



**Broken Arrow Public Schools  
2023 - 2024 Teacher Compensation Schedule**

Oklahoma State Minimum	Bachelor's					Oklahoma State Minimum	Master's					Oklahoma State Minimum	Doctorate				
	Step	Broken Arrow Public Schools Total Comp	Base Salary	District Paid OTRS	District Paid Benefits		Step	Total District Compensation	Base Salary	District Paid OTRS	District Paid Benefits		Step	Total District Compensation	Base Salary	District Paid OTRS	District Paid Benefits
\$39,601.00	0	\$45,434.12	\$42,121.00	\$3,180.40	\$132.72	\$40,991.00	0	\$46,928.74	\$43,511.00	\$3,285.02	\$132.72	\$42,381.00	0	\$48,423.36	\$44,901.00	\$3,389.64	\$132.72
\$40,035.00	1	\$45,900.78	\$42,555.00	\$3,213.06	\$132.72	\$41,425.00	1	\$47,395.41	\$43,945.00	\$3,317.69	\$132.72	\$42,815.00	1	\$48,890.03	\$45,335.00	\$3,422.31	\$132.72
\$40,469.00	2	\$46,367.45	\$42,989.00	\$3,245.73	\$132.72	\$41,859.00	2	\$47,862.07	\$44,379.00	\$3,350.35	\$132.72	\$43,249.00	2	\$49,356.70	\$45,769.00	\$3,454.98	\$132.72
\$40,904.00	3	\$46,835.19	\$43,424.00	\$3,278.47	\$132.72	\$42,294.00	3	\$48,329.81	\$44,814.00	\$3,383.09	\$132.72	\$43,684.00	3	\$49,824.44	\$46,204.00	\$3,487.72	\$132.72
\$41,338.00	4	\$47,301.86	\$43,858.00	\$3,311.14	\$132.72	\$42,728.00	4	\$48,796.48	\$45,248.00	\$3,415.76	\$132.72	\$44,118.00	4	\$50,291.11	\$46,638.00	\$3,520.39	\$132.72
\$42,810.00	5	\$48,884.65	\$45,330.00	\$3,421.93	\$132.72	\$44,200.00	5	\$50,379.28	\$46,720.00	\$3,526.56	\$132.72	\$45,590.00	5	\$51,873.90	\$48,110.00	\$3,631.18	\$132.72
\$43,273.00	6	\$49,382.50	\$45,793.00	\$3,456.78	\$132.72	\$44,663.00	6	\$50,877.13	\$47,183.00	\$3,561.41	\$132.72	\$46,054.00	6	\$52,372.83	\$48,574.00	\$3,666.11	\$132.72
\$43,737.00	7	\$49,881.43	\$46,257.00	\$3,491.71	\$132.72	\$45,127.00	7	\$51,376.05	\$47,647.00	\$3,596.33	\$132.72	\$46,517.00	7	\$52,870.68	\$49,037.00	\$3,700.96	\$132.72
\$44,200.00	8	\$50,379.28	\$46,720.00	\$3,526.56	\$132.72	\$45,590.00	8	\$51,873.90	\$48,110.00	\$3,631.18	\$132.72	\$46,980.00	8	\$53,368.53	\$49,500.00	\$3,735.81	\$132.72
\$44,663.00	9	\$50,877.13	\$47,183.00	\$3,561.41	\$132.72	\$46,054.00	9	\$52,372.83	\$48,574.00	\$3,666.11	\$132.72	\$47,444.00	9	\$53,867.45	\$49,964.00	\$3,770.73	\$132.72
\$46,684.00	10	\$53,050.25	\$49,204.00	\$3,713.53	\$132.72	\$48,568.00	10	\$55,076.05	\$51,088.00	\$3,855.33	\$132.72	\$50,945.00	10	\$57,631.97	\$53,465.00	\$4,034.25	\$132.72
\$47,177.00	11	\$53,580.35	\$49,697.00	\$3,750.63	\$132.72	\$49,061.00	11	\$55,606.16	\$51,581.00	\$3,892.44	\$132.72	\$51,438.00	11	\$58,162.07	\$53,958.00	\$4,071.35	\$132.72
\$47,670.00	12	\$54,110.46	\$50,190.00	\$3,787.74	\$132.72	\$49,554.00	12	\$56,136.27	\$52,074.00	\$3,929.55	\$132.72	\$51,931.00	12	\$58,692.18	\$54,451.00	\$4,108.46	\$132.72
\$48,162.00	13	\$54,639.49	\$50,682.00	\$3,824.77	\$132.72	\$50,047.00	13	\$56,666.38	\$52,567.00	\$3,966.66	\$132.72	\$52,424.00	13	\$59,222.29	\$54,944.00	\$4,145.57	\$132.72
\$48,655.00	14	\$55,169.60	\$51,175.00	\$3,861.88	\$132.72	\$50,539.00	14	\$57,195.41	\$53,059.00	\$4,003.69	\$132.72	\$52,916.00	14	\$59,751.32	\$55,436.00	\$4,182.60	\$132.72
\$50,167.00	15	\$56,795.41	\$52,887.00	\$3,975.69	\$132.72	\$52,052.00	15	\$58,822.29	\$54,572.00	\$4,117.57	\$132.72	\$54,430.00	15	\$61,379.28	\$56,950.00	\$4,296.56	\$132.72
\$50,660.00	16	\$57,325.52	\$53,180.00	\$4,012.80	\$132.72	\$52,545.00	16	\$59,352.40	\$55,065.00	\$4,154.68	\$132.72	\$54,923.00	16	\$61,909.39	\$57,443.00	\$4,333.67	\$132.72
\$51,153.00	17	\$57,855.62	\$53,673.00	\$4,049.90	\$132.72	\$53,038.00	17	\$59,882.50	\$55,558.00	\$4,191.78	\$132.72	\$55,416.00	17	\$62,439.49	\$57,936.00	\$4,370.77	\$132.72
\$51,646.00	18	\$58,385.73	\$54,166.00	\$4,087.01	\$132.72	\$53,531.00	18	\$60,412.61	\$56,051.00	\$4,228.89	\$132.72	\$55,909.00	18	\$62,969.60	\$58,429.00	\$4,407.88	\$132.72
\$52,139.00	19	\$58,915.84	\$54,659.00	\$4,124.12	\$132.72	\$54,024.00	19	\$60,942.72	\$56,544.00	\$4,266.00	\$132.72	\$56,402.00	19	\$63,499.71	\$58,922.00	\$4,444.99	\$132.72
\$52,652.00	20	\$59,467.45	\$55,172.00	\$4,162.73	\$132.72	\$54,538.00	20	\$61,495.41	\$57,058.00	\$4,304.69	\$132.72	\$56,917.00	20	\$64,053.47	\$59,437.00	\$4,483.75	\$132.72
\$53,145.00	21	\$59,997.56	\$55,665.00	\$4,199.84	\$132.72	\$55,031.00	21	\$62,025.52	\$57,551.00	\$4,341.80	\$132.72	\$57,410.00	21	\$64,583.58	\$59,930.00	\$4,520.86	\$132.72
\$53,639.00	22	\$60,528.74	\$56,159.00	\$4,237.02	\$132.72	\$55,524.00	22	\$62,555.62	\$58,044.00	\$4,378.90	\$132.72	\$57,903.00	22	\$65,113.69	\$60,423.00	\$4,557.97	\$132.72
\$54,132.00	23	\$61,058.85	\$56,652.00	\$4,274.13	\$132.72	\$56,018.00	23	\$63,086.81	\$58,538.00	\$4,416.09	\$132.72	\$58,397.00	23	\$65,644.87	\$60,917.00	\$4,595.15	\$132.72
\$54,625.00	24	\$61,588.96	\$57,145.00	\$4,311.24	\$132.72	\$56,511.00	24	\$63,616.91	\$59,031.00	\$4,453.19	\$132.72	\$58,890.00	24	\$66,174.98	\$61,410.00	\$4,632.26	\$132.72
\$56,049.00	25	\$63,120.14	\$58,569.00	\$4,418.42	\$132.72	\$57,971.00	25	\$65,186.81	\$60,491.00	\$4,563.09	\$132.72	\$60,395.00	25	\$67,793.26	\$62,915.00	\$4,745.54	\$132.72
	26	\$63,765.30	\$59,169.00	\$4,463.58	\$132.72		26	\$65,831.97	\$61,091.00	\$4,608.25	\$132.72		26	\$68,438.42	\$63,515.00	\$4,790.70	\$132.72
	27	\$64,410.46	\$59,769.00	\$4,508.74	\$132.72		27	\$66,477.13	\$61,691.00	\$4,653.41	\$132.72		27	\$69,083.58	\$64,115.00	\$4,835.86	\$132.72
	28	\$65,055.62	\$60,369.00	\$4,553.90	\$132.72		28	\$67,122.29	\$62,291.00	\$4,698.57	\$132.72		28	\$69,728.74	\$64,715.00	\$4,881.02	\$132.72
	29	\$65,700.79	\$60,969.00	\$4,599.07	\$132.72		29	\$67,767.45	\$62,891.00	\$4,743.73	\$132.72		29	\$70,373.90	\$65,315.00	\$4,926.18	\$132.72
	30	\$66,345.95	\$61,569.00	\$4,644.23	\$132.72		30	\$68,412.61	\$63,491.00	\$4,788.89	\$132.72		30	\$71,019.07	\$65,915.00	\$4,971.35	\$132.72
	31	\$66,991.11	\$62,169.00	\$4,689.39	\$132.72		31	\$69,057.78	\$64,091.00	\$4,834.06	\$132.72		31	\$71,664.23	\$66,515.00	\$5,016.51	\$132.72
	32	\$67,636.27	\$62,769.00	\$4,734.55	\$132.72		32	\$69,702.94	\$64,691.00	\$4,879.22	\$132.72		32	\$72,309.39	\$67,115.00	\$5,061.67	\$132.72
	33	\$68,281.43	\$63,369.00	\$4,779.71	\$132.72		33	\$70,348.10	\$65,291.00	\$4,924.38	\$132.72		33	\$72,954.55	\$67,715.00	\$5,106.83	\$132.72
	34	\$68,926.59	\$63,969.00	\$4,824.87	\$132.72		34	\$70,993.26	\$65,891.00	\$4,969.54	\$132.72		34	\$73,599.71	\$68,315.00	\$5,151.99	\$132.72
	35	\$69,571.75	\$64,569.00	\$4,870.03	\$132.72		35	\$71,638.42	\$66,491.00	\$5,014.70	\$132.72		35	\$74,244.87	\$68,915.00	\$5,197.15	\$132.72
	36	\$70,216.92	\$65,169.00	\$4,915.20	\$132.72		36	\$72,283.58	\$67,091.00	\$5,059.86	\$132.72		36	\$74,890.03	\$69,515.00	\$5,242.31	\$132.72
	37	\$70,862.08	\$65,769.00	\$4,960.36	\$132.72		37	\$72,928.74	\$67,691.00	\$5,105.02	\$132.72		37	\$75,535.20	\$70,115.00	\$5,287.48	\$132.72
	38	\$71,507.24	\$66,369.00	\$5,005.52	\$132.72		38	\$73,573.90	\$68,291.00	\$5,150.18	\$132.72		38	\$76,180.36	\$70,715.00	\$5,332.64	\$132.72
	39	\$72,152.40	\$66,969.00	\$5,050.68	\$132.72		39	\$74,219.07	\$68,891.00	\$5,195.35	\$132.72		39	\$76,825.52	\$71,315.00	\$5,377.80	\$132.72
	40	\$72,797.56	\$67,569.00	\$5,095.84	\$132.72		40	\$74,864.23	\$69,491.00	\$5,240.51	\$132.72		40	\$77,470.68	\$71,915.00	\$5,422.96	\$132.72

- The Flexible Benefit Allowance and any applicable extra duty, will be added to gross salary and divided among twelve monthly paychecks.
- If employees choose to participate in the District's health insurance plan, they will receive the Flexible Benefit Allowance (FBA) as provided under Oklahoma statutes. The amount deducted from Base Salary will be determined by the health insurance plan chosen.
- If employees choose not to participate in the District's health insurance plan, they will receive an "In Lieu Of" as taxable compensation. This amount will be included in the gross payment, and "Your flex benefit was used as salary" will appear on the pay stub. The "In Lieu Of" payment will be provided in the amount specified under Oklahoma statutes, which is at present \$836.52.
- District Paid Benefits represent Life and Disability Insurance paid for by the District.



**Broken Arrow Public Schools  
2023 - 2024 Teacher Compensation Schedule**

Oklahoma State Minimum	Bachelor's + National Board Certification					Oklahoma State Minimum	Master's + National Board Certification				
	Step	Broken Arrow Public Schools Total Comp	Base Salary	District Paid OTRS	District Paid Benefits		Step	Broken Arrow Public Schools Total Comp	Base Salary	District Paid OTRS	District Paid Benefits
\$40,759.00	0	\$46,679.28	\$43,279.00	\$3,267.56	\$132.72	\$42,149.00	0	\$48,173.90	\$44,669.00	\$3,372.18	\$132.72
\$41,193.00	1	\$47,145.94	\$43,713.00	\$3,300.22	\$132.72	\$42,583.00	1	\$48,640.57	\$45,103.00	\$3,404.85	\$132.72
\$41,628.00	2	\$47,613.69	\$44,148.00	\$3,332.97	\$132.72	\$43,018.00	2	\$49,108.31	\$45,538.00	\$3,437.59	\$132.72
\$42,062.00	3	\$48,080.35	\$44,582.00	\$3,365.63	\$132.72	\$43,452.00	3	\$49,574.98	\$45,972.00	\$3,470.26	\$132.72
\$42,496.00	4	\$48,547.02	\$45,016.00	\$3,398.30	\$132.72	\$43,886.00	4	\$50,041.64	\$46,406.00	\$3,502.92	\$132.72
\$43,968.00	5	\$50,129.81	\$46,488.00	\$3,509.09	\$132.72	\$45,358.00	5	\$51,624.44	\$47,878.00	\$3,613.72	\$132.72
\$44,432.00	6	\$50,628.74	\$46,952.00	\$3,544.02	\$132.72	\$45,822.00	6	\$52,123.36	\$48,342.00	\$3,648.64	\$132.72
\$44,895.00	7	\$51,126.59	\$47,415.00	\$3,578.87	\$132.72	\$46,285.00	7	\$52,621.21	\$48,805.00	\$3,683.49	\$132.72
\$45,358.00	8	\$51,624.44	\$47,878.00	\$3,613.72	\$132.72	\$46,749.00	8	\$53,120.14	\$49,269.00	\$3,718.42	\$132.72
\$45,822.00	9	\$52,123.36	\$48,342.00	\$3,648.64	\$132.72	\$47,212.00	9	\$53,617.99	\$49,732.00	\$3,753.27	\$132.72
\$47,844.00	10	\$54,297.56	\$50,364.00	\$3,800.84	\$132.72	\$49,728.00	10	\$56,323.36	\$52,248.00	\$3,942.64	\$132.72
\$48,336.00	11	\$54,826.59	\$50,856.00	\$3,837.87	\$132.72	\$50,221.00	11	\$56,853.47	\$52,741.00	\$3,979.75	\$132.72
\$48,829.00	12	\$55,356.70	\$51,349.00	\$3,874.98	\$132.72	\$50,713.00	12	\$57,382.50	\$53,233.00	\$4,016.78	\$132.72
\$49,322.00	13	\$55,886.81	\$51,842.00	\$3,912.09	\$132.72	\$51,206.00	13	\$57,912.61	\$53,726.00	\$4,053.89	\$132.72
\$49,815.00	14	\$56,416.91	\$52,335.00	\$3,949.19	\$132.72	\$51,699.00	14	\$58,442.72	\$54,219.00	\$4,091.00	\$132.72
\$51,327.00	15	\$58,042.72	\$53,847.00	\$4,063.00	\$132.72	\$53,212.00	15	\$60,069.60	\$55,732.00	\$4,204.88	\$132.72
\$51,820.00	16	\$58,572.83	\$54,340.00	\$4,100.11	\$132.72	\$53,705.00	16	\$60,599.71	\$56,225.00	\$4,241.99	\$132.72
\$52,313.00	17	\$59,102.93	\$54,833.00	\$4,137.21	\$132.72	\$54,198.00	17	\$61,129.82	\$56,718.00	\$4,279.10	\$132.72
\$52,806.00	18	\$59,633.04	\$55,326.00	\$4,174.32	\$132.72	\$54,691.00	18	\$61,659.92	\$57,211.00	\$4,316.20	\$132.72
\$53,299.00	19	\$60,163.15	\$55,819.00	\$4,211.43	\$132.72	\$55,184.00	19	\$62,190.03	\$57,704.00	\$4,353.31	\$132.72
\$53,813.00	20	\$60,715.84	\$56,333.00	\$4,250.12	\$132.72	\$55,698.00	20	\$62,742.72	\$58,218.00	\$4,392.00	\$132.72
\$54,306.00	21	\$61,245.95	\$56,826.00	\$4,287.23	\$132.72	\$56,192.00	21	\$63,273.90	\$58,712.00	\$4,429.18	\$132.72
\$54,799.00	22	\$61,776.05	\$57,319.00	\$4,324.33	\$132.72	\$56,685.00	22	\$63,804.01	\$59,205.00	\$4,466.29	\$132.72
\$55,292.00	23	\$62,306.16	\$57,812.00	\$4,361.44	\$132.72	\$57,175.00	23	\$64,334.12	\$59,698.00	\$4,503.40	\$132.72
\$55,785.00	24	\$62,836.27	\$58,305.00	\$4,398.55	\$132.72	\$57,671.00	24	\$64,864.23	\$60,191.00	\$4,540.51	\$132.72
\$57,232.00	25	\$64,392.18	\$59,752.00	\$4,507.46	\$132.72	\$59,153.00	25	\$66,457.77	\$61,673.00	\$4,652.05	\$132.72
	26	\$65,037.34	\$60,352.00	\$4,552.62	\$132.72		26	\$67,102.94	\$62,273.00	\$4,697.22	\$132.72
	27	\$65,682.51	\$60,952.00	\$4,597.79	\$132.72		27	\$67,748.10	\$62,873.00	\$4,742.38	\$132.72
	28	\$66,327.67	\$61,552.00	\$4,642.95	\$132.72		28	\$68,393.26	\$63,473.00	\$4,787.54	\$132.72
	29	\$66,972.83	\$62,152.00	\$4,688.11	\$132.72		29	\$69,038.42	\$64,073.00	\$4,832.70	\$132.72
	30	\$67,617.99	\$62,752.00	\$4,733.27	\$132.72		30	\$69,683.58	\$64,673.00	\$4,877.86	\$132.72
	31	\$68,263.15	\$63,352.00	\$4,778.43	\$132.72		31	\$70,328.74	\$65,273.00	\$4,923.02	\$132.72
	32	\$68,908.31	\$63,952.00	\$4,823.59	\$132.72		32	\$70,973.90	\$65,873.00	\$4,968.18	\$132.72
	33	\$69,553.47	\$64,552.00	\$4,868.75	\$132.72		33	\$71,619.07	\$66,473.00	\$5,013.35	\$132.72
	34	\$70,198.64	\$65,152.00	\$4,913.92	\$132.72		34	\$72,264.23	\$67,073.00	\$5,058.51	\$132.72
	35	\$70,843.80	\$65,752.00	\$4,959.08	\$132.72		35	\$72,909.39	\$67,673.00	\$5,103.67	\$132.72
	36	\$71,488.96	\$66,352.00	\$5,004.24	\$132.72		36	\$73,554.55	\$68,273.00	\$5,148.83	\$132.72
	37	\$72,134.12	\$66,952.00	\$5,049.40	\$132.72		37	\$74,199.71	\$68,873.00	\$5,193.99	\$132.72
	38	\$72,779.28	\$67,552.00	\$5,094.56	\$132.72		38	\$74,844.87	\$69,473.00	\$5,239.15	\$132.72
	39	\$73,424.44	\$68,152.00	\$5,139.72	\$132.72		39	\$75,490.03	\$70,073.00	\$5,284.31	\$132.72
	40	\$74,069.60	\$68,752.00	\$5,184.88	\$132.72		40	\$76,135.20	\$70,673.00	\$5,329.48	\$132.72

- The Flexible Benefit Allowance and any applicable extra duty, will be added to gross salary and divided among twelve monthly paychecks.
- If employees choose to participate in the District's health insurance plan, they will receive the Flexible Benefit Allowance (FBA) as provided under Oklahoma statutes. The amount deducted from Base Salary will be determined by the health insurance plan chosen.
- If employees choose not to participate in the District's health insurance plan, they will receive an "In Lieu Of" as taxable compensation. This amount will be included in the gross payment, and "Your flex benefit was used as salary" will appear on the pay stub. The "In Lieu Of" payment will be provided in the amount specified under Oklahoma statutes, which is at present \$836.52.
- District Paid Benefits represent Life and Disability Insurance paid for by the District.