

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule National Board Certification

Bachelor's NBC					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$40,759	0	\$ 45,864.85	44,158	\$1,335.87	\$371
\$41,193	1	\$ 46,289.44	44,568	\$1,348.24	\$373
\$41,628	2	\$ 46,715.06	44,979	\$1,360.63	\$375
\$42,062	3	\$ 47,159.32	45,408	\$1,373.57	\$378
\$42,496	4	\$ 47,671.93	45,903	\$1,388.50	\$380
\$43,968	5	\$ 49,178.69	47,358	\$1,432.39	\$388
\$44,432	6	\$ 50,173.88	48,319	\$1,461.38	\$394
\$44,895	7	\$ 50,732.05	48,858	\$1,477.63	\$396
\$45,358	8	\$ 51,187.70	49,298	\$1,490.90	\$399
\$45,822	9	\$ 51,639.22	49,734	\$1,504.05	\$401
\$47,844	10	\$ 53,135.62	51,179	\$1,547.64	\$409
\$48,336	11	\$ 53,710.36	51,734	\$1,564.38	\$412
\$48,829	12	\$ 54,228.15	52,234	\$1,579.46	\$415
\$49,322	13	\$ 54,745.94	52,734	\$1,594.54	\$417
\$49,815	14	\$ 55,147.74	53,122	\$1,606.24	\$419
\$51,327	15	\$ 56,673.14	54,595	\$1,650.67	\$427
\$51,820	16	\$ 57,149.51	55,055	\$1,664.55	\$430
\$52,313	17	\$ 57,722.18	55,608	\$1,681.23	\$433
\$52,806	18	\$ 59,045.64	56,886	\$1,719.78	\$440
\$53,299	19	\$ 60,309.04	58,106	\$1,756.57	\$446
\$53,813	20	\$ 60,898.29	58,675	\$1,773.74	\$450
\$54,306	21	\$ 61,507.20	59,263	\$1,791.47	\$453
\$54,799	22	\$ 62,301.49	60,030	\$1,814.61	\$457
\$55,292	23	\$ 62,890.73	60,599	\$1,831.77	\$460
\$55,785	24	\$ 63,478.94	61,167	\$1,848.90	\$463
\$57,232	25	\$ 64,379.89	62,037	\$1,875.14	\$468
	26	\$ 65,643.29	63,257	\$1,911.94	\$474
	27	\$ 66,161.07	63,757	\$1,927.02	\$477
	28	\$ 66,678.86	64,257	\$1,942.10	\$480
	29	\$ 67,196.65	64,757	\$1,957.18	\$482
	30	\$ 67,714.44	65,257	\$1,972.27	\$485
	31	\$ 69,191.17	66,683	\$2,015.28	\$493
	32	\$ 69,708.95	67,183	\$2,030.36	\$496
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- District Paid OTRS Retirement: The District pays 3% of the teacher's 7% required contribution on base salary and district paid benefits to the Oklahoma Teachers' Retirement System (OTRS).
- District Paid Benefits - The District pays for employee life insurance with a death benefit of 1.5 times the annual salary, Long Term Disability and \$132 annually towards dental insurance.
- State Flexible Benefit Allowance (FBA) - Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) as provided by Oklahoma statutes.
- Cash in Lieu of Flexible Benefit Allowance - Employees not enrolled in the District's health insurance plan shall receive the state taxable compensation of \$836.52 per year in lieu of health insurance.
- Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification.
- The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 20, 25, 30 and 34 years of service during the first semester will move to the appropriate career increment for the second semester.
- The salary adjustment will be one-half the amount indicated for the yearly career increment.

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule National Board Certification

Masters NBC					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$42,149	0	\$ 46,900.43	45,158	\$1,366.03	\$376
\$42,583	1	\$ 47,325.01	45,568	\$1,378.40	\$379
\$43,018	2	\$ 47,750.63	45,979	\$1,390.80	\$381
\$43,452	3	\$ 48,194.89	46,408	\$1,403.73	\$383
\$43,886	4	\$ 48,707.50	46,903	\$1,418.67	\$386
\$45,358	5	\$ 50,732.05	48,858	\$1,477.63	\$396
\$45,822	6	\$ 51,727.24	49,819	\$1,506.62	\$402
\$46,285	7	\$ 52,285.41	50,358	\$1,522.88	\$405
\$46,749	8	\$ 52,742.10	50,799	\$1,536.18	\$407
\$47,212	9	\$ 53,191.54	51,233	\$1,549.27	\$409
\$49,728	10	\$ 54,688.98	52,679	\$1,592.88	\$417
\$50,221	11	\$ 55,264.76	53,235	\$1,609.65	\$420
\$50,713	12	\$ 55,781.51	53,734	\$1,624.70	\$423
\$51,206	13	\$ 56,298.26	54,233	\$1,639.76	\$426
\$51,699	14	\$ 57,218.89	55,122	\$1,666.57	\$430
\$53,212	15	\$ 58,744.29	56,595	\$1,711.00	\$438
\$53,705	16	\$ 59,220.66	57,055	\$1,724.87	\$441
\$54,198	17	\$ 60,255.19	58,054	\$1,755.01	\$446
\$54,691	18	\$ 61,518.59	59,274	\$1,791.80	\$453
\$55,184	19	\$ 62,220.71	59,952	\$1,812.25	\$456
\$55,698	20	\$ 62,901.09	60,609	\$1,832.07	\$460
\$56,192	21	\$ 64,165.52	61,830	\$1,868.90	\$467
\$56,685	22	\$ 64,753.73	62,398	\$1,886.03	\$470
\$57,178	23	\$ 65,340.90	62,965	\$1,903.13	\$473
\$57,671	24	\$ 66,137.26	63,734	\$1,926.33	\$477
\$59,153	25	\$ 67,074.45	64,639	\$1,953.62	\$482
	26	\$ 68,337.85	65,859	\$1,990.42	\$488
	27	\$ 68,855.64	66,359	\$2,005.50	\$491
	28	\$ 69,373.43	66,859	\$2,020.59	\$494
	29	\$ 69,891.21	67,359	\$2,035.67	\$497
	30	\$ 70,409.00	67,859	\$2,050.75	\$499
	31	\$ 70,926.79	68,359	\$2,065.83	\$502
	32	\$ 71,962.36	69,359	\$2,095.99	\$507
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- District Paid Benefits - The District pays for employee life insurance with a death benefit of 1.5 times the annual salary, Long Term Disability and \$132 annually towards dental insurance.
- State Flexible Benefit Allowance (FBA) - Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) as provided by Oklahoma statutes.
- Cash in Lieu of Flexible Benefit Allowance - Employees not enrolled in the District's health insurance plan shall receive the state taxable compensation of \$836.52 per year in lieu of health insurance.
- Apprentice teachers will start at \$35,000 per year and are eligible for an increase upon receipt of either provisional or standard certification.
- The School District provides a career increment in the amount of \$1,000 after 10, 15, 20, 25, 30, 34 and 37 years of credible service. Beginning with the 1995-96 school year, teachers who complete their 15, 20, 25, 30 and 34 years of service during the first semester will move to the appropriate career increment for the second semester.
- The salary adjustment will be one-half the amount indicated for the yearly career increment.

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule National Board Certification

Masters+30 NBC					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$42,149	0	\$ 47,418.21	45,658	\$1,381.11	\$379
\$42,583	1	\$ 47,842.80	46,068	\$1,393.48	\$381
\$43,018	2	\$ 48,268.42	46,479	\$1,405.88	\$384
\$43,452	3	\$ 48,712.68	46,908	\$1,418.82	\$386
\$43,886	4	\$ 49,225.29	47,403	\$1,433.75	\$389
\$45,358	5	\$ 51,249.84	49,358	\$1,492.71	\$399
\$45,822	6	\$ 52,245.03	50,319	\$1,521.70	\$404
\$46,285	7	\$ 52,803.20	50,858	\$1,537.96	\$407
\$46,749	8	\$ 53,259.89	51,299	\$1,551.26	\$410
\$47,212	9	\$ 53,709.33	51,733	\$1,564.35	\$412
\$49,728	10	\$ 55,206.77	53,179	\$1,607.96	\$420
\$50,221	11	\$ 55,782.55	53,735	\$1,624.73	\$423
\$50,713	12	\$ 56,817.09	54,734	\$1,654.87	\$428
\$51,206	13	\$ 57,333.84	55,233	\$1,669.92	\$431
\$51,699	14	\$ 58,254.46	56,122	\$1,696.73	\$436
\$53,212	15	\$ 59,779.87	57,595	\$1,741.16	\$444
\$53,705	16	\$ 60,795.76	58,576	\$1,770.75	\$449
\$54,198	17	\$ 62,355.34	60,082	\$1,816.17	\$457
\$54,691	18	\$ 63,618.74	61,302	\$1,852.97	\$464
\$55,184	19	\$ 64,434.77	62,090	\$1,876.74	\$468
\$55,698	20	\$ 65,085.11	62,718	\$1,895.68	\$471
\$56,192	21	\$ 65,861.79	63,468	\$1,918.30	\$475
\$56,685	22	\$ 66,779.31	64,354	\$1,945.03	\$480
\$57,178	23	\$ 68,041.68	65,573	\$1,981.80	\$487
\$57,671	24	\$ 68,630.92	66,142	\$1,998.96	\$490
\$59,153	25	\$ 69,775.23	67,247	\$2,032.29	\$496
	26	\$ 71,038.63	68,467	\$2,069.09	\$503
	27	\$ 71,556.42	68,967	\$2,084.17	\$505
	28	\$ 72,074.20	69,467	\$2,099.25	\$508
	29	\$ 72,591.99	69,967	\$2,114.33	\$511
	30	\$ 73,109.78	70,467	\$2,129.41	\$513
	31	\$ 73,627.57	70,967	\$2,144.49	\$516
	32	\$ 74,145.35	71,467	\$2,159.57	\$519
	33	\$ 74,663.14	71,967	\$2,174.65	\$521
	34	\$ 75,698.71	72,967	\$2,204.82	\$527

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule National Board Certification

Masters+60 NBC					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$42,149	0	\$ 48,453.79	46,658	\$1,411.28	\$385
\$42,583	1	\$ 48,878.37	47,068	\$1,423.64	\$387
\$43,018	2	\$ 49,304.00	47,479	\$1,436.04	\$389
\$43,452	3	\$ 49,748.26	47,908	\$1,448.98	\$391
\$43,886	4	\$ 50,260.87	48,403	\$1,463.91	\$394
\$45,358	5	\$ 51,767.63	49,858	\$1,507.79	\$402
\$45,822	6	\$ 52,762.81	50,819	\$1,536.78	\$407
\$46,285	7	\$ 53,320.99	51,358	\$1,553.04	\$410
\$46,749	8	\$ 53,777.68	51,799	\$1,566.34	\$412
\$47,212	9	\$ 54,227.12	52,233	\$1,579.43	\$415
\$49,728	10	\$ 55,724.56	53,679	\$1,623.05	\$423
\$50,221	11	\$ 56,549.91	54,476	\$1,647.08	\$427
\$50,713	12	\$ 57,852.66	55,734	\$1,685.03	\$434
\$51,206	13	\$ 58,369.41	56,233	\$1,700.08	\$436
\$51,699	14	\$ 59,290.04	57,122	\$1,726.89	\$441
\$53,212	15	\$ 61,337.37	59,099	\$1,786.53	\$452
\$53,705	16	\$ 62,484.79	60,207	\$1,819.95	\$458
\$54,198	17	\$ 64,065.07	61,733	\$1,865.97	\$466
\$54,691	18	\$ 65,328.47	62,953	\$1,902.77	\$473
\$55,184	19	\$ 66,123.79	63,721	\$1,925.94	\$477
\$55,698	20	\$ 66,763.78	64,339	\$1,944.58	\$480
\$56,192	21	\$ 67,540.46	65,089	\$1,967.20	\$484
\$56,685	22	\$ 68,468.33	65,985	\$1,994.22	\$489
\$57,178	23	\$ 69,730.70	67,204	\$2,030.99	\$496
\$57,671	24	\$ 70,319.94	67,773	\$2,048.15	\$499
\$59,153	25	\$ 71,464.25	68,878	\$2,081.48	\$505
	26	\$ 72,727.65	70,098	\$2,118.28	\$511
	27	\$ 73,245.44	70,598	\$2,133.36	\$514
	28	\$ 73,763.23	71,098	\$2,148.44	\$517
	29	\$ 74,277.91	71,595	\$2,163.43	\$519
	30	\$ 74,798.80	72,098	\$2,178.61	\$522
	31	\$ 75,313.48	72,595	\$2,193.60	\$525
	32	\$ 75,834.37	73,098	\$2,208.77	\$528
	33	\$ 76,349.06	73,595	\$2,223.76	\$530
	34	\$ 77,387.74	74,598	\$2,254.01	\$536

Tulsa Public Schools 2023-2024 Teacher Compensation Schedule National Board Certification

Doctorate NBC					
Oklahoma State Minimum	Step	Tulsa Public Schools Total Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$42,391	0	\$ 49,489.36	47,658	\$1,441.44	\$390
\$42,815	1	\$ 49,913.95	48,068	\$1,453.80	\$392
\$43,249	2	\$ 50,386.17	48,524	\$1,467.56	\$395
\$43,684	3	\$ 50,870.82	48,992	\$1,481.67	\$397
\$44,118	4	\$ 51,347.18	49,452	\$1,495.55	\$400
\$45,590	5	\$ 52,868.44	50,921	\$1,539.86	\$408
\$46,054	6	\$ 53,798.39	51,819	\$1,566.94	\$412
\$46,517	7	\$ 54,356.56	52,358	\$1,583.20	\$415
\$46,980	8	\$ 54,813.25	52,799	\$1,596.50	\$418
\$47,444	9	\$ 55,262.69	53,233	\$1,609.59	\$420
\$50,945	10	\$ 56,760.13	54,679	\$1,653.21	\$428
\$51,438	11	\$ 58,006.96	55,883	\$1,689.52	\$434
\$51,931	12	\$ 59,269.33	57,102	\$1,726.29	\$441
\$52,424	13	\$ 59,847.18	57,660	\$1,743.12	\$444
\$52,916	14	\$ 60,767.80	58,549	\$1,769.94	\$449
\$54,430	15	\$ 62,815.13	60,526	\$1,829.57	\$460
\$54,923	16	\$ 63,963.59	61,635	\$1,863.02	\$466
\$55,416	17	\$ 65,519.02	63,137	\$1,908.32	\$474
\$55,909	18	\$ 66,782.42	64,357	\$1,945.12	\$480
\$56,402	19	\$ 67,598.45	65,145	\$1,968.89	\$485
\$56,917	20	\$ 68,248.79	65,773	\$1,987.83	\$488
\$57,410	21	\$ 69,026.51	66,524	\$2,010.48	\$492
\$57,903	22	\$ 69,944.03	67,410	\$2,037.20	\$497
\$58,397	23	\$ 71,206.39	68,629	\$2,073.97	\$503
\$58,890	24	\$ 71,795.63	69,198	\$2,091.13	\$506
\$60,395	25	\$ 72,986.55	70,348	\$2,125.82	\$513
	26	\$ 74,249.95	71,568	\$2,162.62	\$519
	27	\$ 74,767.73	72,068	\$2,177.70	\$522
	28	\$ 75,285.52	72,568	\$2,192.78	\$525
	29	\$ 75,803.31	73,068	\$2,207.86	\$527
	30	\$ 76,321.09	73,568	\$2,222.94	\$530
	31	\$ 76,838.88	74,068	\$2,238.03	\$533
	32	\$ 77,356.67	74,568	\$2,253.11	\$536
	33	\$ 77,874.46	75,068	\$2,268.19	\$538
	34	\$ 78,910.03	76,068	\$2,298.35	\$544