

**Janet Barresi**  
**State Superintendent of Public Instruction**  
**Oklahoma State Department of Education**  
**Accreditation Standards and School Personnel Records Division**

**STATE MINIMUM TEACHER SALARY SCHEDULE**

**2011-2012**

**70 O.S. § 18-114.12**

Beginning with the 2011-2012 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.

| <b>Years of<br/>Experience</b> | <b>Bachelor’s<br/>Degree</b> | <b>Master’s<br/>Degree</b> | <b>Doctor’s<br/>Degree</b> |
|--------------------------------|------------------------------|----------------------------|----------------------------|
| 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)