

Stillwater Public Schools
2026-2027 Certified Salary Schedule

BACHELORS						MASTERS						DOCTORATE			
OK State Minimum	STEP	Level I Bachelor Degree	*Total District Compensation	Level II Bachelor plus 16 hrs	*Total District Compensation	OK State Minimum	STEP	Level III Master Degree	*Total District Compensation	Level IV Master plus 16 hrs	*Total District Compensation	OK State Minimum	STEP	Level V Doctorate or Master +50 hrs	*Total District Compensation
\$ 41,601	0	\$45,625	\$47,526	\$45,625	\$47,526	\$42,991	0	\$47,125	\$49,089	\$47,375	\$49,349	\$44,381	0	\$49,125	\$51,172
\$ 42,035	1	\$46,072	\$47,992	\$46,133	\$48,055	\$43,425	1	\$47,652	\$49,638	\$47,905	\$49,901	\$44,815	1	\$49,677	\$51,747
\$ 42,469	2	\$46,524	\$48,463	\$46,647	\$48,591	\$43,859	2	\$48,185	\$50,193	\$48,763	\$50,795	\$45,249	2	\$50,235	\$52,328
\$ 42,904	3	\$46,980	\$48,938	\$47,168	\$49,133	\$44,294	3	\$48,725	\$50,755	\$49,310	\$51,365	\$45,684	3	\$50,800	\$52,917
\$ 43,338	4	\$47,442	\$49,419	\$47,695	\$49,682	\$44,728	4	\$49,271	\$51,324	\$49,864	\$51,942	\$46,118	4	\$51,373	\$53,514
\$ 44,810	5	\$48,909	\$50,947	\$49,228	\$51,279	\$46,200	5	\$51,156	\$53,288	\$51,985	\$54,151	\$47,590	5	\$53,532	\$55,763
\$ 45,273	6	\$49,381	\$51,439	\$49,769	\$51,843	\$46,663	6	\$51,721	\$53,876	\$52,560	\$54,750	\$48,054	6	\$54,126	\$56,381
\$ 45,737	7	\$49,858	\$51,935	\$50,316	\$52,413	\$47,127	7	\$52,292	\$54,471	\$53,142	\$55,356	\$48,517	7	\$54,728	\$57,008
\$ 46,200	8	\$50,341	\$52,439	\$50,870	\$52,990	\$47,590	8	\$52,871	\$55,074	\$53,731	\$55,970	\$48,980	8	\$55,337	\$57,643
\$ 46,663	9	\$50,828	\$52,946	\$51,431	\$53,574	\$48,054	9	\$53,457	\$55,684	\$54,328	\$56,592	\$49,444	9	\$55,954	\$58,285
\$ 48,684	10	\$52,501	\$54,689	\$53,339	\$55,561	\$50,568	10	\$55,050	\$57,344	\$56,295	\$58,641	\$52,945	10	\$58,203	\$60,628
\$ 49,177	11	\$53,001	\$55,209	\$53,918	\$56,165	\$51,061	11	\$55,651	\$57,970	\$56,911	\$59,282	\$53,438	11	\$58,843	\$61,295
\$ 49,670	12	\$53,507	\$55,736	\$54,505	\$56,776	\$51,554	12	\$56,259	\$58,603	\$57,535	\$59,932	\$53,931	12	\$59,491	\$61,970
\$ 50,162	13	\$54,019	\$56,270	\$55,099	\$57,395	\$52,047	13	\$56,875	\$59,245	\$58,166	\$60,590	\$54,424	13	\$60,147	\$62,653
\$ 50,655	14	\$54,536	\$56,808	\$55,700	\$58,021	\$52,539	14	\$57,498	\$59,894	\$58,806	\$61,256	\$54,916	14	\$60,811	\$63,345
\$ 52,167	15	\$56,059	\$58,395	\$57,309	\$59,697	\$54,052	15	\$59,129	\$61,593	\$60,453	\$62,972	\$56,430	15	\$62,484	\$65,088
\$ 52,660	16	\$56,588	\$58,946	\$57,925	\$60,339	\$54,545	16	\$59,768	\$62,258	\$61,109	\$63,655	\$56,923	16	\$63,165	\$65,797
\$ 53,153	17	\$57,122	\$59,502	\$58,549	\$60,989	\$55,038	17	\$60,416	\$62,933	\$61,773	\$64,347	\$57,416	17	\$63,854	\$66,515
\$ 53,646	18	\$57,663	\$60,066	\$59,181	\$61,647	\$55,531	18	\$61,071	\$63,616	\$62,445	\$65,047	\$57,909	18	\$64,553	\$67,243
\$ 54,139	19	\$58,209	\$60,634	\$59,821	\$62,314	\$56,024	19	\$61,734	\$64,306	\$63,126	\$65,756	\$58,402	19	\$65,260	\$67,979
\$ 54,652	20	\$58,962	\$61,419	\$60,857	\$63,393	\$56,538	20	\$62,406	\$65,006	\$63,815	\$66,474	\$58,917	20	\$65,975	\$68,724
\$ 55,145	21	\$59,523	\$62,003	\$61,518	\$64,081	\$57,031	21	\$63,086	\$65,715	\$64,512	\$67,200	\$59,410	21	\$66,700	\$69,479
\$ 55,639	22	\$60,089	\$62,593	\$62,187	\$64,778	\$57,524	22	\$63,775	\$66,432	\$65,219	\$67,936	\$59,903	22	\$67,434	\$70,244
\$ 56,132	23	\$60,662	\$63,190	\$62,864	\$65,483	\$58,018	23	\$64,472	\$67,158	\$65,934	\$68,681	\$60,397	23	\$68,177	\$71,018
\$ 56,625	24	\$61,242	\$63,794	\$63,550	\$66,198	\$58,511	24	\$65,178	\$67,894	\$66,658	\$69,435	\$60,890	24	\$68,929	\$71,801
\$ 58,049	25	\$62,306	\$64,902	\$64,244	\$66,921	\$59,971	25	\$66,035	\$68,786	\$67,831	\$70,657	\$62,395	25	\$70,452	\$73,388
\$ 58,542	26	\$62,904	\$65,525	\$64,947	\$67,653	\$60,464	26	\$66,761	\$69,543	\$68,579	\$71,436	\$62,888	26	\$71,233	\$74,201
\$ 59,035	27	\$63,508	\$66,154	\$65,659	\$68,395	\$60,957	27	\$67,495	\$70,307	\$69,337	\$72,226	\$63,381	27	\$72,023	\$75,024
\$ 59,528	28	\$64,118	\$66,790	\$66,380	\$69,146	\$61,450	28	\$68,239	\$71,082	\$70,103	\$73,024	\$63,874	28	\$72,823	\$75,857
\$ 60,021	29	\$64,736	\$67,433	\$67,110	\$69,906	\$61,943	29	\$68,992	\$71,867	\$70,880	\$73,833	\$64,367	29	\$73,634	\$76,702
\$ 60,541	30	\$65,360	\$68,083	\$67,849	\$70,676	\$62,463	30	\$69,754	\$72,660	\$71,666	\$74,652	\$64,887	30	\$74,454	\$77,556
\$ 61,001	31	\$65,946	\$68,781	\$68,548	\$70,988	\$62,923	31	\$70,063	\$72,982	\$71,984	\$74,983	\$65,347	31	\$74,786	\$77,902
\$ 61,494	32	\$66,535	\$69,482	\$69,255	\$71,301	\$63,416	32	\$70,373	\$73,305	\$72,304	\$75,317	\$65,840	32	\$75,120	\$78,250
\$ 61,987	33	\$67,124	\$70,183	\$70,001	\$71,616	\$63,909	33	\$70,685	\$73,630	\$72,625	\$75,651	\$66,333	33	\$75,456	\$78,600
\$ 62,480	34	\$67,716	\$70,886	\$70,708	\$71,932	\$64,402	34	\$70,999	\$73,957	\$72,949	\$75,989	\$66,826	34	\$75,793	\$78,951
\$ 62,973	35	\$68,311	\$71,591	\$71,421	\$72,250	\$64,895	35	\$71,314	\$74,285	\$73,273	\$76,326	\$67,319	35	\$76,132	\$79,304
	36	\$68,911	\$72,296	\$72,131	\$72,570		36	\$71,630	\$74,615	\$73,600	\$76,667		36	\$76,737	\$79,659
	37	\$69,511	\$73,001	\$72,841	\$72,891		37	\$71,948	\$74,946	\$73,928	\$77,008		37	\$77,048	\$80,016
	38	\$70,111	\$73,706	\$73,551	\$73,214		38	\$72,268	\$75,279	\$74,257	\$77,351		38	\$77,359	\$80,374
	39	\$70,711	\$74,411	\$74,261	\$73,538		39	\$72,589	\$75,614	\$74,589	\$77,697		39	\$77,505	\$80,734
	40	\$71,311	\$75,116	\$75,001	\$73,864		40	\$72,912	\$75,950	\$74,921	\$78,043		40	\$77,853	\$81,097

*Total Compensation includes base pay plus 4% of the teachers' required 7% contribution to the Oklahoma Teachers Retirement System (OTRS).

Salary schedule as listed is for 180 contracted days. Teachers contracted for 185-260 days, will receive an equivalent daily rate for the additional days.

Special Education Teachers, Speech Pathologists, Psychologists, and Psychometrists receive an additional 10% salary, Lincoln Academy teachers receive an additional 5% salary

Step 40+ Payment: An annual \$600 stipend will be awarded to those eligible employees who were placed at Step 40 during the prior school year.

National Board Certification Payment: Teachers who applied for and/or received National Board Certification after June 30, 2013 are eligible to receive an additional \$1000 per year from SPS. Teachers eligible to receive the National Board Certification Bonus from the state shall not be eligible to receive the additional salary increment set forth in this salary schedule.

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 from the state taxable compensation of \$836.52 per year in lieu of health insurance.