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Oklahoma State Department of Education
Accreditation Standards and School Personnel Records Division

STATE MINIMUM TEACHER SALARY SCHEDULE

2008-2009

70 O.S. § 18-114.12

Beginning with the 2008-2009 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, “fringe benefits” shall mean only the employee’s share of retirement, *if* paid by the district.

Years of Experience	Bachelor’s Degree	Master’s Degree	Doctor’s Degree
0	\$31,600	\$32,800	\$34,000
1	31,975	33,175	34,375
2	32,350	33,550	34,750
3	32,725	33,925	35,125
4	33,100	34,300	35,500
5	33,500	34,700	35,900
6	33,900	35,100	36,300
7	34,300	35,500	36,700
8	34,700	35,900	37,100
9	35,100	36,300	37,500
10	35,950	37,575	39,625
11	36,375	38,000	40,050
12	36,800	38,425	40,475
13	37,225	38,850	40,900
14	37,650	39,275	41,325
15	38,075	39,700	41,750
16	38,500	40,125	42,175
17	38,925	40,550	42,600
18	39,350	40,975	43,025
19	39,775	41,400	43,450
20	40,200	41,825	43,875
21	40,625	42,250	44,300
22	41,050	42,675	44,725
23	41,475	43,100	45,150
24	41,900	43,525	45,575
25	42,325	43,950	46,000

Career/Technology Ag Teacher*	=	Minimum Salary	+ \$2,400/year - 12-month contract
Career/Technology Econ. Teacher*	=	Minimum Salary	+ \$2,000/year - 10-month contract
Other Career/Tech Teacher*	=	Minimum Salary	+ \$2,000/year - 10-month contract
Special Education Teacher**	=	Minimum Salary	+ 5 percent above the prevailing wage paid teachers of children who are nondisabled in the same school district.
Alternative Education Teacher***	=	Minimum Salary	+ 5 percent above designated step for that teacher within the adopted salary schedule of the district.

*Salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.

**Salary distribution mandated by 70 O.S. § 13-110: Also includes Resource Teachers, Education Diagnosticians, and Speech Pathologists/Therapists.

***Alternative Education salary distribution mandated by 70 O.S. § 1210.565.

The State Board of Education shall accept teaching experience from out-of-state school districts that are accredited by the State Board of Education or appropriate state accrediting agency for said districts. For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years active duty in the military service, or out-of-state teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on local salary schedules than those allowed for state purposes. The provisions of the above salary schedule shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit. (70 O.S. § 18-114.7)

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