

**Owasso Public Schools
Teacher Salary Schedule Summary 2026-27**

	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
step											
0	45,156	45,391	46,191	47,001	47,576	48,776	49,976	51,861	2,850	31.20	60.15
1	45,615	45,860	46,660	47,510	48,135	49,335	50,535	52,500	2,850	31.20	103.41
2	46,074	46,329	47,129	48,019	48,694	49,894	51,094	53,139	2,850	31.20	146.65
3	46,534	46,799	47,599	48,529	49,254	50,454	51,654	53,779	2,850	31.20	188.15
4	46,993	47,268	48,068	49,038	49,813	51,013	52,213	54,418	2,850	31.20	233.33
5	48,465	48,750	49,550	50,560	51,385	52,585	53,785	56,070	2,850	31.20	278.76
6	49,008	49,313	50,113	51,123	51,948	53,158	54,358	56,714	2,850	31.20	325.26
7	49,552	49,877	50,677	51,687	52,512	53,732	54,932	57,357	2,850	31.20	372.82
8	50,095	50,440	51,240	52,250	53,075	54,305	55,505	58,000	2,850	31.20	421.44
9	50,638	51,003	51,803	52,814	53,639	54,879	56,079	58,644	2,850	31.20	471.12
10	52,289	52,674	53,474	54,553	55,378	56,628	57,828	60,600	2,850	31.20	521.87
11	52,837	53,242	54,042	55,121	55,946	57,206	58,406	61,248	2,850	31.20	573.67
12	53,455	53,810	54,660	55,739	56,564	57,784	58,999	61,896	2,850	31.20	626.54
13	54,072	54,427	55,277	56,357	57,182	58,402	59,592	62,544	2,850	31.20	680.48
14	54,690	55,045	55,895	56,974	57,799	59,019	60,184	63,191	2,850	31.20	735.47
15	56,327	56,682	57,532	58,612	59,437	60,657	61,797	64,860	2,850	31.20	791.53
16	56,945	57,300	58,150	59,230	60,055	61,275	62,390	65,508	2,850	31.20	848.65
17	57,563	57,918	58,768	59,848	60,673	61,893	63,008	66,156	2,850	31.20	906.83
18	58,181	58,536	59,386	60,466	61,291	62,511	63,626	66,804	2,850	31.20	966.07
19	58,799	59,154	60,004	61,084	61,909	63,129	64,244	67,452	2,850	31.20	1,026.38
20	59,437	59,792	60,642	61,723	62,548	63,768	64,883	68,122	2,850	31.20	1,087.75
21	60,055	60,410	61,260	62,341	63,166	64,386	65,501	68,770	2,850	31.20	1,150.18
22	60,674	61,029	61,879	62,959	63,784	65,004	66,119	69,418	2,850	31.20	1,213.68
23	61,292	61,647	62,497	63,578	64,403	65,623	66,738	70,067	2,850	31.20	1,278.23
24	61,910	62,265	63,115	64,196	65,021	66,241	67,356	70,720	2,850	31.20	1,343.85
25	63,459	63,814	64,664	65,814	66,656	67,826	68,991	72,375	2,850	31.20	1,410.53
26	64,009	64,414	65,214	66,381	67,256	68,426	69,591	72,975	2,850	31.20	1,410.53
27	64,609	65,014	65,814	66,981	67,856	69,026	70,191	73,575	2,850	31.20	1,410.53
28	65,209	65,614	66,414	67,581	68,456	69,626	70,791	74,175	2,850	31.20	1,410.53
29	65,809	66,184	67,014	68,181	69,056	70,226	71,391	74,775	2,850	31.20	1,410.53
30	66,409	66,814	67,614	68,781	69,656	70,826	71,991	75,375	2,850	31.20	1,410.53
31	67,159	67,564	68,364	69,531	70,406	71,576	72,741	76,125	2,850	31.20	1,410.53
32	67,909	68,314	69,114	70,281	71,156	72,326	73,491	76,875	2,850	31.20	1,410.53
33	68,659	69,064	69,864	71,031	71,906	73,076	74,241	77,625	2,850	31.20	1,410.53
34	69,409	69,814	70,614	71,781	72,656	73,826	74,991	78,375	2,850	31.20	1,410.53
35	70,159	70,564	71,364	72,531	73,406	74,576	75,741	79,125	2,850	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
2026-2027 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	45,156.00	2,850.00	48,006.00	31.20	48,037.20	3,362.60	60.15	452.45
1	45,615.00	2,850.00	48,465.00	31.20	48,496.20	3,394.73	103.41	441.32
2	46,074.00	2,850.00	48,924.00	31.20	48,955.20	3,426.86	145.65	431.21
3	46,534.00	2,850.00	49,384.00	31.20	49,415.20	3,459.06	188.15	420.91
4	46,993.00	2,850.00	49,843.00	31.20	49,874.20	3,491.19	233.33	407.86
5	48,465.00	2,850.00	51,315.00	31.20	51,346.20	3,594.23	278.76	465.47
6	49,008.00	2,850.00	51,858.00	31.20	51,889.20	3,632.24	325.26	456.98
7	49,552.00	2,850.00	52,402.00	31.20	52,433.20	3,670.32	372.82	447.50
8	50,095.00	2,850.00	52,945.00	31.20	52,976.20	3,708.33	421.44	436.89
9	50,638.00	2,850.00	53,488.00	31.20	53,519.20	3,746.34	471.12	425.22
10	52,289.00	2,850.00	55,139.00	31.20	55,170.20	3,861.91	521.87	490.04
11	52,837.00	2,850.00	55,687.00	31.20	55,718.20	3,900.27	573.67	476.60
12	53,455.00	2,850.00	56,305.00	31.20	56,336.20	3,943.53	626.54	466.99
13	54,072.00	2,850.00	56,922.00	31.20	56,953.20	3,986.72	680.48	456.24
14	54,690.00	2,850.00	57,540.00	31.20	57,571.20	4,029.98	735.47	444.51
15	56,327.00	2,850.00	59,177.00	31.20	59,208.20	4,144.57	791.53	503.04
16	56,945.00	2,850.00	59,795.00	31.20	59,826.20	4,187.83	848.65	489.18
17	57,563.00	2,850.00	60,413.00	31.20	60,444.20	4,231.09	906.83	474.26
18	58,181.00	2,850.00	61,031.00	31.20	61,062.20	4,274.35	966.07	458.28
19	58,799.00	2,850.00	61,649.00	31.20	61,680.20	4,317.61	1,026.38	441.23
20	59,437.00	2,850.00	62,287.00	31.20	62,318.20	4,362.27	1,087.75	424.52
21	60,055.00	2,850.00	62,905.00	31.20	62,936.20	4,405.53	1,150.18	405.35
22	60,674.00	2,850.00	63,524.00	31.20	63,555.20	4,448.86	1,213.68	385.18
23	61,292.00	2,850.00	64,142.00	31.20	64,173.20	4,492.12	1,278.23	363.89
24	61,910.00	2,850.00	64,760.00	31.20	64,791.20	4,535.38	1,343.85	341.53
25	63,459.00	2,850.00	66,309.00	31.20	66,340.20	4,643.81	1,410.53	383.28
26	64,009.00	2,850.00	66,859.00	31.20	66,890.20	4,682.31	1,410.53	421.78
27	64,609.00	2,850.00	67,459.00	31.20	67,490.20	4,724.31	1,410.53	463.78
28	65,209.00	2,850.00	68,059.00	31.20	68,090.20	4,766.31	1,410.53	505.78
29	65,809.00	2,850.00	68,659.00	31.20	68,690.20	4,808.31	1,410.53	547.78
30	66,409.00	2,850.00	69,259.00	31.20	69,290.20	4,850.31	1,410.53	589.78
31	67,159.00	2,850.00	70,009.00	31.20	70,040.20	4,902.81	1,410.53	642.28
32	67,909.00	2,850.00	70,759.00	31.20	70,790.20	4,955.31	1,410.53	694.78
33	68,659.00	2,850.00	71,509.00	31.20	71,540.20	5,007.81	1,410.53	747.28
34	69,409.00	2,850.00	72,259.00	31.20	72,290.20	5,060.31	1,410.53	799.78
35	70,159.00	2,850.00	73,009.00	31.20	73,040.20	5,112.81	1,410.53	852.28

- (A) Step - Based on total experience.
- (B) 2026-2027 Base Salary - Negotiated base salary.
- (C) The District pays \$2,850.00 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
2026-2027 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	45,391.00	2,850.00	48,241.00	31.20	48,272.20	3,379.05	60.15	468.90
1	45,860.00	2,850.00	48,710.00	31.20	48,741.20	3,411.88	103.41	458.47
2	46,329.00	2,850.00	49,179.00	31.20	49,210.20	3,444.71	145.65	449.06
3	46,799.00	2,850.00	49,649.00	31.20	49,680.20	3,477.61	188.15	439.46
4	47,268.00	2,850.00	50,118.00	31.20	50,149.20	3,510.44	233.33	427.11
5	48,750.00	2,850.00	51,600.00	31.20	51,631.20	3,614.18	278.76	485.42
6	49,313.00	2,850.00	52,163.00	31.20	52,194.20	3,653.59	325.26	478.33
7	49,877.00	2,850.00	52,727.00	31.20	52,758.20	3,693.07	372.82	470.25
8	50,440.00	2,850.00	53,290.00	31.20	53,321.20	3,732.48	421.44	461.04
9	51,003.00	2,850.00	53,853.00	31.20	53,884.20	3,771.89	471.12	450.77
10	52,674.00	2,850.00	55,524.00	31.20	55,555.20	3,888.86	521.87	516.99
11	53,242.00	2,850.00	56,092.00	31.20	56,123.20	3,928.62	573.67	504.95
12	53,810.00	2,850.00	56,660.00	31.20	56,691.20	3,968.38	626.54	491.84
13	54,427.00	2,850.00	57,277.00	31.20	57,308.20	4,011.57	680.48	481.09
14	55,045.00	2,850.00	57,895.00	31.20	57,926.20	4,054.83	735.47	469.36
15	56,682.00	2,850.00	59,532.00	31.20	59,563.20	4,169.42	791.53	527.89
16	57,300.00	2,850.00	60,150.00	31.20	60,181.20	4,212.68	848.65	514.03
17	57,918.00	2,850.00	60,768.00	31.20	60,799.20	4,255.94	906.83	499.11
18	58,536.00	2,850.00	61,386.00	31.20	61,417.20	4,299.20	966.07	483.13
19	59,154.00	2,850.00	62,004.00	31.20	62,035.20	4,342.46	1,026.38	466.08
20	59,792.00	2,850.00	62,642.00	31.20	62,673.20	4,387.12	1,087.75	449.37
21	60,410.00	2,850.00	63,260.00	31.20	63,291.20	4,430.38	1,150.18	430.20
22	61,029.00	2,850.00	63,879.00	31.20	63,910.20	4,473.71	1,213.68	410.03
23	61,647.00	2,850.00	64,497.00	31.20	64,528.20	4,516.97	1,278.23	388.74
24	62,265.00	2,850.00	65,115.00	31.20	65,146.20	4,560.23	1,343.85	366.38
25	63,814.00	2,850.00	66,664.00	31.20	66,695.20	4,668.66	1,410.53	408.13
26	64,414.00	2,850.00	67,264.00	31.20	67,295.20	4,710.66	1,410.53	450.13
27	65,014.00	2,850.00	67,864.00	31.20	67,895.20	4,752.66	1,410.53	492.13
28	65,614.00	2,850.00	68,464.00	31.20	68,495.20	4,794.66	1,410.53	534.13
29	66,184.00	2,850.00	69,034.00	31.20	69,065.20	4,834.56	1,410.53	574.03
30	66,814.00	2,850.00	69,664.00	31.20	69,695.20	4,878.66	1,410.53	618.13
31	67,564.00	2,850.00	70,414.00	31.20	70,445.20	4,931.16	1,410.53	670.63
32	68,314.00	2,850.00	71,164.00	31.20	71,195.20	4,983.66	1,410.53	723.13
33	69,064.00	2,850.00	71,914.00	31.20	71,945.20	5,036.16	1,410.53	775.63
34	69,814.00	2,850.00	72,664.00	31.20	72,695.20	5,088.66	1,410.53	828.13
35	70,564.00	2,850.00	73,414.00	31.20	73,445.20	5,141.16	1,410.53	880.63

- (A) Step - Based on total experience.
- (B) 2026-2027 Base Salary - Negotiated base salary.
- (C) The District pays \$2,850.00 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)
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Owasso Public Schools
2026-2027 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	46,191.00	2,850.00	49,041.00	31.20	49,072.20	3,435.05	60.15	524.90
1	46,660.00	2,850.00	49,510.00	31.20	49,541.20	3,467.88	103.41	514.47
2	47,129.00	2,850.00	49,979.00	31.20	50,010.20	3,500.71	145.65	505.06
3	47,599.00	2,850.00	50,449.00	31.20	50,480.20	3,533.61	188.15	495.46
4	48,068.00	2,850.00	50,918.00	31.20	50,949.20	3,566.44	233.33	483.11
5	49,550.00	2,850.00	52,400.00	31.20	52,431.20	3,670.18	278.76	541.42
6	50,113.00	2,850.00	52,963.00	31.20	52,994.20	3,709.59	325.26	534.33
7	50,677.00	2,850.00	53,527.00	31.20	53,558.20	3,749.07	372.82	526.25
8	51,240.00	2,850.00	54,090.00	31.20	54,121.20	3,788.48	421.44	517.04
9	51,803.00	2,850.00	54,653.00	31.20	54,684.20	3,827.89	471.12	506.77
10	53,474.00	2,850.00	56,324.00	31.20	56,355.20	3,944.86	521.87	572.99
11	54,042.00	2,850.00	56,892.00	31.20	56,923.20	3,984.62	573.67	560.95
12	54,660.00	2,850.00	57,510.00	31.20	57,541.20	4,027.88	626.54	551.34
13	55,277.00	2,850.00	58,127.00	31.20	58,158.20	4,071.07	680.48	540.59
14	55,895.00	2,850.00	58,745.00	31.20	58,776.20	4,114.33	735.47	528.86
15	57,532.00	2,850.00	60,382.00	31.20	60,413.20	4,228.92	791.53	587.39
16	58,150.00	2,850.00	61,000.00	31.20	61,031.20	4,272.18	848.65	573.53
17	58,768.00	2,850.00	61,618.00	31.20	61,649.20	4,315.44	906.83	558.61
18	59,386.00	2,850.00	62,236.00	31.20	62,267.20	4,358.70	966.07	542.63
19	60,004.00	2,850.00	62,854.00	31.20	62,885.20	4,401.96	1,026.38	525.58
20	60,642.00	2,850.00	63,492.00	31.20	63,523.20	4,446.62	1,087.75	508.87
21	61,260.00	2,850.00	64,110.00	31.20	64,141.20	4,489.88	1,150.18	489.70
22	61,879.00	2,850.00	64,729.00	31.20	64,760.20	4,533.21	1,213.68	469.53
23	62,497.00	2,850.00	65,347.00	31.20	65,378.20	4,576.47	1,278.23	448.24
24	63,115.00	2,850.00	65,965.00	31.20	65,996.20	4,619.73	1,343.85	425.88
25	64,664.00	2,850.00	67,514.00	31.20	67,545.20	4,728.16	1,410.53	467.63
26	65,214.00	2,850.00	68,064.00	31.20	68,095.20	4,766.66	1,410.53	506.13
27	65,814.00	2,850.00	68,664.00	31.20	68,695.20	4,808.66	1,410.53	548.13
28	66,414.00	2,850.00	69,264.00	31.20	69,295.20	4,850.66	1,410.53	590.13
29	67,014.00	2,850.00	69,864.00	31.20	69,895.20	4,892.66	1,410.53	632.13
30	67,614.00	2,850.00	70,464.00	31.20	70,495.20	4,934.66	1,410.53	674.13
31	68,364.00	2,850.00	71,214.00	31.20	71,245.20	4,987.16	1,410.53	726.63
32	69,114.00	2,850.00	71,964.00	31.20	71,995.20	5,039.66	1,410.53	779.13
33	69,864.00	2,850.00	72,714.00	31.20	72,745.20	5,092.16	1,410.53	831.63
34	70,614.00	2,850.00	73,464.00	31.20	73,495.20	5,144.66	1,410.53	884.13
35	71,364.00	2,850.00	74,214.00	31.20	74,245.20	5,197.16	1,410.53	936.63

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- (D) Total Compensation - Base Salary + District Paid Retirement
- (E) District Paid Life - Amount paid toward group life insurance coverage on employee.
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- (G) Total Retirement - Teachers' retirement calculated at 7% of Total District Compensation (Column F)
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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
- (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
2026-2027 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	47,001.00	2,850.00	49,851.00	31.20	49,882.20	3,491.75	60.15	581.60
1	47,510.00	2,850.00	50,360.00	31.20	50,391.20	3,527.38	103.41	573.97
2	48,019.00	2,850.00	50,869.00	31.20	50,900.20	3,563.01	145.65	567.36
3	48,529.00	2,850.00	51,379.00	31.20	51,410.20	3,598.71	188.15	560.56
4	49,038.00	2,850.00	51,888.00	31.20	51,919.20	3,634.34	233.33	551.01
5	50,560.00	2,850.00	53,410.00	31.20	53,441.20	3,740.88	278.76	612.12
6	51,123.00	2,850.00	53,973.00	31.20	54,004.20	3,780.29	325.26	605.03
7	51,687.00	2,850.00	54,537.00	31.20	54,568.20	3,819.77	372.82	596.95
8	52,250.00	2,850.00	55,100.00	31.20	55,131.20	3,859.18	421.44	587.74
9	52,814.00	2,850.00	55,664.00	31.20	55,695.20	3,898.66	471.12	577.54
10	54,553.00	2,850.00	57,403.00	31.20	57,434.20	4,020.39	521.87	648.52
11	55,121.00	2,850.00	57,971.00	31.20	58,002.20	4,060.15	573.67	636.48
12	55,739.00	2,850.00	58,589.00	31.20	58,620.20	4,103.41	626.54	626.87
13	56,357.00	2,850.00	59,207.00	31.20	59,238.20	4,146.67	680.48	616.19
14	56,974.00	2,850.00	59,824.00	31.20	59,855.20	4,189.86	735.47	604.39
15	58,612.00	2,850.00	61,462.00	31.20	61,493.20	4,304.52	791.53	662.99
16	59,230.00	2,850.00	62,080.00	31.20	62,111.20	4,347.78	848.65	649.13
17	59,848.00	2,850.00	62,698.00	31.20	62,729.20	4,391.04	906.83	634.21
18	60,466.00	2,850.00	63,316.00	31.20	63,347.20	4,434.30	966.07	618.23
19	61,084.00	2,850.00	63,934.00	31.20	63,965.20	4,477.56	1,026.38	601.18
20	61,723.00	2,850.00	64,573.00	31.20	64,604.20	4,522.29	1,087.75	584.54
21	62,341.00	2,850.00	65,191.00	31.20	65,222.20	4,565.55	1,150.18	565.37
22	62,959.00	2,850.00	65,809.00	31.20	65,840.20	4,608.81	1,213.68	545.13
23	63,578.00	2,850.00	66,428.00	31.20	66,459.20	4,652.14	1,278.23	523.91
24	64,196.00	2,850.00	67,046.00	31.20	67,077.20	4,695.40	1,343.85	501.55
25	65,814.00	2,850.00	68,664.00	31.20	68,695.20	4,808.66	1,410.53	548.13
26	66,381.00	2,850.00	69,231.00	31.20	69,262.20	4,848.35	1,410.53	587.82
27	66,981.00	2,850.00	69,831.00	31.20	69,862.20	4,890.35	1,410.53	629.82
28	67,581.00	2,850.00	70,431.00	31.20	70,462.20	4,932.35	1,410.53	671.82
29	68,181.00	2,850.00	71,031.00	31.20	71,062.20	4,974.35	1,410.53	713.82
30	68,781.00	2,850.00	71,631.00	31.20	71,662.20	5,016.35	1,410.53	755.82
31	69,531.00	2,850.00	72,381.00	31.20	72,412.20	5,068.85	1,410.53	808.32
32	70,281.00	2,850.00	73,131.00	31.20	73,162.20	5,121.35	1,410.53	860.82
33	71,031.00	2,850.00	73,881.00	31.20	73,912.20	5,173.85	1,410.53	913.32
34	71,781.00	2,850.00	74,631.00	31.20	74,662.20	5,226.35	1,410.53	965.82
35	72,531.00	2,850.00	75,381.00	31.20	75,412.20	5,278.85	1,410.53	1,018.32

- (A) Step - Based on total experience.
- (B) 2026-2027 Base Salary - Negotiated base salary.
- (C) The District pays \$2,850.00 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
2026-2027 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	47,576.00	2,850.00	50,426.00	31.20	50,457.20	3,532.00	60.15	621.85
1	48,135.00	2,850.00	50,985.00	31.20	51,016.20	3,571.13	103.41	617.72
2	48,694.00	2,850.00	51,544.00	31.20	51,575.20	3,610.26	145.65	614.61
3	49,254.00	2,850.00	52,104.00	31.20	52,135.20	3,649.46	188.15	611.31
4	49,813.00	2,850.00	52,663.00	31.20	52,694.20	3,688.59	233.33	605.26
5	51,385.00	2,850.00	54,235.00	31.20	54,266.20	3,798.63	278.76	669.87
6	51,948.00	2,850.00	54,798.00	31.20	54,829.20	3,838.04	325.26	662.78
7	52,512.00	2,850.00	55,362.00	31.20	55,393.20	3,877.52	372.82	654.70
8	53,075.00	2,850.00	55,925.00	31.20	55,956.20	3,916.93	421.44	645.49
9	53,639.00	2,850.00	56,489.00	31.20	56,520.20	3,956.41	471.12	635.29
10	55,378.00	2,850.00	58,228.00	31.20	58,259.20	4,078.14	521.87	706.27
11	55,946.00	2,850.00	58,796.00	31.20	58,827.20	4,117.90	573.67	694.23
12	56,564.00	2,850.00	59,414.00	31.20	59,445.20	4,161.16	626.54	684.62
13	57,182.00	2,850.00	60,032.00	31.20	60,063.20	4,204.42	680.48	673.94
14	57,799.00	2,850.00	60,649.00	31.20	60,680.20	4,247.61	735.47	662.14
15	59,437.00	2,850.00	62,287.00	31.20	62,318.20	4,362.27	791.53	720.74
16	60,055.00	2,850.00	62,905.00	31.20	62,936.20	4,405.53	848.65	706.88
17	60,673.00	2,850.00	63,523.00	31.20	63,554.20	4,448.79	906.83	691.96
18	61,291.00	2,850.00	64,141.00	31.20	64,172.20	4,492.05	966.07	675.98
19	61,909.00	2,850.00	64,759.00	31.20	64,790.20	4,535.31	1,026.38	658.93
20	62,548.00	2,850.00	65,398.00	31.20	65,429.20	4,580.04	1,087.75	642.29
21	63,166.00	2,850.00	66,016.00	31.20	66,047.20	4,623.30	1,150.18	623.12
22	63,784.00	2,850.00	66,634.00	31.20	66,665.20	4,666.56	1,213.68	602.88
23	64,403.00	2,850.00	67,253.00	31.20	67,284.20	4,709.89	1,278.23	581.66
24	65,021.00	2,850.00	67,871.00	31.20	67,902.20	4,753.15	1,343.85	559.30
25	66,656.00	2,850.00	69,506.00	31.20	69,537.20	4,867.60	1,410.53	607.07
26	67,256.00	2,850.00	70,106.00	31.20	70,137.20	4,909.60	1,410.53	649.07
27	67,856.00	2,850.00	70,706.00	31.20	70,737.20	4,951.60	1,410.53	691.07
28	68,456.00	2,850.00	71,306.00	31.20	71,337.20	4,993.60	1,410.53	733.07
29	69,056.00	2,850.00	71,906.00	31.20	71,937.20	5,035.60	1,410.53	775.07
30	69,656.00	2,850.00	72,506.00	31.20	72,537.20	5,077.60	1,410.53	817.07
31	70,406.00	2,850.00	73,256.00	31.20	73,287.20	5,130.10	1,410.53	869.57
32	71,156.00	2,850.00	74,006.00	31.20	74,037.20	5,182.60	1,410.53	922.07
33	71,906.00	2,850.00	74,756.00	31.20	74,787.20	5,235.10	1,410.53	974.57
34	72,656.00	2,850.00	75,506.00	31.20	75,537.20	5,287.60	1,410.53	1,027.07
35	73,406.00	2,850.00	76,256.00	31.20	76,287.20	5,340.10	1,410.53	1,079.57

- (A) Step - Based on total experience.
- (B) 2026-2027 Base Salary - Negotiated base salary.
- (C) The District pays \$2,850.00 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
2026-2027 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	48,776.00	2,850.00	51,626.00	31.20	51,657.20	3,616.00	60.15	705.85
1	49,335.00	2,850.00	52,185.00	31.20	52,216.20	3,655.13	103.41	701.72
2	49,894.00	2,850.00	52,744.00	31.20	52,775.20	3,694.26	145.65	698.61
3	50,454.00	2,850.00	53,304.00	31.20	53,335.20	3,733.46	188.15	695.31
4	51,013.00	2,850.00	53,863.00	31.20	53,894.20	3,772.59	233.33	689.26
5	52,585.00	2,850.00	55,435.00	31.20	55,466.20	3,882.63	278.76	753.87
6	53,158.00	2,850.00	56,008.00	31.20	56,039.20	3,922.74	325.26	747.48
7	53,732.00	2,850.00	56,582.00	31.20	56,613.20	3,962.92	372.82	740.10
8	54,305.00	2,850.00	57,155.00	31.20	57,186.20	4,003.03	421.44	731.59
9	54,879.00	2,850.00	57,729.00	31.20	57,760.20	4,043.21	471.12	722.09
10	56,628.00	2,850.00	59,478.00	31.20	59,509.20	4,165.64	521.87	793.77
11	57,206.00	2,850.00	60,056.00	31.20	60,087.20	4,206.10	573.67	782.43
12	57,784.00	2,850.00	60,634.00	31.20	60,665.20	4,246.56	626.54	770.02
13	58,402.00	2,850.00	61,252.00	31.20	61,283.20	4,289.82	680.48	759.34
14	59,019.00	2,850.00	61,869.00	31.20	61,900.20	4,333.01	735.47	747.54
15	60,657.00	2,850.00	63,507.00	31.20	63,538.20	4,447.67	791.53	806.14
16	61,275.00	2,850.00	64,125.00	31.20	64,156.20	4,490.93	848.65	792.28
17	61,893.00	2,850.00	64,743.00	31.20	64,774.20	4,534.19	906.83	777.36
18	62,511.00	2,850.00	65,361.00	31.20	65,392.20	4,577.45	966.07	761.38
19	63,129.00	2,850.00	65,979.00	31.20	66,010.20	4,620.71	1,026.38	744.33
20	63,768.00	2,850.00	66,618.00	31.20	66,649.20	4,665.44	1,087.75	727.69
21	64,386.00	2,850.00	67,236.00	31.20	67,267.20	4,708.70	1,150.18	708.52
22	65,004.00	2,850.00	67,854.00	31.20	67,885.20	4,751.96	1,213.68	688.28
23	65,623.00	2,850.00	68,473.00	31.20	68,504.20	4,795.29	1,278.23	667.06
24	66,241.00	2,850.00	69,091.00	31.20	69,122.20	4,838.55	1,343.85	644.70
25	67,826.00	2,850.00	70,676.00	31.20	70,707.20	4,949.50	1,410.53	688.97
26	68,426.00	2,850.00	71,276.00	31.20	71,307.20	4,991.50	1,410.53	730.97
27	69,026.00	2,850.00	71,876.00	31.20	71,907.20	5,033.50	1,410.53	772.97
28	69,626.00	2,850.00	72,476.00	31.20	72,507.20	5,075.50	1,410.53	814.97
29	70,226.00	2,850.00	73,076.00	31.20	73,107.20	5,117.50	1,410.53	856.97
30	70,826.00	2,850.00	73,676.00	31.20	73,707.20	5,159.50	1,410.53	898.97
31	71,576.00	2,850.00	74,426.00	31.20	74,457.20	5,212.00	1,410.53	951.47
32	72,326.00	2,850.00	75,176.00	31.20	75,207.20	5,264.50	1,410.53	1,003.97
33	73,076.00	2,850.00	75,926.00	31.20	75,957.20	5,317.00	1,410.53	1,056.47
34	73,826.00	2,850.00	76,676.00	31.20	76,707.20	5,369.50	1,410.53	1,108.97
35	74,576.00	2,850.00	77,426.00	31.20	77,457.20	5,422.00	1,410.53	1,161.47

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- (C) The District pays \$2,850.00 of the teacher's contribution to the Oklahoma Teachers' Retirement System
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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
2026-2027 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	49,976.00	2,850.00	52,826.00	31.20	52,857.20	3,700.00	60.15	789.85
1	50,535.00	2,850.00	53,385.00	31.20	53,416.20	3,739.13	103.41	785.72
2	51,094.00	2,850.00	53,944.00	31.20	53,975.20	3,778.26	145.65	782.61
3	51,654.00	2,850.00	54,504.00	31.20	54,535.20	3,817.46	188.15	779.31
4	52,213.00	2,850.00	55,063.00	31.20	55,094.20	3,856.59	233.33	773.26
5	53,785.00	2,850.00	56,635.00	31.20	56,666.20	3,966.63	278.76	837.87
6	54,358.00	2,850.00	57,208.00	31.20	57,239.20	4,006.74	325.26	831.48
7	54,932.00	2,850.00	57,782.00	31.20	57,813.20	4,046.92	372.82	824.10
8	55,505.00	2,850.00	58,355.00	31.20	58,386.20	4,087.03	421.44	815.59
9	56,079.00	2,850.00	58,929.00	31.20	58,960.20	4,127.21	471.12	806.09
10	57,828.00	2,850.00	60,678.00	31.20	60,709.20	4,249.64	521.87	877.77
11	58,406.00	2,850.00	61,256.00	31.20	61,287.20	4,290.10	573.67	866.43
12	58,999.00	2,850.00	61,849.00	31.20	61,880.20	4,331.61	626.54	855.07
13	59,592.00	2,850.00	62,442.00	31.20	62,473.20	4,373.12	680.48	842.64
14	60,184.00	2,850.00	63,034.00	31.20	63,065.20	4,414.56	735.47	829.09
15	61,797.00	2,850.00	64,647.00	31.20	64,678.20	4,527.47	791.53	885.94
16	62,390.00	2,850.00	65,240.00	31.20	65,271.20	4,568.98	848.65	870.33
17	63,008.00	2,850.00	65,858.00	31.20	65,889.20	4,612.24	906.83	855.41
18	63,626.00	2,850.00	66,476.00	31.20	66,507.20	4,655.50	966.07	839.43
19	64,244.00	2,850.00	67,094.00	31.20	67,125.20	4,698.76	1,026.38	822.38
20	64,883.00	2,850.00	67,733.00	31.20	67,764.20	4,743.49	1,087.75	805.74
21	65,501.00	2,850.00	68,351.00	31.20	68,382.20	4,786.75	1,150.18	786.57
22	66,119.00	2,850.00	68,969.00	31.20	69,000.20	4,830.01	1,213.68	766.33
23	66,738.00	2,850.00	69,588.00	31.20	69,619.20	4,873.34	1,278.23	745.11
24	67,356.00	2,850.00	70,206.00	31.20	70,237.20	4,916.60	1,343.85	722.75
25	68,991.00	2,850.00	71,841.00	31.20	71,872.20	5,031.05	1,410.53	770.52
26	69,591.00	2,850.00	72,441.00	31.20	72,472.20	5,073.05	1,410.53	812.52
27	70,191.00	2,850.00	73,041.00	31.20	73,072.20	5,115.05	1,410.53	854.52
28	70,791.00	2,850.00	73,641.00	31.20	73,672.20	5,157.05	1,410.53	896.52
29	71,391.00	2,850.00	74,241.00	31.20	74,272.20	5,199.05	1,410.53	938.52
30	71,991.00	2,850.00	74,841.00	31.20	74,872.20	5,241.05	1,410.53	980.52
31	72,741.00	2,850.00	75,591.00	31.20	75,622.20	5,293.55	1,410.53	1,033.02
32	73,491.00	2,850.00	76,341.00	31.20	76,372.20	5,346.05	1,410.53	1,085.52
33	74,241.00	2,850.00	77,091.00	31.20	77,122.20	5,398.55	1,410.53	1,138.02
34	74,991.00	2,850.00	77,841.00	31.20	77,872.20	5,451.05	1,410.53	1,190.52
35	75,741.00	2,850.00	78,591.00	31.20	78,622.20	5,503.55	1,410.53	1,243.02

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Owasso Public Schools
2026-2027 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	51,861.00	2,850.00	54,711.00	31.20	54,742.20	3,831.95	60.15	921.80
1	52,500.00	2,850.00	55,350.00	31.20	55,381.20	3,876.68	103.41	923.27
2	53,139.00	2,850.00	55,989.00	31.20	56,020.20	3,921.41	145.65	925.76
3	53,779.00	2,850.00	56,629.00	31.20	56,660.20	3,966.21	188.15	928.06
4	54,418.00	2,850.00	57,268.00	31.20	57,299.20	4,010.94	233.33	927.61
5	56,070.00	2,850.00	58,920.00	31.20	58,951.20	4,126.58	278.76	997.82
6	56,714.00	2,850.00	59,564.00	31.20	59,595.20	4,171.66	325.26	996.40
7	57,357.00	2,850.00	60,207.00	31.20	60,238.20	4,216.67	372.82	993.85
8	58,000.00	2,850.00	60,850.00	31.20	60,881.20	4,261.68	421.44	990.24
9	58,644.00	2,850.00	61,494.00	31.20	61,525.20	4,306.76	471.12	985.64
10	60,600.00	2,850.00	63,450.00	31.20	63,481.20	4,443.68	521.87	1,071.81
11	61,248.00	2,850.00	64,098.00	31.20	64,129.20	4,489.04	573.67	1,065.37
12	61,896.00	2,850.00	64,746.00	31.20	64,777.20	4,534.40	626.54	1,057.86
13	62,544.00	2,850.00	65,394.00	31.20	65,425.20	4,579.76	680.48	1,049.28
14	63,191.00	2,850.00	66,041.00	31.20	66,072.20	4,625.05	735.47	1,039.58
15	64,860.00	2,850.00	67,710.00	31.20	67,741.20	4,741.88	791.53	1,100.35
16	65,508.00	2,850.00	68,358.00	31.20	68,389.20	4,787.24	848.65	1,088.59
17	66,156.00	2,850.00	69,006.00	31.20	69,037.20	4,832.60	906.83	1,075.77
18	66,804.00	2,850.00	69,654.00	31.20	69,685.20	4,877.96	966.07	1,061.89
19	67,452.00	2,850.00	70,302.00	31.20	70,333.20	4,923.32	1,026.38	1,046.94
20	68,122.00	2,850.00	70,972.00	31.20	71,003.20	4,970.22	1,087.75	1,032.47
21	68,770.00	2,850.00	71,620.00	31.20	71,651.20	5,015.58	1,150.18	1,015.40
22	69,418.00	2,850.00	72,268.00	31.20	72,299.20	5,060.94	1,213.68	997.26
23	70,067.00	2,850.00	72,917.00	31.20	72,948.20	5,106.37	1,278.23	978.14
24	70,720.00	2,850.00	73,570.00	31.20	73,601.20	5,152.08	1,343.85	958.23
25	72,375.00	2,850.00	75,225.00	31.20	75,256.20	5,267.93	1,410.53	1,007.40
26	72,975.00	2,850.00	75,825.00	31.20	75,856.20	5,309.93	1,410.53	1,049.40
27	73,575.00	2,850.00	76,425.00	31.20	76,456.20	5,351.93	1,410.53	1,091.40
28	74,175.00	2,850.00	77,025.00	31.20	77,056.20	5,393.93	1,410.53	1,133.40
29	74,775.00	2,850.00	77,625.00	31.20	77,656.20	5,435.93	1,410.53	1,175.40
30	75,375.00	2,850.00	78,225.00	31.20	78,256.20	5,477.93	1,410.53	1,217.40
31	76,125.00	2,850.00	78,975.00	31.20	79,006.20	5,530.43	1,410.53	1,269.90
32	76,875.00	2,850.00	79,725.00	31.20	79,756.20	5,582.93	1,410.53	1,322.40
33	77,625.00	2,850.00	80,475.00	31.20	80,506.20	5,635.43	1,410.53	1,374.90
34	78,375.00	2,850.00	81,225.00	31.20	81,256.20	5,687.93	1,410.53	1,427.40
35	79,125.00	2,850.00	81,975.00	31.20	82,006.20	5,740.43	1,410.53	1,479.90

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