.97	.....43,554.00
7	42,517.00	.....43,117.00	.....43,117.00	.....44,079.32	.....44,017.00
8	42,980.00	.....43,580.00	.....43,580.00	.....44,533.16	.....44,480.00
9	43,444.00	.....44,044.00	.....44,044.00	.....44,987.93	.....44,944.00
10	45,945.00	.....46,545.00	.....46,545.00	.....45,797.64	.....47,445.00
11	46,438.00	.....47,039.00	.....47,039.00	.....46,465.38	.....47,938.00
12	46,931.00	.....47,531.00	.....47,531.00	.....47,737.63	.....48,431.00
13	47,424.00	.....48,024.00	.....48,024.00	.....48,382.12	.....48,924.00
14	47,916.00	.....48,516.00	.....48,516.00	.....49,048.93	.....49,416.00
15	48,430.00	.....49,030.00	.....49,030.00	.....49,736.20	.....49,930.00
16	48,923.00	.....49,523.00	.....49,523.00	.....50,403.94	.....50,423.00
17	49,416.00	.....50,016.00	.....50,016.00	.....51,071.68	.....50,916.00
18	49,909.00	.....50,509.00	.....50,509.00	.....51,739.42	.....51,407.00
19	50,402.00	.....51,002.00	.....51,002.00	.....52,407.16	.....51,902.00
20	50,917.00	.....51,517.00	.....51,517.00	.....53,095.36	.....52,417.00
21	51,410.00	.....52,010.00	.....52,010.00	.....53,763.10	.....52,910.00
22	51,903.00	.....52,503.00	.....52,503.00	.....54,430.84	.....53,403.00
23	52,397.00	.....52,994.00	.....52,994.00	.....55,099.51	.....53,897.00
24	52,890.00	.....53,490.00	.....53,490.00	.....55,767.25	.....54,390.00
25	54,395.00	.....54,995.00	.....54,995.00	.....57,352.90	.....55,895.00
26		.....55,136.00	.....55,136.00	.....58,515.40	.....56,345.00
27		.....55,711.00	.....55,711.00	.....59,096.65	.....56,795.00
28		.....56,286.00	.....56,286.00	.....59,677.90	.....57,245.00
29		.....56,861.00	.....56,861.00	.....60,259.15	.....57,695.00
30		.....57,436.00	.....57,436.00	.....60,840.40	.....58,145.00
31		.....58,011.00	.....58,011.00	.....61,421.65	.....58,595.00
32		.....58,586.00	.....58,586.00	.....62,002.90	.....59,045.00
33		.....59,161.00	.....59,161.00	.....62,584.15	.....59,495.00
34		.....59,736.00	.....59,736.00	.....63,165.40	.....59,945.00
35		.....60,311.00	.....60,311.00	.....63,746.65	.....60,395.00
36				.....64,327.90	.....60,845.00
37				.....64,909.15	.....61,295.00
38				.....65,490.40	
39				.....66,071.65	
40				.....66,652.90	
41					
42					
43					
44					
45					

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

# 2018-19 Salary Comparison

## Doctorate - Career Status, 5A School Districts

School	Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Altus	.....42,444	.....44,113	.....49,368	.....53,953	.....57,654	.....62,768
Ardmore	.....38,624	.....41,467	.....45,340	.....47,768	.....50,382	.....53,773
Claremore	.....38,937	.....41,661	.....45,436	.....47,758	.....50,267	.....53,290
Collinsville	.....42,350	.....45,533	.....49,244	.....51,369	.....53,695	.....56,406
Coweta	.....42,476	.....45,473	.....49,699	.....52,649	.....55,800	.....60,123
Duncan	.....38,570	.....41,281	.....45,270	.....47,349	.....49,847	.....53,889
Durant	.....41,187	.....44,167	.....48,067	.....51,272	.....55,468	.....61,667
El Reno	.....38,725	.....41,712	.....45,663	.....48,153	.....50,844	.....54,022
Glenpool	.....42,571	.....45,170	.....49,480	.....51,966	.....54,651	.....55,722
Guthrie	.....38,538	.....41,141	.....44,565	.....46,902	.....49,439	.....52,463
Guymon	.....43,473	.....46,188	.....50,428	.....52,913	.....55,599	.....58,723
Lawton	.....43,331	.....47,437	.....51,862	.....55,589	.....59,391	.....62,898
Mid-Del	.....40,916	.....44,089	.....47,559	.....51,096	.....56,009	.....64,677
Noble	.....49,365	.....53,043	.....46,168	.....59,988	.....63,549	.....
Okla. City	.....42,918	.....45,720	.....49,907	.....58,172	.....62,923	.....
Piedmont	.....41,039	.....44,538	.....47,913	.....51,063	.....52,414	.....59,776
Pryor	.....44,509	.....48,198	.....52,173	.....55,353	.....59,144	.....62,970
Shawnee	.....42,487	.....45,509	.....49,585	.....53,465	.....57,866	.....64,076
Skiatook	.....41,830	.....44,558	.....48,328	.....50,813	.....53,499	.....55,933
Tahlequah	.....41,034	.....43,988	.....48,028	.....50,513	.....53,198	.....57,724
Tulsa	.....43,815	.....46,650	.....51,315	.....56,522	.....60,958	.....65,666
Western Heights	.....40,629	.....44,534	.....48,274	.....51,744	.....55,283	.....62,584
Woodward	.....41,973	.....44,888	.....48,928	.....51,413	.....54,099	.....58,820
State Minimum	..... <b>40,473</b>	..... <b>43,388</b>	..... <b>47,428</b>	..... <b>49,913</b>	..... <b>52,599</b>	.....

# 2017-2018 Career Status Ranking

## 5A Comparison, Doctorate

Average of Steps 0 thru 5	Average of Steps 6 thru 10	Average of Steps 11 thru 15	Average of Steps 16 thru 20	Average of Steps 21 thru 25	Average of Steps 26 and above
Noble.....49,365	Noble.....53,043	Pryor.....52,173	Noble.....59,988	Noble.....63,549	Tulsa.....65,666
Pryor.....44,509	Pryor.....48,198	Lawton .....51,862	Okla. City ....58,172	Okla. City ....62,923	Mid-Del.....64,677
Tulsa.....43,815	Lawton .....47,437	Tulsa.....51,315	Tulsa.....56,522	Tulsa.....60,958	Shawnee .....64,076
Guymon.....43,473	Tulsa.....46,650	Guymon.....50,428	Lawton .....55,589	Lawton .....59,391	Pryor.....62,970
Lawton .....43,331	Guymon.....46,188	Okla. City ....49,907	Pryor.....55,353	Pryor.....59,144	Lawton .....62,898
Okla. City ....42,918	Okla. City ....45,720	Coweta .....49,699	Altus.....53,953	Shawnee .....57,866	Altus.....62,768
Glenpool.....42,571	Collinsville..45,533	Shawnee .....49,585	Shawnee .....53,465	Altus.....57,654	Western Heights
Shawnee .....42,487	Shawnee .....45,509	Glenpool.....49,480	Guymon.....52,913	Mid-Del.....56,009	.....62,584
Coweta .....42,476	Coweta .....45,473	Altus.....49,368	Coweta .....52,649	Coweta .....55,800	Durrant .....61,667
Altus.....42,444	Glenpool.....45,170	Collinsville..49,244	Glenpool.....51,966	Guymon.....55,599	Coweta .....60,123
Collinsville..42,350	Woodward ...44,888	Woodward ...48,928	Western Heights	Durrant .....55,468	Piedmont .....59,776
Woodward ...41,973	Skiatook .....44,558	Skiatook .....48,328	.....51,744	Western Heights	Woodward ...58,820
Skiatook .....41,830	Piedmont .....44,538	Western Heights	Woodward ...51,413	.....55,283	Guymon.....58,723
Durrant .....41,187	Western Heights	.....48,274	Collinsville..51,369	Glenpool.....54,651	Tahlequah ....57,724
Piedmont .....41,039	.....44,534	Durrant .....48,067	Durrant .....51,272	Woodward ...54,099	Collinsville..56,406
Tahlequah....41,034	Durrant .....44,167	Tahlequah ....48,028	Mid-Del.....51,096	Collinsville..53,695	Skiatook .....55,933
Mid-Del.....40,916	Altus.....44,113	Piedmont .....47,913	Piedmont .....51,063	Skiatook .....53,499	Glenpool.....55,722
Western Heights	Mid-Del.....44,089	Mid-Del.....47,559	Skiatook .....50,813	Tahlequah ....53,198	El Reno.....54,022
.....40,629	Tahlequah ....43,988	<b>State Minimum</b>	Tahlequah ....50,513	<b>State Minimum</b>	Duncan .....53,889
<b>State Minimum</b>	<b>State Minimum</b>	..... <b>47,428</b>	<b>State Minimum</b>	..... <b>52,599</b>	Ardmore .....53,773
..... <b>40,473</b>	..... <b>43,388</b>	Noble.....46,168	..... <b>49,913</b>	Piedmont .....52,414	Claremore....53,290
Claremore....38,937	El Reno.....41,712	El Reno.....45,663	El Reno.....48,153	El Reno.....50,844	Guthrie .....52,463
El Reno.....38,725	Claremore....41,661	Claremore....45,436	Ardmore .....47,768	Ardmore .....50,382	Noble.....
Ardmore .....38,624	Ardmore .....41,467	Ardmore .....45,340	Claremore....47,758	Claremore....50,267	Okla. City .....
Duncan .....38,570	Duncan .....41,281	Duncan .....45,270	Duncan .....47,349	Duncan .....49,847	<b>State Minimum.....</b>
Guthrie .....38,538	Guthrie .....41,141	Guthrie .....44,565	Guthrie .....46,902	Guthrie .....49,439	



Oklahoma Education Association  
**putting education first™**