

# 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**

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

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%**.



\*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)



# 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.

