

II. SALARY AND FRINGE BENEFITS

2.1 2025-2026 Compensation Schedule

Teachers who qualify by experience shall advance one (1) step on the 2025-2026 schedule.

Bartlesville Public Schools

2025-2026 Salary Compensation Schedule

Bachelors			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	43,000.00	3,236.56	46,236.56
1	43,407.75	3,267.25	46,675.00
2	43,815.50	3,297.94	47,113.44
3	44,224.25	3,328.71	47,552.96
4	44,632.00	3,359.40	47,991.40
5	46,076.00	3,468.09	49,544.09
6	46,511.00	3,500.83	50,011.83
7	46,947.00	3,533.65	50,480.65
8	47,382.00	3,566.39	50,948.39
9	47,817.00	3,599.13	51,416.13
10	49,778.50	3,746.77	53,525.27
11	50,241.75	3,781.64	54,023.39
12	50,705.00	3,816.51	54,521.51
13	51,167.25	3,851.30	55,018.55
14	51,630.50	3,886.17	55,516.67
15	53,112.75	3,997.73	57,110.48
16	53,576.00	4,032.60	57,608.60
17	54,225.25	4,081.47	58,306.72
18	54,874.50	4,130.34	59,004.84
19	55,523.75	4,179.21	59,702.96
20	56,193.00	4,229.58	60,422.58
21	56,842.25	4,278.45	61,120.70
22	57,492.50	4,327.39	61,819.89
23	58,141.75	4,376.26	62,518.01
24	58,791.00	4,425.13	63,216.13
25	60,371.25	4,544.07	64,915.32
26	60,952.50	4,587.82	65,540.32
27	61,533.75	4,631.57	66,165.32
28	62,115.00	4,675.32	66,790.32
29	62,696.25	4,719.07	67,415.32
30	63,277.50	4,762.82	68,040.32
31	63,858.75	4,806.57	68,665.32
32	64,440.00	4,850.32	69,290.32
33	65,021.25	4,894.07	69,915.32
34	65,602.50	4,937.82	70,540.32
35	66,183.75	4,981.57	71,165.32
36	66,765.00	5,025.32	71,790.32
37+	67,346.25	5,069.07	72,415.32

State Flexible Benefit FOR THOSE ON OUR INSURANCE is 100% of Member HealthChoice High Option Premium; (as of June 2024 it is \$679.62 per month; \$8,155.44 per year).

State Flexible Benefit FOR THOSE NOT ON OUR INSURANCE is \$69.71 a month; \$836.52 a year.

District Paid Long Term Disability is up to \$1,000 per month with a 90 day waiting period

District Paid Group Term Life Insurance is \$10,000 per employee up to age 69, \$5,000 per employee 70 and above (Note that Special Ed teachers receive an additional 10% and Alternative Ed teachers receive an additional 5% of Total Salary based on their placement in the salary schedule. Teachers receive credit up to the limits of the schedule for all accredited out-of-state teaching experience.)

*Note that new NBCT's will also receive an additional \$1,000.

Bartlesville Public Schools
2025-2026 Salary Compensation Schedule

Bachelors + 15			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	43,501.27	3,274.29	46,775.56
1	43,909.02	3,304.98	47,214.00
2	44,316.77	3,335.67	47,652.44
3	44,725.52	3,366.44	48,091.96
4	45,133.27	3,397.13	48,530.40
5	46,577.27	3,505.82	50,083.09
6	47,012.27	3,538.56	50,550.83
7	47,448.27	3,571.38	51,019.65
8	47,883.27	3,604.12	51,487.39
9	48,318.27	3,636.86	51,955.13
10	50,279.77	3,784.50	54,064.27
11	50,743.02	3,819.37	54,562.39
12	51,206.27	3,854.24	55,060.51
13	51,668.52	3,889.03	55,557.55
14	52,131.77	3,923.90	56,055.67
15	53,614.02	4,035.46	57,649.48
16	54,077.27	4,070.33	58,147.60
17	54,726.52	4,119.20	58,845.72
18	55,375.77	4,168.07	59,543.84
19	56,025.02	4,216.94	60,241.96
20	56,694.27	4,267.31	60,961.58
21	57,343.52	4,316.18	61,659.70
22	57,993.77	4,365.12	62,358.89
23	58,643.02	4,413.99	63,057.01
24	59,292.27	4,462.86	63,755.13
25	60,872.52	4,581.80	65,454.32
26	61,453.77	4,625.55	66,079.32
27	62,035.02	4,669.30	66,704.32
28	62,616.27	4,713.05	67,329.32
29	63,197.52	4,756.80	67,954.32
30	63,778.77	4,800.55	68,579.32
31	64,360.02	4,844.30	69,204.32
32	64,941.27	4,888.05	69,829.32
33	65,522.52	4,931.80	70,454.32
34	66,103.77	4,975.55	71,079.32
35	66,685.02	5,019.30	71,704.32
36	67,266.27	5,063.05	72,329.32
37+	67,847.52	5,106.80	72,954.32

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**Bartlesville Public Schools
2025-2026 Salary Compensation Schedule**

Masters			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	45,097.43	3,394.43	48,491.86
1	45,505.18	3,425.12	48,930.30
2	45,912.93	3,455.81	49,368.74
3	46,321.68	3,486.58	49,808.26
4	46,729.43	3,517.27	50,246.70
5	48,173.43	3,625.96	51,799.39
6	48,608.43	3,658.70	52,267.13
7	49,044.43	3,691.52	52,735.95
8	49,479.43	3,724.26	53,203.69
9	49,915.43	3,757.08	53,672.51
10	52,340.18	3,939.58	56,279.76
11	52,803.43	3,974.45	56,777.88
12	53,266.68	4,009.32	57,276.00
13	53,729.93	4,044.19	57,774.12
14	54,192.18	4,078.98	58,271.16
15	55,675.43	4,190.62	59,866.05
16	56,138.68	4,225.49	60,364.17
17	56,787.93	4,274.36	61,062.29
18	57,437.18	4,323.23	61,760.41
19	58,086.43	4,372.10	62,458.53
20	58,756.68	4,422.55	63,179.23
21	59,405.93	4,471.41	63,877.34
22	60,055.18	4,520.28	64,575.46
23	60,705.43	4,569.23	65,274.66
24	61,354.68	4,618.09	65,972.77
25	62,970.93	4,739.75	67,710.68
26	63,552.18	4,783.50	68,335.68
27	64,133.43	4,827.25	68,960.68
28	64,714.68	4,871.00	69,585.68
29	65,295.93	4,914.75	70,210.68
30	65,877.18	4,958.50	70,835.68
31	66,458.43	5,002.25	71,460.68
32	67,039.68	5,046.00	72,085.68
33	67,620.93	5,089.75	72,710.68
34	68,202.18	5,133.50	73,335.68
35	68,783.43	5,177.25	73,960.68
36	69,364.68	5,221.00	74,585.68
37+	69,945.93	5,264.75	75,210.68

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Masters + 15			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	45,562.43	3,429.43	48,991.86
1	45,970.18	3,460.12	49,430.30
2	46,377.93	3,490.81	49,868.74
3	46,786.68	3,521.58	50,308.26
4	47,194.43	3,552.27	50,746.70
5	48,638.43	3,660.96	52,299.39
6	49,073.43	3,693.70	52,767.13
7	49,509.43	3,726.52	53,235.95
8	49,944.43	3,759.26	53,703.69
9	50,380.43	3,792.08	54,172.51
10	52,805.18	3,974.58	56,779.76
11	53,268.43	4,009.45	57,277.88
12	53,731.68	4,044.32	57,776.00
13	54,194.93	4,079.19	58,274.12
14	54,657.18	4,113.98	58,771.16
15	56,140.43	4,225.62	60,366.05
16	56,603.68	4,260.49	60,864.17
17	57,252.93	4,309.36	61,562.29
18	57,902.18	4,358.23	62,260.41
19	58,551.43	4,407.10	62,958.53
20	59,221.68	4,457.55	63,679.23
21	59,870.93	4,506.41	64,377.34
22	60,520.18	4,555.28	65,075.46
23	61,170.43	4,604.23	65,774.66
24	61,819.68	4,653.09	66,472.77
25	63,435.93	4,774.75	68,210.68
26	64,017.18	4,818.50	68,835.68
27	64,598.43	4,862.25	69,460.68
28	65,179.68	4,906.00	70,085.68
29	65,760.93	4,949.75	70,710.68
30	66,342.18	4,993.50	71,335.68
31	66,923.43	5,037.25	71,960.68
32	67,504.68	5,081.00	72,585.68
33	68,085.93	5,124.75	73,210.68
34	68,667.18	5,168.50	73,835.68
35	69,248.43	5,212.25	74,460.68
36	69,829.68	5,256.00	75,085.68
37+	70,410.93	5,299.75	75,710.68

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Masters + 30			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	46,027.43	3,464.43	49,491.86
1	46,435.18	3,495.12	49,930.30
2	46,842.93	3,525.81	50,368.74
3	47,251.68	3,556.58	50,808.26
4	47,659.43	3,587.27	51,246.70
5	49,103.43	3,695.96	52,799.39
6	49,538.43	3,728.70	53,267.13
7	49,974.43	3,761.52	53,735.95
8	50,409.43	3,794.26	54,203.69
9	50,845.43	3,827.08	54,672.51
10	53,270.18	4,009.58	57,279.76
11	53,733.43	4,044.45	57,777.88
12	54,196.68	4,079.32	58,276.00
13	54,659.93	4,114.19	58,774.12
14	55,122.18	4,148.98	59,271.16
15	56,605.43	4,260.62	60,866.05
16	57,068.68	4,295.49	61,364.17
17	57,717.93	4,344.36	62,062.29
18	58,367.18	4,393.23	62,760.41
19	59,016.43	4,442.10	63,458.53
20	59,686.68	4,492.55	64,179.23
21	60,335.93	4,541.41	64,877.34
22	60,985.18	4,590.28	65,575.46
23	61,635.43	4,639.23	66,274.66
24	62,284.68	4,688.09	66,972.77
25	63,900.93	4,809.75	68,710.68
26	64,482.18	4,853.50	69,335.68
27	65,063.43	4,897.25	69,960.68
28	65,644.68	4,941.00	70,585.68
29	66,225.93	4,984.75	71,210.68
30	66,807.18	5,028.50	71,835.68
31	67,388.43	5,072.25	72,460.68
32	67,969.68	5,116.00	73,085.68
33	68,550.93	5,159.75	73,710.68
34	69,132.18	5,203.50	74,335.68
35	69,713.43	5,247.25	74,960.68
36+	70,294.68	5,291.00	75,585.68
37+	70,875.93	5,334.75	76,210.68

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Masters + 45			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	46,505.45	3,500.41	50,005.86
1	46,913.20	3,531.10	50,444.30
2	47,320.95	3,561.79	50,882.74
3	47,729.70	3,592.56	51,322.26
4	48,137.45	3,623.25	51,760.70
5	49,581.45	3,731.94	53,313.39
6	50,016.45	3,764.68	53,781.13
7	50,452.45	3,797.50	54,249.95
8	50,887.45	3,830.24	54,717.69
9	51,323.45	3,863.06	55,186.51
10	53,748.20	4,045.56	57,793.76
11	54,211.45	4,080.43	58,291.88
12	54,674.70	4,115.30	58,790.00
13	55,137.95	4,150.17	59,288.12
14	55,600.20	4,184.96	59,785.16
15	57,083.45	4,296.60	61,380.05
16	57,546.70	4,331.47	61,878.17
17	58,195.95	4,380.34	62,576.29
18	58,845.20	4,429.21	63,274.41
19	59,494.45	4,478.08	63,972.53
20	60,164.70	4,528.53	64,693.23
21	60,813.95	4,577.39	65,391.34
22	61,463.20	4,626.26	66,089.46
23	62,113.45	4,675.21	66,788.66
24	62,762.70	4,724.07	67,486.77
25	64,378.95	4,845.73	69,224.68
26	64,960.20	4,889.48	69,849.68
27	65,541.45	4,933.23	70,474.68
28	66,122.70	4,976.98	71,099.68
29	66,703.95	5,020.73	71,724.68
30	67,285.20	5,064.48	72,349.68
31	67,866.45	5,108.23	72,974.68
32	68,447.70	5,151.98	73,599.68
33	69,028.95	5,195.73	74,224.68
34	69,610.20	5,239.48	74,849.68
35	70,191.45	5,283.23	75,474.68
36	70,772.70	5,326.98	76,099.68
37+	71,353.95	5,370.73	76,724.68

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2025-2026 Salary Compensation Schedule**

Doctorate			
Year	Salary	District Paid Retirement	TOTAL SALARY
0	47,914.68	3,606.48	51,521.16
1	48,322.43	3,637.17	51,959.60
2	48,730.18	3,667.86	52,398.04
3	49,138.93	3,698.63	52,837.56
4	49,546.68	3,729.32	53,276.00
5	50,990.68	3,838.01	54,828.69
6	51,426.68	3,870.83	55,297.51
7	51,861.68	3,903.57	55,765.25
8	52,296.68	3,936.31	56,232.99
9	52,732.68	3,969.13	56,701.81
10	56,084.93	4,221.45	60,306.38
11	56,548.18	4,256.31	60,804.49
12	57,011.43	4,291.18	61,302.61
13	57,474.68	4,326.05	61,800.73
14	57,936.93	4,360.84	62,297.77
15	59,421.18	4,472.56	63,893.74
16	59,884.43	4,507.43	64,391.86
17	60,533.68	4,556.30	65,089.98
18	61,182.93	4,605.17	65,788.10
19	61,832.18	4,654.04	66,486.22
20	62,503.43	4,704.56	67,207.99
21	63,152.68	4,753.43	67,906.11
22	63,801.93	4,802.30	68,604.23
23	64,452.18	4,851.24	69,303.42
24	65,101.43	4,900.11	70,001.54
25	66,762.68	5,025.15	71,787.83
26	67,343.93	5,068.90	72,412.83
27	67,925.18	5,112.65	73,037.83
28	68,506.43	5,156.40	73,662.83
29	69,087.68	5,200.15	74,287.83
30	69,668.93	5,243.90	74,912.83
31	70,250.18	5,287.65	75,537.83
32	70,831.43	5,331.40	76,162.83
33	71,412.68	5,375.15	76,787.83
34	71,993.93	5,418.90	77,412.83
35	72,575.18	5,462.65	78,037.83
36	73,156.43	5,506.40	78,662.83
37+	73,737.68	5,550.15	79,287.83

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2.2 Calculations for Salary of Less-Than-Full Time Teachers

A. Half-time Teachers

A ½ time teacher is by definition .60 FTE which includes pay for a planning period

A ½ time teacher works 4.45 hours per day

B. Less than full-time teachers

FORMULA:

Annual Salary/181 days = Daily Rate

Daily Rate/7.4166667 (7 hours and 25 minutes) = Hourly Rate

Hourly Rate X # of hours worked = New Daily Rate

New Daily Rate X # of days worked = Annual Salary/Year

e.g.

\$36000/181 days = \$198.89503 Daily Rate

\$198.89503/7.4166667 hrs = \$26.817295 Hourly Rate

\$26.817295 X 1 Hour per day = \$26.817295 New Daily Rate

\$26.817295 X 181 Days Worked per Year = Annual Salary/Year

2.3 Salary Schedule Documentation

Horizontal movement on the salary schedule shall be in accordance with the following procedures:

- A. A teacher who has earned additional hours or an advanced degree must file a request along with appropriate documentation by September 1 in order to receive movement on the salary schedule for the current school year. Once coursework hours have been earned and granted for the purpose of movement between degree lanes, the teacher shall be moved to the appropriate interim salary lane on the Compensation Schedule. Once an advanced degree has been completed, the teacher shall be moved to the appropriate salary lane on the Compensation Schedule. Additional movement to another interim salary lane will occur when a teacher has earned additional hours after the last degree held and credited on the Compensation Schedule.
- B. Course work for which a teacher plans to request movement on the salary schedule must be approved in advance by the Executive Director of Personnel and School Support unless such course work is part of an advanced degree program from an accredited college or university. Upon application for movement on the salary schedule, the Executive Director of Personnel and School Support will evaluate the course work submitted and approve it, if it meets the following criteria: courses within the teacher's content area, courses related to educational methods, or other courses which are deemed to be of benefit to the teacher's job performance.
- C. To meet the fifteen (15) credit hour requirement for movement between degree lanes, a teacher may substitute approved in-service training credits earned at the rate of fifteen (15) points per credit hour for up to five (5) of the fifteen (15) credit hours required.

2.4 Payroll Deductions

- A. Upon written authorization, teachers shall be provided with payroll deductions for the following purposes:
 - 1. Credit Union
 - 2. District approved insurance programs
 - 3. Annuities
 - 4. Professional Organization dues
 - 5. OEA-PAC/NEA-PAC contributions
 - 6. Other items as approved by the Board

- B. Guidelines for the use of payroll deductions shall be determined by the Executive Director of Personnel and School Support and made available to all teachers.

2.5 Warrants/Checks

Teachers shall be paid monthly, on or before the fifteenth (15th) day of each month. All compensation shall be paid before the end of the fiscal year in which it is earned.