Owasso Public Schools

Teacher Salary Schedule Summary 2025-26

step	Bachelors	Bachelors + 15 hours or 5 years in district	Bachelors + 30 hours or 10 years in district	Masters	Master + 15 hours or 5 years in district	Master + 30 hours or 10 years in district	Master + 45 hours or 15 years in district	Doctorate	District Paid Retirement	District Paid Life Insurance	State Paid Retirement TRS Offset
0	43,156	43,391	44,191	45,001	45,576	46,776	47,976	49,861	2,750	31.20	60.15
1	43,615	43,860	44,660	45,510	46,135	47,335	48,535	50,500	2,750	31.20	103.41
2	44,074	44,329	45,129	46,019	46,694	47,894	49,094	51,139	2,750	31.20	146.65
3	44,534	44,799	45,599	46,529	47,254	48,454	49,654	51,779	2,750	31.20	188.15
4	44,993	45,268	46,068	47,038	47,813	49,013	50,213	52,418	2,750	31.20	233.33
5	46,465	46,750	47,550	48,560	49,385	50,585	51,785	54,070	2,750	31.20	278.76
6	47,008	47,313	48,113	49,123	49,948	51,158	52,358	54,714	2,750	31.20	325.26
7	47,552	47,877	48,677	49,687	50,512	51,732	52,932	55,357	2,750	31.20	372.82
8	48,095	48,440	49,240	50,250	51,075	52,305	53,505	56,000	2,750	31.20	421.44
9	48,638	49,003	49,803	50,814	51,639	52,879	54,079	56,644	2,750	31.20	471.12
10	50,289	50,674	51,474	52,553	53,378	54,628	55,828	58,600	2,750	31.20	521.87
11	50,837	51,242	52,042	53,121	53,946	55,206	56,406	59,248	2,750	31.20	573.67
12	51,455	51,810	52,660	53,739	54,564	55,784	56,999	59,896	2,750	31.20	626.54
13	52,072	52,427	53,277	54,357	55,182	56,402	57,592	60,544	2,750	31.20	680.48
14	52,690	53,045	53,895	54,974	55,799	57,019	58,184	61,191	2,750	31.20	735.47
15	54,327	54,682	55,532	56,612	57,437	58,657	59,797	62,860	2,750	31.20	791.53
16	54,945	55,300	56,150	57,230	58,055	59,275	60,390	63,508	2,750	31.20	848.65
17	55,563	55,918	56,768	57,848	58,673	59,893	61,008	64,156	2,750	31.20	906.83
18	56,181	56,536	57,386	58,466	59,291	60,511	61,626	64,804	2,750	31.20	966.07
19	56,799	57,154	58,004	59,084	59,909	61,129	62,244	65,452	2,750	31.20	1,026.38
20	57,437	57,792	58,642	59,723	60,548	61,768	62,883	66,122	2,750	31.20	1,087.75
21	58,055	58,410	59,260	60,341	61,166	62,386	63,501	66,770	2,750	31.20	1,150.18
22	58,674	59,029	59,879	60,959	61,784	63,004	64,119	67,418	2,750	31.20	1,213.68
23	59,292	59,647	60,497	61,578	62,403	63,623	64,738	68,067	2,750	31.20	1,278.23
24	59,910	60,265	61,115	62,196	63,021	64,241	65,356	68,720	2,750	31.20	1,343.85
25	61,459	61,814	62,664	63,814	64,656	65,826	66,991	70,375	2,750	31.20	1,410.53
26	62,009	62,414	63,214	64,381	65,256	66,426	67,591	70,975	2,750	31.20	1,410.53
27	62,609	63,014	63,814	64,981	65,856	67,026	68,191	71,575	2,750	31.20	1,410.53
28	63,209	63,614	64,414	65,581	66,456	67,626	68,791	72,175	2,750	31.20	1,410.53
29	63,809	64,184	65,014	66,181	67,056	68,226	69,391	72,775	2,750	31.20	1,410.53
30	64,409	64,814	65,614	66,781	67,656	68,826	69,991	73,375	2,750	31.20	1,410.53
31	65,159	65,564	66,364	67,531	68,406	69,576	70,741	74,125	2,750	31.20	1,410.53
32	65,909	66,314	67,114	68,281	69,156	70,326	71,491	74,875	2,750	31.20	1,410.53
33	66,659	67,064	67,864	69,031	69,906	71,076	72,241	75,625	2,750	31.20	1,410.53
34	67,409	67,814	68,614	69,781	70,656	71,826	72,991	76,375	2,750	31.20	1,410.53
35	68,159	68,564	69,364	70,531	71,406	72,576	73,741	77,125	2,750	31.20	1,410.53

Note: Teachers with 36 or more years of experience will receive an additional $1,500 above their step

Owasso Public Schools
2025-2026 Salary Schedule
Bachelors Degree

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	43,156.00	2,750.00	45,906.00	31.20	45,937.20	3,215.60	60.15	405.45
1	43,615.00	2,750.00	46,365.00	31.20	46,396.20	3,247.73	103.41	394.32
2	44,074.00	2,750.00	46,824.00	31.20	46,855.20	3,279.86	145.65	384.21
3	44,534.00	2,750.00	47,284.00	31.20	47,315.20	3,312.06	188.15	373.91
4	44,993.00	2,750.00	47,743.00	31.20	47,774.20	3,344.19	233.33	360.86
5	46,465.00	2,750.00	49,215.00	31.20	49,246.20	3,447.23	278.76	418.47
6	47,008.00	2,750.00	49,758.00	31.20	49,789.20	3,485.24	325.26	409.98
7	47,552.00	2,750.00	50,302.00	31.20	50,333.20	3,523.32	372.82	400.50
8	48,095.00	2,750.00	50,845.00	31.20	50,876.20	3,561.33	421.44	389.89
9	48,638.00	2,750.00	51,388.00	31.20	51,419.20	3,599.34	471.12	378.22
10	50,289.00	2,750.00	53,039.00	31.20	53,070.20	3,714.91	521.87	443.04
11	50,837.00	2,750.00	53,587.00	31.20	53,618.20	3,753.27	573.67	429.60
12	51,455.00	2,750.00	54,205.00	31.20	54,236.20	3,796.53	626.54	419.99
13	52,072.00	2,750.00	54,822.00	31.20	54,853.20	3,839.72	680.48	409.24
14	52,690.00	2,750.00	55,440.00	31.20	55,471.20	3,882.98	735.47	397.51
15	54,327.00	2,750.00	57,077.00	31.20	57,108.20	3,997.57	791.53	456.04
16	54,945.00	2,750.00	57,695.00	31.20	57,726.20	4,040.83	848.65	442.18
17	55,563.00	2,750.00	58,313.00	31.20	58,344.20	4,084.09	906.83	427.26
18	56,181.00	2,750.00	58,931.00	31.20	58,962.20	4,127.35	966.07	411.28
19	56,799.00	2,750.00	59,549.00	31.20	59,580.20	4,170.61	1,026.38	394.23
20	57,437.00	2,750.00	60,187.00	31.20	60,218.20	4,215.27	1,087.75	377.52
21	58,055.00	2,750.00	60,805.00	31.20	60,836.20	4,258.53	1,150.18	358.35
22	58,674.00	2,750.00	61,424.00	31.20	61,455.20	4,301.86	1,213.68	338.18
23	59,292.00	2,750.00	62,042.00	31.20	62,073.20	4,345.12	1,278.23	316.89
24	59,910.00	2,750.00	62,660.00	31.20	62,691.20	4,388.38	1,343.85	294.53
25	61,459.00	2,750.00	64,209.00	31.20	64,240.20	4,496.81	1,410.53	336.28
26	62,009.00	2,750.00	64,759.00	31.20	64,790.20	4,535.31	1,410.53	374.78
27	62,609.00	2,750.00	65,359.00	31.20	65,390.20	4,577.31	1,410.53	416.78
28	63,209.00	2,750.00	65,959.00	31.20	65,990.20	4,619.31	1,410.53	458.78
29	63,809.00	2,750.00	66,559.00	31.20	66,590.20	4,661.31	1,410.53	500.78
30	64,409.00	2,750.00	67,159.00	31.20	67,190.20	4,703.31	1,410.53	542.78
31	65,159.00	2,750.00	67,909.00	31.20	67,940.20	4,755.81	1,410.53	595.28
32	65,909.00	2,750.00	68,659.00	31.20	68,690.20	4,808.31	1,410.53	647.78
33	66,659.00	2,750.00	69,409.00	31.20	69,440.20	4,860.81	1,410.53	700.28
34	67,409.00	2,750.00	70,159.00	31.20	70,190.20	4,913.31	1,410.53	752.78
35	68,159.00	2,750.00	70,909.00	31.20	70,940.20	4,965.81	1,410.53	805.28

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

(K) Teachers with 36 or more years of experience will receive a $1,500.00 stipend

Annual Flexible Benefit Allowance: Cash in lieu of insurance allowance $69.71/month or $836.52/year

if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Bachelors Degree + 15 hours or 5 years in district

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	43,391.00	2,750.00	46,141.00	31.20	46,172.20	3,232.05	60.15	421.90
1	43,860.00	2,750.00	46,610.00	31.20	46,641.20	3,264.88	103.41	411.47
2	44,329.00	2,750.00	47,079.00	31.20	47,110.20	3,297.71	145.65	402.06
3	44,799.00	2,750.00	47,549.00	31.20	47,580.20	3,330.61	188.15	392.46
4	45,268.00	2,750.00	48,018.00	31.20	48,049.20	3,363.44	233.33	380.11
5	46,750.00	2,750.00	49,500.00	31.20	49,531.20	3,467.18	278.76	438.42
6	47,313.00	2,750.00	50,063.00	31.20	50,094.20	3,506.59	325.26	431.33
7	47,877.00	2,750.00	50,627.00	31.20	50,658.20	3,546.07	372.82	423.25
8	48,440.00	2,750.00	51,190.00	31.20	51,221.20	3,585.48	421.44	414.04
9	49,003.00	2,750.00	51,753.00	31.20	51,784.20	3,624.89	471.12	403.77
10	50,674.00	2,750.00	53,424.00	31.20	53,455.20	3,741.86	521.87	469.99
11	51,242.00	2,750.00	53,992.00	31.20	54,023.20	3,781.62	573.67	457.95
12	51,810.00	2,750.00	54,560.00	31.20	54,591.20	3,821.38	626.54	444.84
13	52,427.00	2,750.00	55,177.00	31.20	55,208.20	3,864.57	680.48	434.09
14	53,045.00	2,750.00	55,795.00	31.20	55,826.20	3,907.83	735.47	422.36
15	54,682.00	2,750.00	57,432.00	31.20	57,463.20	4,022.42	791.53	480.89
16	55,300.00	2,750.00	58,050.00	31.20	58,081.20	4,065.68	848.65	467.03
17	55,918.00	2,750.00	58,668.00	31.20	58,699.20	4,108.94	906.83	452.11
18	56,536.00	2,750.00	59,286.00	31.20	59,317.20	4,152.20	966.07	436.13
19	57,154.00	2,750.00	59,904.00	31.20	59,935.20	4,195.46	1,026.38	419.08
20	57,792.00	2,750.00	60,542.00	31.20	60,573.20	4,240.12	1,087.75	402.37
21	58,410.00	2,750.00	61,160.00	31.20	61,191.20	4,283.38	1,150.18	383.20
22	59,029.00	2,750.00	61,779.00	31.20	61,810.20	4,326.71	1,213.68	363.03
23	59,647.00	2,750.00	62,397.00	31.20	62,428.20	4,369.97	1,278.23	341.74
24	60,265.00	2,750.00	63,015.00	31.20	63,046.20	4,413.23	1,343.85	319.38
25	61,814.00	2,750.00	64,564.00	31.20	64,595.20	4,521.66	1,410.53	361.13
26	62,414.00	2,750.00	65,164.00	31.20	65,195.20	4,563.66	1,410.53	403.13
27	63,014.00	2,750.00	65,764.00	31.20	65,795.20	4,605.66	1,410.53	445.13
28	63,614.00	2,750.00	66,364.00	31.20	66,395.20	4,647.66	1,410.53	487.13
29	64,184.00	2,750.00	66,934.00	31.20	66,965.20	4,687.56	1,410.53	527.03
30	64,814.00	2,750.00	67,564.00	31.20	67,595.20	4,731.66	1,410.53	571.13
31	65,564.00	2,750.00	68,314.00	31.20	68,345.20	4,784.16	1,410.53	623.63
32	66,314.00	2,750.00	69,064.00	31.20	69,095.20	4,836.66	1,410.53	676.13
33	67,064.00	2,750.00	69,814.00	31.20	69,845.20	4,889.16	1,410.53	728.63
34	67,814.00	2,750.00	70,564.00	31.20	70,595.20	4,941.66	1,410.53	781.13
35	68,564.00	2,750.00	71,314.00	31.20	71,345.20	4,994.16	1,410.53	833.63

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

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Annual Flexible Benefit Allowance: Cash in lieu of insurance allowance $69.71/month or $836.52/year

if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Bachelors Degree + 30 hours or 10 years in district

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	44,191.00	2,750.00	46,941.00	31.20	46,972.20	3,288.05	60.15	477.90
1	44,660.00	2,750.00	47,410.00	31.20	47,441.20	3,320.88	103.41	467.47
2	45,129.00	2,750.00	47,879.00	31.20	47,910.20	3,353.71	145.65	458.06
3	45,599.00	2,750.00	48,349.00	31.20	48,380.20	3,386.61	188.15	448.46
4	46,068.00	2,750.00	48,818.00	31.20	48,849.20	3,419.44	233.33	436.11
5	47,550.00	2,750.00	50,300.00	31.20	50,331.20	3,523.18	278.76	494.42
6	48,113.00	2,750.00	50,863.00	31.20	50,894.20	3,562.59	325.26	487.33
7	48,677.00	2,750.00	51,427.00	31.20	51,458.20	3,602.07	372.82	479.25
8	49,240.00	2,750.00	51,990.00	31.20	52,021.20	3,641.48	421.44	470.04
9	49,803.00	2,750.00	52,553.00	31.20	52,584.20	3,680.89	471.12	459.77
10	51,474.00	2,750.00	54,224.00	31.20	54,255.20	3,797.86	521.87	525.99
11	52,042.00	2,750.00	54,792.00	31.20	54,823.20	3,837.62	573.67	513.95
12	52,660.00	2,750.00	55,410.00	31.20	55,441.20	3,880.88	626.54	504.34
13	53,277.00	2,750.00	56,027.00	31.20	56,058.20	3,924.07	680.48	493.59
14	53,895.00	2,750.00	56,645.00	31.20	56,676.20	3,967.33	735.47	481.86
15	55,532.00	2,750.00	58,282.00	31.20	58,313.20	4,081.92	791.53	540.39
16	56,150.00	2,750.00	58,900.00	31.20	58,931.20	4,125.18	848.65	526.53
17	56,768.00	2,750.00	59,518.00	31.20	59,549.20	4,168.44	906.83	511.61
18	57,386.00	2,750.00	60,136.00	31.20	60,167.20	4,211.70	966.07	495.63
19	58,004.00	2,750.00	60,754.00	31.20	60,785.20	4,254.96	1,026.38	478.58
20	58,642.00	2,750.00	61,392.00	31.20	61,423.20	4,299.62	1,087.75	461.87
21	59,260.00	2,750.00	62,010.00	31.20	62,041.20	4,342.88	1,150.18	442.70
22	59,879.00	2,750.00	62,629.00	31.20	62,660.20	4,386.21	1,213.68	422.53
23	60,497.00	2,750.00	63,247.00	31.20	63,278.20	4,429.47	1,278.23	401.24
24	61,115.00	2,750.00	63,865.00	31.20	63,896.20	4,472.73	1,343.85	378.88
25	62,664.00	2,750.00	65,414.00	31.20	65,445.20	4,581.16	1,410.53	420.63
26	63,214.00	2,750.00	65,964.00	31.20	65,995.20	4,619.66	1,410.53	459.13
27	63,814.00	2,750.00	66,564.00	31.20	66,595.20	4,661.66	1,410.53	501.13
28	64,414.00	2,750.00	67,164.00	31.20	67,195.20	4,703.66	1,410.53	543.13
29	65,014.00	2,750.00	67,764.00	31.20	67,795.20	4,745.66	1,410.53	585.13
30	65,614.00	2,750.00	68,364.00	31.20	68,395.20	4,787.66	1,410.53	627.13
31	66,364.00	2,750.00	69,114.00	31.20	69,145.20	4,840.16	1,410.53	679.63
32	67,114.00	2,750.00	69,864.00	31.20	69,895.20	4,892.66	1,410.53	732.13
33	67,864.00	2,750.00	70,614.00	31.20	70,645.20	4,945.16	1,410.53	784.63
34	68,614.00	2,750.00	71,364.00	31.20	71,395.20	4,997.66	1,410.53	837.13
35	69,364.00	2,750.00	72,114.00	31.20	72,145.20	5,050.16	1,410.53	889.63

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

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if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Masters Degree

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	45,001.00	2,750.00	47,751.00	31.20	47,782.20	3,344.75	60.15	534.60
1	45,510.00	2,750.00	48,260.00	31.20	48,291.20	3,380.38	103.41	526.97
2	46,019.00	2,750.00	48,769.00	31.20	48,800.20	3,416.01	145.65	520.36
3	46,529.00	2,750.00	49,279.00	31.20	49,310.20	3,451.71	188.15	513.56
4	47,038.00	2,750.00	49,788.00	31.20	49,819.20	3,487.34	233.33	504.01
5	48,560.00	2,750.00	51,310.00	31.20	51,341.20	3,593.88	278.76	565.12
6	49,123.00	2,750.00	51,873.00	31.20	51,904.20	3,633.29	325.26	558.03
7	49,687.00	2,750.00	52,437.00	31.20	52,468.20	3,672.77	372.82	549.95
8	50,250.00	2,750.00	53,000.00	31.20	53,031.20	3,712.18	421.44	540.74
9	50,814.00	2,750.00	53,564.00	31.20	53,595.20	3,751.66	471.12	530.54
10	52,553.00	2,750.00	55,303.00	31.20	55,334.20	3,873.39	521.87	601.52
11	53,121.00	2,750.00	55,871.00	31.20	55,902.20	3,913.15	573.67	589.48
12	53,739.00	2,750.00	56,489.00	31.20	56,520.20	3,956.41	626.54	579.87
13	54,357.00	2,750.00	57,107.00	31.20	57,138.20	3,999.67	680.48	569.19
14	54,974.00	2,750.00	57,724.00	31.20	57,755.20	4,042.86	735.47	557.39
15	56,612.00	2,750.00	59,362.00	31.20	59,393.20	4,157.52	791.53	615.99
16	57,230.00	2,750.00	59,980.00	31.20	60,011.20	4,200.78	848.65	602.13
17	57,848.00	2,750.00	60,598.00	31.20	60,629.20	4,244.04	906.83	587.21
18	58,466.00	2,750.00	61,216.00	31.20	61,247.20	4,287.30	966.07	571.23
19	59,084.00	2,750.00	61,834.00	31.20	61,865.20	4,330.56	1,026.38	554.18
20	59,723.00	2,750.00	62,473.00	31.20	62,504.20	4,375.29	1,087.75	537.54
21	60,341.00	2,750.00	63,091.00	31.20	63,122.20	4,418.55	1,150.18	518.37
22	60,959.00	2,750.00	63,709.00	31.20	63,740.20	4,461.81	1,213.68	498.13
23	61,578.00	2,750.00	64,328.00	31.20	64,359.20	4,505.14	1,278.23	476.91
24	62,196.00	2,750.00	64,946.00	31.20	64,977.20	4,548.40	1,343.85	454.55
25	63,814.00	2,750.00	66,564.00	31.20	66,595.20	4,661.66	1,410.53	501.13
26	64,381.00	2,750.00	67,131.00	31.20	67,162.20	4,701.35	1,410.53	540.82
27	64,981.00	2,750.00	67,731.00	31.20	67,762.20	4,743.35	1,410.53	582.82
28	65,581.00	2,750.00	68,331.00	31.20	68,362.20	4,785.35	1,410.53	624.82
29	66,181.00	2,750.00	68,931.00	31.20	68,962.20	4,827.35	1,410.53	666.82
30	66,781.00	2,750.00	69,531.00	31.20	69,562.20	4,869.35	1,410.53	708.82
31	67,531.00	2,750.00	70,281.00	31.20	70,312.20	4,921.85	1,410.53	761.32
32	68,281.00	2,750.00	71,031.00	31.20	71,062.20	4,974.35	1,410.53	813.82
33	69,031.00	2,750.00	71,781.00	31.20	71,812.20	5,026.85	1,410.53	866.32
34	69,781.00	2,750.00	72,531.00	31.20	72,562.20	5,079.35	1,410.53	918.82
35	70,531.00	2,750.00	73,281.00	31.20	73,312.20	5,131.85	1,410.53	971.32

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

(K) Teachers with 36 or more years of experience will receive a $1,500.00 stipend

Annual Flexible Benefit Allowance: Cash in lieu of insurance allowance $69.71/month or $836.52/year

if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Masters Degree + 15 hours or 5 years in district

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	45,576.00	2,750.00	48,326.00	31.20	48,357.20	3,385.00	60.15	574.85
1	46,135.00	2,750.00	48,885.00	31.20	48,916.20	3,424.13	103.41	570.72
2	46,694.00	2,750.00	49,444.00	31.20	49,475.20	3,463.26	145.65	567.61
3	47,254.00	2,750.00	50,004.00	31.20	50,035.20	3,502.46	188.15	564.31
4	47,813.00	2,750.00	50,563.00	31.20	50,594.20	3,541.59	233.33	558.26
5	49,385.00	2,750.00	52,135.00	31.20	52,166.20	3,651.63	278.76	622.87
6	49,948.00	2,750.00	52,698.00	31.20	52,729.20	3,691.04	325.26	615.78
7	50,512.00	2,750.00	53,262.00	31.20	53,293.20	3,730.52	372.82	607.70
8	51,075.00	2,750.00	53,825.00	31.20	53,856.20	3,769.93	421.44	598.49
9	51,639.00	2,750.00	54,389.00	31.20	54,420.20	3,809.41	471.12	588.29
10	53,378.00	2,750.00	56,128.00	31.20	56,159.20	3,931.14	521.87	659.27
11	53,946.00	2,750.00	56,696.00	31.20	56,727.20	3,970.90	573.67	647.23
12	54,564.00	2,750.00	57,314.00	31.20	57,345.20	4,014.16	626.54	637.62
13	55,182.00	2,750.00	57,932.00	31.20	57,963.20	4,057.42	680.48	626.94
14	55,799.00	2,750.00	58,549.00	31.20	58,580.20	4,100.61	735.47	615.14
15	57,437.00	2,750.00	60,187.00	31.20	60,218.20	4,215.27	791.53	673.74
16	58,055.00	2,750.00	60,805.00	31.20	60,836.20	4,258.53	848.65	659.88
17	58,673.00	2,750.00	61,423.00	31.20	61,454.20	4,301.79	906.83	644.96
18	59,291.00	2,750.00	62,041.00	31.20	62,072.20	4,345.05	966.07	628.98
19	59,909.00	2,750.00	62,659.00	31.20	62,690.20	4,388.31	1,026.38	611.93
20	60,548.00	2,750.00	63,298.00	31.20	63,329.20	4,433.04	1,087.75	595.29
21	61,166.00	2,750.00	63,916.00	31.20	63,947.20	4,476.30	1,150.18	576.12
22	61,784.00	2,750.00	64,534.00	31.20	64,565.20	4,519.56	1,213.68	555.88
23	62,403.00	2,750.00	65,153.00	31.20	65,184.20	4,562.89	1,278.23	534.66
24	63,021.00	2,750.00	65,771.00	31.20	65,802.20	4,606.15	1,343.85	512.30
25	64,656.00	2,750.00	67,406.00	31.20	67,437.20	4,720.60	1,410.53	560.07
26	65,256.00	2,750.00	68,006.00	31.20	68,037.20	4,762.60	1,410.53	602.07
27	65,856.00	2,750.00	68,606.00	31.20	68,637.20	4,804.60	1,410.53	644.07
28	66,456.00	2,750.00	69,206.00	31.20	69,237.20	4,846.60	1,410.53	686.07
29	67,056.00	2,750.00	69,806.00	31.20	69,837.20	4,888.60	1,410.53	728.07
30	67,656.00	2,750.00	70,406.00	31.20	70,437.20	4,930.60	1,410.53	770.07
31	68,406.00	2,750.00	71,156.00	31.20	71,187.20	4,983.10	1,410.53	822.57
32	69,156.00	2,750.00	71,906.00	31.20	71,937.20	5,035.60	1,410.53	875.07
33	69,906.00	2,750.00	72,656.00	31.20	72,687.20	5,088.10	1,410.53	927.57
34	70,656.00	2,750.00	73,406.00	31.20	73,437.20	5,140.60	1,410.53	980.07
35	71,406.00	2,750.00	74,156.00	31.20	74,187.20	5,193.10	1,410.53	1,032.57

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

(K) Teachers with 36 or more years of experience will receive a $1,500.00 stipend

Annual Flexible Benefit Allowance: Cash in lieu of insurance allowance $69.71/month or $836.52/year

if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Masters Degree + 30 hours or 10 years in district

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	46,776.00	2,750.00	49,526.00	31.20	49,557.20	3,469.00	60.15	658.85
1	47,335.00	2,750.00	50,085.00	31.20	50,116.20	3,508.13	103.41	654.72
2	47,894.00	2,750.00	50,644.00	31.20	50,675.20	3,547.26	145.65	651.61
3	48,454.00	2,750.00	51,204.00	31.20	51,235.20	3,586.46	188.15	648.31
4	49,013.00	2,750.00	51,763.00	31.20	51,794.20	3,625.59	233.33	642.26
5	50,585.00	2,750.00	53,335.00	31.20	53,366.20	3,735.63	278.76	706.87
6	51,158.00	2,750.00	53,908.00	31.20	53,939.20	3,775.74	325.26	700.48
7	51,732.00	2,750.00	54,482.00	31.20	54,513.20	3,815.92	372.82	693.10
8	52,305.00	2,750.00	55,055.00	31.20	55,086.20	3,856.03	421.44	684.59
9	52,879.00	2,750.00	55,629.00	31.20	55,660.20	3,896.21	471.12	675.09
10	54,628.00	2,750.00	57,378.00	31.20	57,409.20	4,018.64	521.87	746.77
11	55,206.00	2,750.00	57,956.00	31.20	57,987.20	4,059.10	573.67	735.43
12	55,784.00	2,750.00	58,534.00	31.20	58,565.20	4,099.56	626.54	723.02
13	56,402.00	2,750.00	59,152.00	31.20	59,183.20	4,142.82	680.48	712.34
14	57,019.00	2,750.00	59,769.00	31.20	59,800.20	4,186.01	735.47	700.54
15	58,657.00	2,750.00	61,407.00	31.20	61,438.20	4,300.67	791.53	759.14
16	59,275.00	2,750.00	62,025.00	31.20	62,056.20	4,343.93	848.65	745.28
17	59,893.00	2,750.00	62,643.00	31.20	62,674.20	4,387.19	906.83	730.36
18	60,511.00	2,750.00	63,261.00	31.20	63,292.20	4,430.45	966.07	714.38
19	61,129.00	2,750.00	63,879.00	31.20	63,910.20	4,473.71	1,026.38	697.33
20	61,768.00	2,750.00	64,518.00	31.20	64,549.20	4,518.44	1,087.75	680.69
21	62,386.00	2,750.00	65,136.00	31.20	65,167.20	4,561.70	1,150.18	661.52
22	63,004.00	2,750.00	65,754.00	31.20	65,785.20	4,604.96	1,213.68	641.28
23	63,623.00	2,750.00	66,373.00	31.20	66,404.20	4,648.29	1,278.23	620.06
24	64,241.00	2,750.00	66,991.00	31.20	67,022.20	4,691.55	1,343.85	597.70
25	65,826.00	2,750.00	68,576.00	31.20	68,607.20	4,802.50	1,410.53	641.97
26	66,426.00	2,750.00	69,176.00	31.20	69,207.20	4,844.50	1,410.53	683.97
27	67,026.00	2,750.00	69,776.00	31.20	69,807.20	4,886.50	1,410.53	725.97
28	67,626.00	2,750.00	70,376.00	31.20	70,407.20	4,928.50	1,410.53	767.97
29	68,226.00	2,750.00	70,976.00	31.20	71,007.20	4,970.50	1,410.53	809.97
30	68,826.00	2,750.00	71,576.00	31.20	71,607.20	5,012.50	1,410.53	851.97
31	69,576.00	2,750.00	72,326.00	31.20	72,357.20	5,065.00	1,410.53	904.47
32	70,326.00	2,750.00	73,076.00	31.20	73,107.20	5,117.50	1,410.53	956.97
33	71,076.00	2,750.00	73,826.00	31.20	73,857.20	5,170.00	1,410.53	1,009.47
34	71,826.00	2,750.00	74,576.00	31.20	74,607.20	5,222.50	1,410.53	1,061.97
35	72,576.00	2,750.00	75,326.00	31.20	75,357.20	5,275.00	1,410.53	1,114.47

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

(I) Teacher Paid Retirement - Amount paid out of Base Salary (Column B) to meet the teacher's obligation to the Oklahoma Teachers' Retirement System

(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

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Annual Flexible Benefit Allowance: Cash in lieu of insurance allowance $69.71/month or $836.52/year

if not participating in major medical. Payment for major medical - $707.00 month or $8,484.00 year

Owasso Public Schools
2025-2026 Salary Schedule
Masters Degree + 45 hours or 15 years in the district

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	47,976.00	2,750.00	50,726.00	31.20	50,757.20	3,553.00	60.15	742.85
1	48,535.00	2,750.00	51,285.00	31.20	51,316.20	3,592.13	103.41	738.72
2	49,094.00	2,750.00	51,844.00	31.20	51,875.20	3,631.26	145.65	735.61
3	49,654.00	2,750.00	52,404.00	31.20	52,435.20	3,670.46	188.15	732.31
4	50,213.00	2,750.00	52,963.00	31.20	52,994.20	3,709.59	233.33	726.26
5	51,785.00	2,750.00	54,535.00	31.20	54,566.20	3,819.63	278.76	790.87
6	52,358.00	2,750.00	55,108.00	31.20	55,139.20	3,859.74	325.26	784.48
7	52,932.00	2,750.00	55,682.00	31.20	55,713.20	3,899.92	372.82	777.10
8	53,505.00	2,750.00	56,255.00	31.20	56,286.20	3,940.03	421.44	768.59
9	54,079.00	2,750.00	56,829.00	31.20	56,860.20	3,980.21	471.12	759.09
10	55,828.00	2,750.00	58,578.00	31.20	58,609.20	4,102.64	521.87	830.77
11	56,406.00	2,750.00	59,156.00	31.20	59,187.20	4,143.10	573.67	819.43
12	56,999.00	2,750.00	59,749.00	31.20	59,780.20	4,184.61	626.54	808.07
13	57,592.00	2,750.00	60,342.00	31.20	60,373.20	4,226.12	680.48	795.64
14	58,184.00	2,750.00	60,934.00	31.20	60,965.20	4,267.56	735.47	782.09
15	59,797.00	2,750.00	62,547.00	31.20	62,578.20	4,380.47	791.53	838.94
16	60,390.00	2,750.00	63,140.00	31.20	63,171.20	4,421.98	848.65	823.33
17	61,008.00	2,750.00	63,758.00	31.20	63,789.20	4,465.24	906.83	808.41
18	61,626.00	2,750.00	64,376.00	31.20	64,407.20	4,508.50	966.07	792.43
19	62,244.00	2,750.00	64,994.00	31.20	65,025.20	4,551.76	1,026.38	775.38
20	62,883.00	2,750.00	65,633.00	31.20	65,664.20	4,596.49	1,087.75	758.74
21	63,501.00	2,750.00	66,251.00	31.20	66,282.20	4,639.75	1,150.18	739.57
22	64,119.00	2,750.00	66,869.00	31.20	66,900.20	4,683.01	1,213.68	719.33
23	64,738.00	2,750.00	67,488.00	31.20	67,519.20	4,726.34	1,278.23	698.11
24	65,356.00	2,750.00	68,106.00	31.20	68,137.20	4,769.60	1,343.85	675.75
25	66,991.00	2,750.00	69,741.00	31.20	69,772.20	4,884.05	1,410.53	723.52
26	67,591.00	2,750.00	70,341.00	31.20	70,372.20	4,926.05	1,410.53	765.52
27	68,191.00	2,750.00	70,941.00	31.20	70,972.20	4,968.05	1,410.53	807.52
28	68,791.00	2,750.00	71,541.00	31.20	71,572.20	5,010.05	1,410.53	849.52
29	69,391.00	2,750.00	72,141.00	31.20	72,172.20	5,052.05	1,410.53	891.52
30	69,991.00	2,750.00	72,741.00	31.20	72,772.20	5,094.05	1,410.53	933.52
31	70,741.00	2,750.00	73,491.00	31.20	73,522.20	5,146.55	1,410.53	986.02
32	71,491.00	2,750.00	74,241.00	31.20	74,272.20	5,199.05	1,410.53	1,038.52
33	72,241.00	2,750.00	74,991.00	31.20	75,022.20	5,251.55	1,410.53	1,091.02
34	72,991.00	2,750.00	75,741.00	31.20	75,772.20	5,304.05	1,410.53	1,143.52
35	73,741.00	2,750.00	76,491.00	31.20	76,522.20	5,356.55	1,410.53	1,196.02

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

(C) The District pays $2,750.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System

(D) Total Compensation - Base Salary + District Paid Retirement

(E) District Paid Life - Amount paid toward group life insurance coverage on employee.

(F) Total District Compensation - Total of columns B, C and E

(G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)

(H) State Paid Retirement (TRS Offset) - Statutory required payment to offset a teacher's obligation to the Oklahoma Teachers Retirement System

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(J) Teachers acquiring National Board Certification after 6/30/2013 will receive the amount required by law (currently $1000) added to the schedule

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Owasso Public Schools
2025-2026 Salary Schedule
Doctorate

A	B	C	D	E	F	G	H	I
Step	Base Salary	District Paid Retirement	Adjusted Total Compensation	District Paid Life Ins.	Total District Compensation	Total Retirement	State Paid Retirement (TRS Offset)	Teacher Paid Retirement
0	49,861.00	2,750.00	52,611.00	31.20	52,642.20	3,684.95	60.15	874.80
1	50,500.00	2,750.00	53,250.00	31.20	53,281.20	3,729.68	103.41	876.27
2	51,139.00	2,750.00	53,889.00	31.20	53,920.20	3,774.41	145.65	878.76
3	51,779.00	2,750.00	54,529.00	31.20	54,560.20	3,819.21	188.15	881.06
4	52,418.00	2,750.00	55,168.00	31.20	55,199.20	3,863.94	233.33	880.61
5	54,070.00	2,750.00	56,820.00	31.20	56,851.20	3,979.58	278.76	950.82
6	54,714.00	2,750.00	57,464.00	31.20	57,495.20	4,024.66	325.26	949.40
7	55,357.00	2,750.00	58,107.00	31.20	58,138.20	4,069.67	372.82	946.85
8	56,000.00	2,750.00	58,750.00	31.20	58,781.20	4,114.68	421.44	943.24
9	56,644.00	2,750.00	59,394.00	31.20	59,425.20	4,159.76	471.12	938.64
10	58,600.00	2,750.00	61,350.00	31.20	61,381.20	4,296.68	521.87	1,024.81
11	59,248.00	2,750.00	61,998.00	31.20	62,029.20	4,342.04	573.67	1,018.37
12	59,896.00	2,750.00	62,646.00	31.20	62,677.20	4,387.40	626.54	1,010.86
13	60,544.00	2,750.00	63,294.00	31.20	63,325.20	4,432.76	680.48	1,002.28
14	61,191.00	2,750.00	63,941.00	31.20	63,972.20	4,478.05	735.47	992.58
15	62,860.00	2,750.00	65,610.00	31.20	65,641.20	4,594.88	791.53	1,053.35
16	63,508.00	2,750.00	66,258.00	31.20	66,289.20	4,640.24	848.65	1,041.59
17	64,156.00	2,750.00	66,906.00	31.20	66,937.20	4,685.60	906.83	1,028.77
18	64,804.00	2,750.00	67,554.00	31.20	67,585.20	4,730.96	966.07	1,014.89
19	65,452.00	2,750.00	68,202.00	31.20	68,233.20	4,776.32	1,026.38	999.94
20	66,122.00	2,750.00	68,872.00	31.20	68,903.20	4,823.22	1,087.75	985.47
21	66,770.00	2,750.00	69,520.00	31.20	69,551.20	4,868.58	1,150.18	968.40
22	67,418.00	2,750.00	70,168.00	31.20	70,199.20	4,913.94	1,213.68	950.26
23	68,067.00	2,750.00	70,817.00	31.20	70,848.20	4,959.37	1,278.23	931.14
24	68,720.00	2,750.00	71,470.00	31.20	71,501.20	5,005.08	1,343.85	911.23
25	70,375.00	2,750.00	73,125.00	31.20	73,156.20	5,120.93	1,410.53	960.40
26	70,975.00	2,750.00	73,725.00	31.20	73,756.20	5,162.93	1,410.53	1,002.40
27	71,575.00	2,750.00	74,325.00	31.20	74,356.20	5,204.93	1,410.53	1,044.40
28	72,175.00	2,750.00	74,925.00	31.20	74,956.20	5,246.93	1,410.53	1,086.40
29	72,775.00	2,750.00	75,525.00	31.20	75,556.20	5,288.93	1,410.53	1,128.40
30	73,375.00	2,750.00	76,125.00	31.20	76,156.20	5,330.93	1,410.53	1,170.40
31	74,125.00	2,750.00	76,875.00	31.20	76,906.20	5,383.43	1,410.53	1,222.90
32	74,875.00	2,750.00	77,625.00	31.20	77,656.20	5,435.93	1,410.53	1,275.40
33	75,625.00	2,750.00	78,375.00	31.20	78,406.20	5,488.43	1,410.53	1,327.90
34	76,375.00	2,750.00	79,125.00	31.20	79,156.20	5,540.93	1,410.53	1,380.40
35	77,125.00	2,750.00	79,875.00	31.20	79,906.20	5,593.43	1,410.53	1,432.90

(A) Step - Based on total experience.

(B) 2025-2026 Base Salary - Negotiated base salary.

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