

**Stillwater Public Schools  
2022-2023 Approved Certified Salary Scale**

|      | Level I         | Level II             | Level III     | Level IV           | Level V                     |
|------|-----------------|----------------------|---------------|--------------------|-----------------------------|
| STEP | Bachelor Degree | Bachelor plus 16 hrs | Master Degree | Master plus 16 hrs | Doctorate or Master +50 hrs |
| 0    | \$40,625        | \$40,625             | \$42,125      | \$42,375           | \$44,125                    |
| 1    | \$41,072        | \$41,133             | \$42,652      | \$42,905           | \$44,677                    |
| 2    | \$41,524        | \$41,647             | \$43,185      | \$43,763           | \$45,235                    |
| 3    | \$41,980        | \$42,168             | \$43,725      | \$44,310           | \$45,800                    |
| 4    | \$42,442        | \$42,695             | \$44,271      | \$44,864           | \$46,373                    |
| 5    | \$42,909        | \$43,228             | \$45,156      | \$45,985           | \$47,532                    |
| 6    | \$43,381        | \$43,769             | \$45,721      | \$46,560           | \$48,126                    |
| 7    | \$43,858        | \$44,316             | \$46,292      | \$47,142           | \$48,728                    |
| 8    | \$44,341        | \$44,870             | \$46,871      | \$47,731           | \$49,337                    |
| 9    | \$44,828        | \$45,431             | \$47,457      | \$48,328           | \$49,954                    |
| 10   | \$45,501        | \$46,339             | \$48,050      | \$49,295           | \$51,203                    |
| 11   | \$46,001        | \$46,918             | \$48,651      | \$49,911           | \$51,843                    |
| 12   | \$46,507        | \$47,505             | \$49,259      | \$50,535           | \$52,491                    |
| 13   | \$47,019        | \$48,099             | \$49,875      | \$51,166           | \$53,147                    |
| 14   | \$47,536        | \$48,700             | \$50,498      | \$51,806           | \$53,811                    |
| 15   | \$48,059        | \$49,309             | \$51,129      | \$52,453           | \$54,484                    |
| 16   | \$48,588        | \$49,925             | \$51,768      | \$53,109           | \$55,165                    |
| 17   | \$49,122        | \$50,549             | \$52,416      | \$53,773           | \$55,854                    |
| 18   | \$49,663        | \$51,181             | \$53,071      | \$54,445           | \$56,553                    |
| 19   | \$50,209        | \$51,821             | \$53,734      | \$55,126           | \$57,260                    |
| 20   | \$50,962        | \$52,857             | \$54,406      | \$55,815           | \$57,975                    |
| 21   | \$51,523        | \$53,518             | \$55,086      | \$56,512           | \$58,700                    |
| 22   | \$52,089        | \$54,187             | \$55,775      | \$57,219           | \$59,434                    |
| 23   | \$52,662        | \$54,864             | \$56,472      | \$57,934           | \$60,177                    |
| 24   | \$53,242        | \$55,550             | \$57,178      | \$58,658           | \$60,929                    |
| 25   | \$54,306        | \$56,244             | \$58,035      | \$59,831           | \$62,452                    |
| 26   | \$54,904        | \$56,947             | \$58,761      | \$60,579           | \$63,233                    |
| 27   | \$55,508        | \$57,659             | \$59,495      | \$61,337           | \$64,023                    |
| 28   | \$56,118        | \$58,380             | \$60,239      | \$62,103           | \$64,823                    |
| 29   | \$56,736        | \$59,110             | \$60,992      | \$62,880           | \$65,634                    |
| 30   | \$57,360        | \$59,849             | \$61,754      | \$63,666           | \$66,454                    |
| 31   | \$57,646        | \$60,148             | \$62,063      | \$63,984           | \$66,786                    |
| 32   | \$57,935        | \$60,449             | \$62,373      | \$64,304           | \$67,120                    |
| 33   | \$58,224        | \$60,751             | \$62,685      | \$64,625           | \$67,456                    |
| 34   | \$58,516        | \$61,055             | \$62,999      | \$64,949           | \$67,793                    |
| 35   | \$58,808        | \$61,360             | \$63,314      | \$65,273           | \$68,132                    |
| 36   | \$59,102        | \$61,667             | \$63,630      | \$65,600           | \$68,473                    |
| 37   | \$59,398        | \$61,975             | \$63,948      | \$65,928           | \$68,815                    |
| 38   | \$59,695        | \$62,285             | \$64,268      | \$66,257           | \$69,159                    |
| 39   | \$59,993        | \$62,596             | \$64,589      | \$66,589           | \$69,505                    |
| 40   | \$60,293        | \$62,909             | \$64,912      | \$66,921           | \$69,853                    |

**District Paid Retirement:** The district pays 1% of the teachers' required 7% contribution to the Oklahoma Teachers Retirement System (OTRS).

**National Board Certification Payment:** Teachers who applied for and/or received National Board Certification after June 30, 2013 are eligible to receive an additional \$1,000 per year from Stillwater Public Schools. Teachers eligible to receive the National Board Certification Bonus from the state shall not be eligible to receive the additional salary increment set forth in this salary schedule.

**Step 40+ Payment:** In addition, those eligible teachers on step 40 in 2021-22 shall be awarded a \$350 one-time stipend.

**State Flexible Benefit Allowance (FBA):** Employees that elect to participate in the District's health insurance plan will receive the Flexible Bene Allowance (FBA) as provided by Oklahoma Statutes.

**Cash In Lieu of Flexible Benefit Allowance:** Employees not enrolled in the District's health insurance plan shall receive from the state taxable compensation of \$836.52 per year in lieu of health insurance.