

2018-19 Minimum Salary Schedule for Certified Employees*

| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$31,600 | \$36,601 | |
| 1 | \$31,975 | \$37,035 | \$5,435 |
| 2 | \$32,350 | \$37,469 | \$5,494 |
| 3 | \$32,725 | \$37,904 | \$5,554 |
| 4 | \$33,100 | \$38,338 | \$5,613 |
| 5 | \$33,500 | \$38,810 | \$5,710 |
| 6 | \$33,900 | \$39,273 | \$5,773 |
| 7 | \$34,300 | \$39,737 | \$5,837 |
| 8 | \$34,700 | \$40,200 | \$5,900 |
| 9 | \$35,100 | \$40,663 | \$5,963 |
| 10 | \$35,950 | \$41,684 | \$6,584 |
| 11 | \$36,375 | \$42,177 | \$6,227 |
| 12 | \$36,800 | \$42,670 | \$6,295 |
| 13 | \$37,225 | \$43,162 | \$6,362 |
| 14 | \$37,650 | \$43,655 | \$6,430 |
| 15 | \$38,075 | \$44,167 | \$6,517 |
| 16 | \$38,500 | \$44,660 | \$6,585 |
| 17 | \$38,925 | \$45,153 | \$6,653 |
| 18 | \$39,350 | \$45,646 | \$6,721 |
| 19 | \$39,775 | \$46,139 | \$6,789 |
| 20 | \$40,200 | \$46,652 | \$6,877 |
| 21 | \$40,625 | \$47,145 | \$6,945 |
| 22 | \$41,050 | \$47,639 | \$7,014 |
| 23 | \$41,475 | \$48,132 | \$7,082 |
| 24 | \$41,900 | \$48,625 | \$7,150 |
| 25 | \$42,325 | \$50,049 | \$8,149 |
| MORE THAN 25 | \$42,325 | \$50,049 | \$7,724 |

| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$32,800 | \$37,991 | |
| 1 | \$33,175 | \$38,425 | \$5,625 |
| 2 | \$33,550 | \$38,859 | \$5,684 |
| 3 | \$33,925 | \$39,294 | \$5,744 |
| 4 | \$34,300 | \$39,728 | \$5,803 |
| 5 | \$34,700 | \$40,200 | \$5,900 |
| 6 | \$35,100 | \$40,663 | \$5,963 |
| 7 | \$35,500 | \$41,127 | \$6,027 |
| 8 | \$35,900 | \$41,590 | \$6,090 |
| 9 | \$36,300 | \$42,054 | \$6,154 |
| 10 | \$37,575 | \$43,568 | \$7,268 |
| 11 | \$38,000 | \$44,061 | \$6,486 |
| 12 | \$38,425 | \$44,554 | \$6,554 |
| 13 | \$38,850 | \$45,047 | \$6,622 |
| 14 | \$39,275 | \$45,539 | \$6,689 |
| 15 | \$39,700 | \$46,052 | \$6,777 |
| 16 | \$40,125 | \$46,545 | \$6,845 |
| 17 | \$40,550 | \$47,038 | \$6,913 |
| 18 | \$40,975 | \$47,531 | \$6,981 |
| 19 | \$41,400 | \$48,024 | \$7,049 |
| 20 | \$41,825 | \$48,538 | \$7,138 |
| 21 | \$42,250 | \$49,031 | \$7,206 |
| 22 | \$42,675 | \$49,524 | \$7,274 |
| 23 | \$43,100 | \$50,018 | \$7,343 |
| 24 | \$43,525 | \$50,511 | \$7,411 |
| 25 | \$43,950 | \$51,971 | \$8,446 |
| MORE THAN 25 | \$43,950 | \$51,971 | \$8,021 |

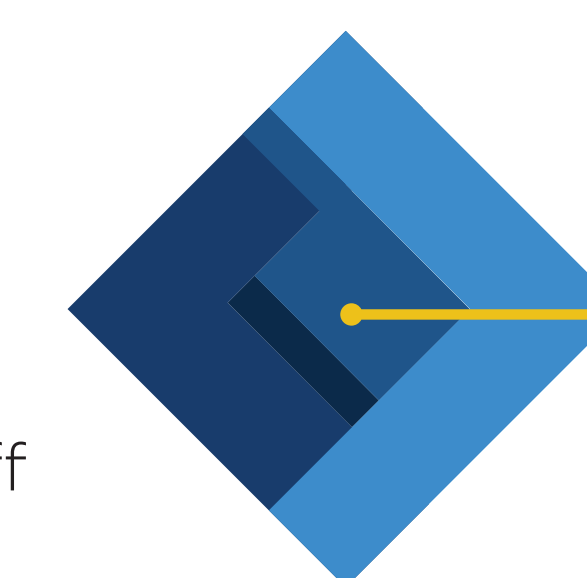
| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$34,000 | \$39,381 | |
| 1 | \$34,375 | \$39,815 | \$5,815 |
| 2 | \$34,750 | \$40,249 | \$5,874 |
| 3 | \$35,125 | \$40,684 | \$5,934 |
| 4 | \$35,500 | \$41,118 | \$5,993 |
| 5 | \$35,900 | \$41,590 | \$6,090 |
| 6 | \$36,300 | \$42,054 | \$6,154 |
| 7 | \$36,700 | \$42,517 | \$6,217 |
| 8 | \$37,100 | \$42,980 | \$6,280 |
| 9 | \$37,500 | \$43,444 | \$6,344 |
| 10 | \$39,625 | \$45,945 | \$8,445 |
| 11 | \$40,050 | \$46,438 | \$6,813 |
| 12 | \$40,475 | \$46,931 | \$6,881 |
| 13 | \$40,900 | \$47,424 | \$6,949 |
| 14 | \$41,325 | \$47,916 | \$7,016 |
| 15 | \$41,750 | \$48,430 | \$7,105 |
| 16 | \$42,175 | \$48,923 | \$7,173 |
| 17 | \$42,600 | \$49,416 | \$7,241 |
| 18 | \$43,025 | \$49,909 | \$7,309 |
| 19 | \$43,450 | \$50,402 | \$7,377 |
| 20 | \$43,875 | \$50,917 | \$7,467 |
| 21 | \$44,300 | \$51,410 | \$7,535 |
| 22 | \$44,725 | \$51,903 | \$7,603 |
| 23 | \$45,150 | \$52,397 | \$7,672 |
| 24 | \$45,575 | \$52,890 | \$7,740 |
| 25 | \$46,000 | \$54,395 | \$8,820 |
| MORE THAN 25 | \$46,000 | \$54,395 | \$8,395 |

| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$31,600 | \$36,601 | |
| 1 | \$31,975 | \$37,035 | \$5,435 |
| 2 | \$32,350 | \$37,469 | \$5,494 |
| 3 | \$32,725 | \$37,904 | \$5,554 |
| 4 | \$33,100 | \$38,338 | \$5,613 |
| 5 | \$33,500 | \$38,810 | \$5,710 |
| 6 | \$33,900 | \$39,273 | \$5,773 |
| 7 | \$34,300 | \$39,737 | \$5,837 |

The increased amount includes the step – the difference between the salary of a 3-year teacher in 2017-18 and a 4-year teacher in 2018-19.

Most teachers will receive a raise of just over **17%**. Teachers with 10 years' experience will receive a raise between **18.7%** and **22.5%** depending on degree, and teachers with 25 or more years of experience will receive a raise of **19.4%**.

*Minimum salary schedule and required pay raises do not apply to retired staff who have returned to employment while still receiving retirement benefits.



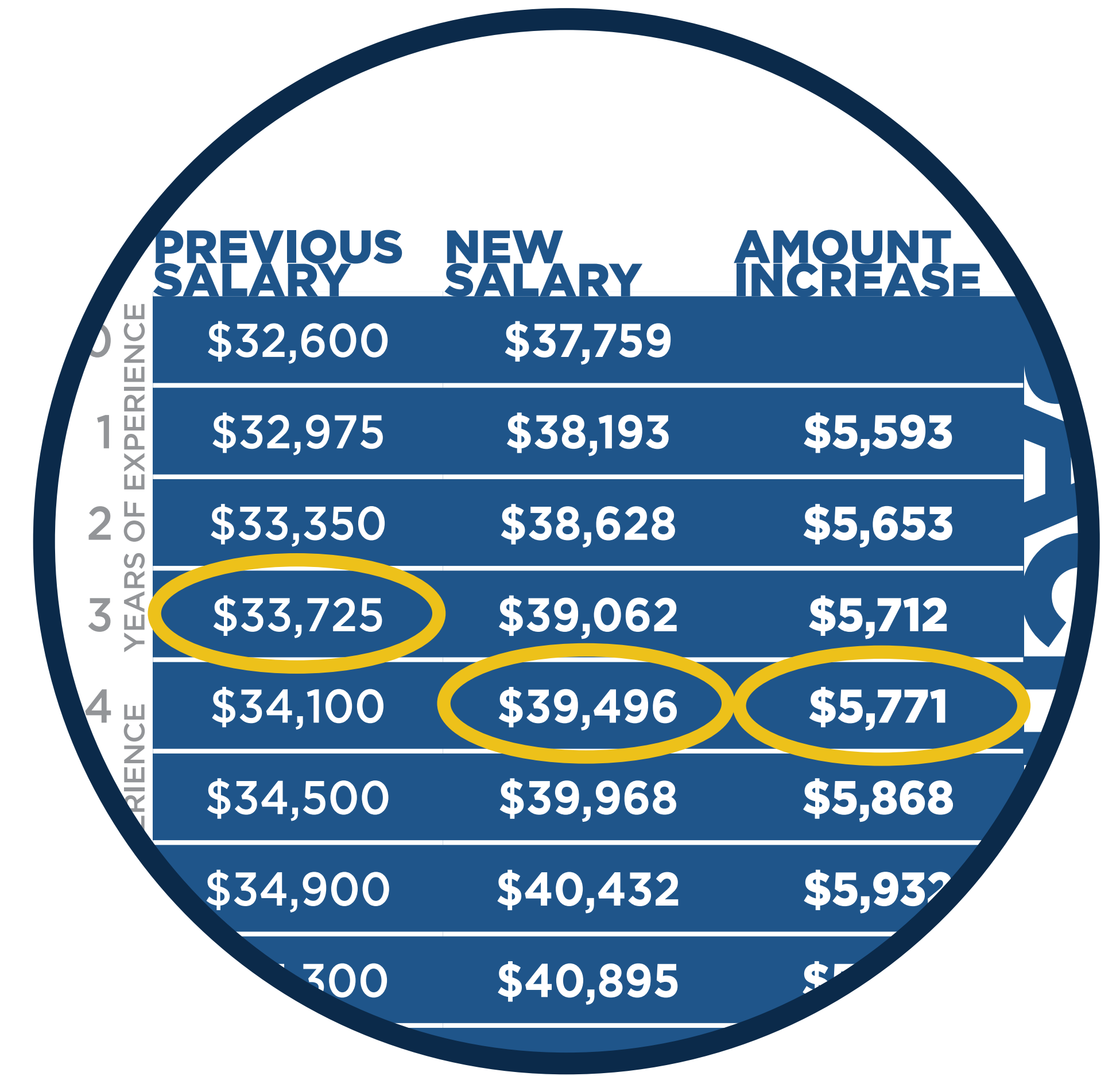
2018-19 Minimum Salary Schedule for National Board Certified Teachers*

| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$32,600 | \$37,759 | |
| 1 | \$32,975 | \$38,193 | \$5,593 |
| 2 | \$33,350 | \$38,628 | \$5,653 |
| 3 | \$33,725 | \$39,062 | \$5,712 |
| 4 | \$34,100 | \$39,496 | \$5,771 |
| 5 | \$34,500 | \$39,968 | \$5,868 |
| 6 | \$34,900 | \$40,432 | \$5,932 |
| 7 | \$35,300 | \$40,895 | \$5,995 |
| 8 | \$35,700 | \$41,358 | \$6,058 |
| 9 | \$36,100 | \$41,822 | \$6,122 |
| 10 | \$36,950 | \$42,844 | \$6,744 |
| 11 | \$37,375 | \$43,336 | \$6,386 |
| 12 | \$37,800 | \$43,829 | \$6,454 |
| 13 | \$38,225 | \$44,322 | \$6,522 |
| 14 | \$38,650 | \$44,815 | \$6,590 |
| 15 | \$39,075 | \$45,327 | \$6,677 |
| 16 | \$39,500 | \$45,820 | \$6,745 |
| 17 | \$39,925 | \$46,313 | \$6,813 |
| 18 | \$40,350 | \$46,806 | \$6,881 |
| 19 | \$40,775 | \$47,299 | \$6,949 |
| 20 | \$41,200 | \$47,813 | \$7,038 |
| 21 | \$41,625 | \$48,306 | \$7,106 |
| 22 | \$42,050 | \$48,799 | \$7,174 |
| 23 | \$42,475 | \$49,292 | \$7,242 |
| 24 | \$42,900 | \$49,785 | \$7,310 |
| 25 | \$43,325 | \$51,232 | \$8,332 |
| MORE THAN 25 | \$43,325 | \$51,232 | \$7,907 |

BACHELOR'S DEGREE + NBCT

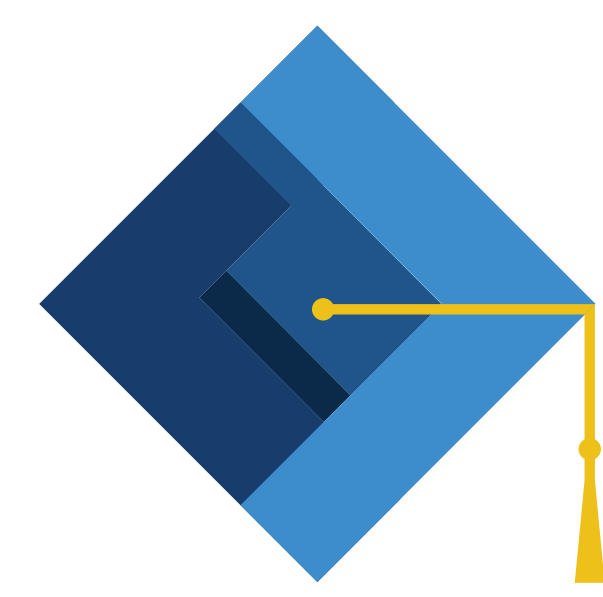
| YEARS OF EXPERIENCE | PREVIOUS SALARY | NEW SALARY | AMOUNT INCREASE |
|---------------------|-----------------|------------|-----------------|
| 0 | \$33,800 | \$39,149 | |
| 1 | \$34,175 | \$39,583 | \$5,783 |
| 2 | \$34,550 | \$40,018 | \$5,843 |
| 3 | \$34,925 | \$40,452 | \$5,902 |
| 4 | \$35,300 | \$40,886 | \$5,961 |
| 5 | \$35,700 | \$41,358 | \$6,058 |
| 6 | \$36,100 | \$41,822 | \$6,122 |
| 7 | \$36,500 | \$42,285 | \$6,185 |
| 8 | \$36,900 | \$42,749 | \$6,249 |
| 9 | \$37,300 | \$43,212 | \$6,312 |
| 10 | \$38,575 | \$44,728 | \$7,428 |
| 11 | \$39,000 | \$45,221 | \$6,646 |
| 12 | \$39,425 | \$45,713 | \$6,713 |
| 13 | \$39,850 | \$46,206 | \$6,781 |
| 14 | \$40,275 | \$46,699 | \$6,849 |
| 15 | \$40,700 | \$47,212 | \$6,937 |
| 16 | \$41,125 | \$47,705 | \$7,005 |
| 17 | \$41,550 | \$48,198 | \$7,073 |
| 18 | \$41,975 | \$48,691 | \$7,141 |
| 19 | \$42,400 | \$49,184 | \$7,209 |
| 20 | \$42,825 | \$49,698 | \$7,298 |
| 21 | \$43,250 | \$50,192 | \$7,367 |
| 22 | \$43,675 | \$50,685 | \$7,435 |
| 23 | \$44,100 | \$51,178 | \$7,503 |
| 24 | \$44,525 | \$51,671 | \$7,571 |
| 25 | \$44,950 | \$53,153 | \$8,628 |
| MORE THAN 25 | \$44,950 | \$53,153 | \$8,203 |

MASTER'S DEGREE + NBCT



The increased amount includes the step - the difference between the salary of a 3-year teacher in 2017-18 and a 4-year teacher in 2018-19.

Most teachers will receive a raise of just over **17%**. Teachers with 10 years' experience will receive a raise between **18.7%** and **22.5%** depending on degree, and teachers with 25 or more years of experience will receive a raise of **19.4%**.



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

*Teachers eligible for the NBCT salary schedule are those who have attained National Board certification after June 30, 2013. (see 70 O.S. §6-204.2)