

WESTERN HEIGHTS 2019-2020 COMPENSATION SCHEDULE
DOCTORATE DEGREE

2020	(B)	(C)	(D)	(E)	(F)	(G)
RATE	<i>Additional</i>		<i>District</i>		<i>District</i>	<i>Total</i>
DEGREE	<i>Base</i>	<i>Payment</i>	<i>Paid</i>	<i>Total</i>	<i>Paid</i>	<i>District</i>
STEP	<i>Salary</i>	<i>(TRS Credit)</i>	<i>Retirement</i>	<i>Compensation</i>	<i>Life</i>	<i>Payment</i>
0	\$ 40,991.24	\$ 60.15	\$ 3,025.21	\$ 44,076.60	24.00	\$ 44,100.60
1	\$ 41,261.87	\$ 103.41	\$ 3,002.32	\$ 44,367.60	24.00	\$ 44,391.60
2	\$ 41,644.10	\$ 145.65	\$ 2,988.85	\$ 44,778.60	24.00	\$ 44,802.60
3	\$ 41,967.13	\$ 188.15	\$ 2,970.67	\$ 45,125.95	24.00	\$ 45,149.95
4	\$ 42,394.00	\$ 233.33	\$ 2,957.62	\$ 45,584.95	24.00	\$ 45,608.95
5	\$ 42,832.96	\$ 278.76	\$ 2,945.23	\$ 46,056.95	24.00	\$ 46,080.95
6	\$ 44,491.97	\$ 325.26	\$ 3,023.60	\$ 47,840.83	24.00	\$ 47,864.83
7	\$ 45,299.32	\$ 372.82	\$ 3,036.81	\$ 48,708.95	24.00	\$ 48,732.95
8	\$ 45,753.16	\$ 421.44	\$ 3,022.35	\$ 49,196.95	24.00	\$ 49,220.95
9	\$ 46,207.93	\$ 471.12	\$ 3,006.90	\$ 49,685.95	24.00	\$ 49,709.95
10	\$ 47,017.64	\$ 521.87	\$ 3,017.09	\$ 50,556.60	24.00	\$ 50,580.60
11	\$ 47,685.38	\$ 573.67	\$ 3,015.55	\$ 51,274.60	24.00	\$ 51,298.60
12	\$ 48,957.63	\$ 626.54	\$ 3,058.44	\$ 52,642.61	24.00	\$ 52,666.61
13	\$ 49,602.13	\$ 680.48	\$ 3,053.01	\$ 53,335.62	24.00	\$ 53,359.62
14	\$ 50,268.93	\$ 735.47	\$ 3,048.21	\$ 54,052.61	24.00	\$ 54,076.61
15	\$ 50,956.20	\$ 791.53	\$ 3,043.88	\$ 54,791.61	24.00	\$ 54,815.61
16	\$ 51,623.94	\$ 848.65	\$ 3,037.02	\$ 55,509.61	24.00	\$ 55,533.61
17	\$ 52,291.68	\$ 906.83	\$ 3,029.10	\$ 56,227.61	24.00	\$ 56,251.61
18	\$ 52,959.42	\$ 966.07	\$ 3,020.12	\$ 56,945.61	24.00	\$ 56,969.61
19	\$ 53,627.16	\$ 1,026.38	\$ 3,010.07	\$ 57,663.61	24.00	\$ 57,687.61
20	\$ 54,315.36	\$ 1,087.75	\$ 3,000.50	\$ 58,403.61	24.00	\$ 58,427.61
21	\$ 54,983.10	\$ 1,150.18	\$ 2,988.33	\$ 59,121.61	24.00	\$ 59,145.61
22	\$ 55,650.84	\$ 1,213.68	\$ 2,975.09	\$ 59,839.61	24.00	\$ 59,863.61
23	\$ 56,319.51	\$ 1,278.23	\$ 2,960.87	\$ 60,558.61	24.00	\$ 60,582.61
24	\$ 56,987.25	\$ 1,343.85	\$ 2,945.51	\$ 61,276.61	24.00	\$ 61,300.61
25	\$ 58,572.90	\$ 1,410.53	\$ 2,998.18	\$ 62,981.61	24.00	\$ 63,005.61
26	\$ 59,735.40	\$ 1,410.53	\$ 3,085.68	\$ 64,231.61	24.00	\$ 64,255.61
27	\$ 60,316.65	\$ 1,410.53	\$ 3,129.43	\$ 64,856.61	24.00	\$ 64,880.61
28	\$ 60,897.90	\$ 1,410.53	\$ 3,173.18	\$ 65,481.61	24.00	\$ 65,505.61
29	\$ 61,479.15	\$ 1,410.53	\$ 3,216.93	\$ 66,106.61	24.00	\$ 66,130.61
30	\$ 62,060.40	\$ 1,410.53	\$ 3,260.68	\$ 66,731.61	24.00	\$ 66,755.61
31	\$ 62,641.65	\$ 1,410.53	\$ 3,304.43	\$ 67,356.61	24.00	\$ 67,380.61
32	\$ 63,222.90	\$ 1,410.53	\$ 3,348.18	\$ 67,981.61	24.00	\$ 68,005.61
33	\$ 63,804.15	\$ 1,410.53	\$ 3,391.93	\$ 68,606.61	24.00	\$ 68,630.61
34	\$ 64,385.40	\$ 1,410.53	\$ 3,435.68	\$ 69,231.61	24.00	\$ 69,255.61
35	\$ 64,966.65	\$ 1,410.53	\$ 3,479.43	\$ 69,856.61	24.00	\$ 69,880.61
36	\$ 65,547.90	\$ 1,410.53	\$ 3,523.18	\$ 70,481.61	24.00	\$ 70,505.61
37	\$ 66,129.15	\$ 1,410.53	\$ 3,566.93	\$ 71,106.61	24.00	\$ 71,130.61
38	\$ 66,710.40	\$ 1,410.53	\$ 3,610.68	\$ 71,731.61	24.00	\$ 71,755.61
39	\$ 67,291.65	\$ 1,410.53	\$ 3,654.43	\$ 72,356.61	24.00	\$ 72,380.61
40	\$ 67,872.90	\$ 1,410.53	\$ 3,698.18	\$ 72,981.61	24.00	\$ 73,005.61

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- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Retirement - District paid teachers' retirement at 7% of Total District Payment (Col. G). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (E) Total Compensation - Total of columns B through D.
- (F) District Paid Life - The District shall pay \$2.00 per month / \$24.00 per year for a \$10,000 life insurance policy.
- (G) Total District Payment - Total of columns E and F.

PLUS

Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month / \$836.52 per year.

Teachers enrolled in the District's Health Insurance Plan shall receive from the State a Flexible Benefit Allowance for Major Medical Health Insurance.

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