

Tulsa Public Schools
2025-2026 SALARY SCHEDULE
TEACHERS

Approved 11-17-25

Step	Bachelors	Masters	Masters +30	Masters +60	Doctorate
0	43,500	44,775	46,050	47,325	48,600
1	44,153	45,447	46,741	48,035	49,329
2	44,815	46,128	47,442	48,755	50,069
3	45,487	46,820	48,153	49,487	50,820
4	46,169	47,523	48,876	50,229	51,582
5	46,862	48,235	49,609	50,982	52,356
6	47,565	48,959	50,353	51,747	53,141
7	48,278	49,693	51,108	52,523	53,938
8	49,002	50,439	51,875	53,311	54,748
9	49,737	51,195	52,653	54,111	55,569
10	50,484	51,963	53,443	54,923	56,402
11	51,241	52,743	54,245	55,746	57,248
12	52,009	53,534	55,058	56,583	58,107
13	52,790	54,337	55,884	57,431	58,979
14	53,581	55,152	56,722	58,293	59,863
15	54,385	55,979	57,573	59,167	60,761
16	55,201	56,819	58,437	60,055	61,673
17	56,029	57,671	59,313	60,956	62,598
18	56,869	58,536	60,203	61,870	63,537
19	57,722	59,414	61,106	62,798	64,490
20	58,588	60,305	62,023	63,740	65,457
21	59,467	61,210	62,953	64,696	66,439
22	60,359	62,128	63,897	65,666	67,436
23	61,264	63,060	64,856	66,651	68,447
24	62,183	64,006	65,829	67,651	69,474
25	63,116	64,966	66,816	68,666	70,516
26	64,063	65,941	67,818	69,696	71,574
27	65,024	66,930	68,836	70,741	72,647
28	65,999	67,934	69,868	71,803	73,737
29	66,989	68,953	70,916	72,880	74,843
30	67,994	69,987	71,980	73,973	75,966
31	69,014	71,037	73,060	75,082	77,105
32	70,049	72,102	74,155	76,209	78,262
33	71,100	73,184	75,268	77,352	79,436
34	72,167	74,282	76,397	78,512	80,627
35	73,250	75,396	77,543	79,690	81,836

Step	Bachelors + NBC*	Masters + NBC*	Masters +30 + NBC*	Masters +60 + NBC*	Doctorate + NBC*
0	44,658	45,933	47,208	48,483	49,758
1	45,328	46,622	47,916	49,210	50,504
2	46,008	47,321	48,635	49,948	51,262
3	46,698	48,031	49,364	50,698	52,031
4	47,398	48,752	50,105	51,458	52,811
5	48,109	49,483	50,856	52,230	53,603
6	48,831	50,225	51,619	53,013	54,408
7	49,563	50,979	52,394	53,809	55,224
8	50,307	51,743	53,179	54,616	56,052
9	51,062	52,519	53,977	55,435	56,893
10	51,827	53,307	54,787	56,267	57,746
11	52,605	54,107	55,609	57,110	58,612
12	53,394	54,918	56,443	57,967	59,492
13	54,195	55,742	57,289	58,837	60,384
14	55,008	56,578	58,149	59,719	61,290
15	55,833	57,427	59,021	60,615	62,209
16	56,670	58,288	59,906	61,524	63,142
17	57,520	59,163	60,805	62,447	64,089
18	58,383	60,050	61,717	63,384	65,051
19	59,259	60,951	62,643	64,335	66,026
20	60,148	61,865	63,582	65,300	67,017
21	61,050	62,793	64,536	66,279	68,022
22	61,966	63,735	65,504	67,273	69,042
23	62,895	64,691	66,487	68,282	70,078
24	63,839	65,661	67,484	69,307	71,129
25	64,796	66,646	68,496	70,346	72,196
26	65,768	67,646	69,524	71,401	73,279
27	66,755	68,661	70,567	72,472	74,378
28	67,756	69,691	71,625	73,559	75,494
29	68,772	70,736	72,699	74,663	76,626
30	69,804	71,797	73,790	75,783	77,776
31	70,851	72,874	74,897	76,920	78,942
32	71,914	73,967	76,020	78,073	80,127
33	72,993	75,077	77,160	79,244	81,328
34	74,088	76,203	78,318	80,433	82,548
35	75,199	77,346	79,493	81,639	83,786

*Teachers who attained NBC certification before June 30, 2013, are eligible to receive from the State Department of Education an annual \$5,000 bonus for 10 years measured from the date they received the NBC as long as they continue to teach full time in the classroom for TPS and their national board certification remains current. Teachers who attain NBC certification after June 30, 2013 are eligible to receive from the State Department of Education a \$5,000 bonus only if the teacher was (1) selected for the Educational Leadership Oklahoma Program before June 30, 2013, or (2) if the teacher applied for the certification to the National Board for Professional Teaching Standards before June 30, 2013. **Any teacher who receives an annual NBC bonus, regardless of whether they attained their NBC before or after June 30, 2013, is not eligible to participate in the NBC minimum salary increment.**

Note: The School District's existing agreement provides a career increment in the amount of \$1,000 after 15, 20, 25, 30, 34, 37 years of creditable 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.

A maximum of five years will be granted on the salary schedule for prior active military service.

Benefits: Health insurance not to exceed HealthChoice High; \$11.00/month dental; Life Insurance - 1 1/2 times employee's annual salary; Long Term Disability. Teachers not electing to take health insurance through the District shall be paid a taxable cash "in-lieu-of" payment of \$69.71/month.

Beginning with the 2023-2024 school year, all newly hired teachers will be given credit for all in-state and out-of -state years of OSDE-verified experience.

In cases where a teacher candidate meets certification/licensing requirements but has not yet received a certificate/license, the District will allow (according to law) the candidate to work as an apprentice and be paid at the apprentice rate of pay of \$40,000 until such time as their provisional or standard certificate is received by the District. At that time, the teacher will move to the appropriate step on the salary schedule based on the date of issuance of the provisional or standard certificate.