

Lindel Fields
State Superintendent of Public Instruction
Oklahoma State Department of Education, Office of School Personnel Records
2025-2026 STATE MINIMUM TEACHER SALARY SCHEDULE

70 O.S. § 18-114.15

Beginning with the 2025-2026 school year, certified personnel, as defined in 70 O.S. § 26-103, in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, *if* paid by the district.

Year of Experience	Bachelor's Degree	*Bachelor's + National Board Certification	Master's Degree	*Master's + National Board Certification	Doctor's Degree
0	\$39,601	\$40,759	\$40,991	\$42,149	\$42,381
1	\$40,035	\$41,193	\$41,425	\$42,583	\$42,815
2	\$40,469	\$41,628	\$41,859	\$43,018	\$43,249
3	\$40,904	\$42,062	\$42,294	\$43,452	\$43,684
4	\$41,338	\$42,496	\$42,728	\$43,886	\$44,118
5	\$42,810	\$43,968	\$44,200	\$45,358	\$45,590
6	\$43,273	\$44,432	\$44,663	\$45,822	\$46,054
7	\$43,737	\$44,895	\$45,127	\$46,285	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,749	\$46,980
9	\$44,663	\$45,822	\$46,054	\$47,212	\$47,444
10	\$46,684	\$47,844	\$48,568	\$49,728	\$50,945
11	\$47,177	\$48,336	\$49,061	\$50,221	\$51,438
12	\$47,670	\$48,829	\$49,554	\$50,713	\$51,931
13	\$48,162	\$49,322	\$50,047	\$51,206	\$52,424
14	\$48,655	\$49,815	\$50,539	\$51,699	\$52,916
15	\$50,167	\$51,327	\$52,052	\$53,212	\$54,430
16	\$50,660	\$51,820	\$52,545	\$53,705	\$54,923
17	\$51,153	\$52,313	\$53,038	\$54,198	\$55,416
18	\$51,646	\$52,806	\$53,531	\$54,691	\$55,909
19	\$52,139	\$53,299	\$54,024	\$55,184	\$56,402
20	\$52,652	\$53,813	\$54,538	\$55,698	\$56,917
21	\$53,145	\$54,306	\$55,031	\$56,192	\$57,410
22	\$53,639	\$54,799	\$55,524	\$56,685	\$57,903
23	\$54,132	\$55,292	\$56,018	\$57,178	\$58,397
24	\$54,625	\$55,785	\$56,511	\$57,671	\$58,890
25	\$56,049	\$57,232	\$57,971	\$59,153	\$60,395
26	\$56,542	\$57,725	\$58,464	\$59,646	\$60,888
27	\$57,035	\$58,218	\$58,957	\$60,139	\$61,381
28	\$57,528	\$58,711	\$59,450	\$60,632	\$61,874
29	\$58,021	\$59,204	\$59,943	\$61,125	\$62,367
30	\$58,541	\$59,724	\$60,463	\$61,645	\$62,887
31	\$59,001	\$60,184	\$60,923	\$62,105	\$63,347
32	\$59,494	\$60,677	\$61,416	\$62,598	\$63,840
33	\$59,987	\$61,170	\$61,909	\$63,091	\$64,333
34	\$60,480	\$61,663	\$62,402	\$63,584	\$64,826
35	\$60,973	\$62,156	\$62,895	\$64,077	\$65,319

*National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013.

Career/Technology Ag Teacher = Minimum Salary + \$2,600/year – 12 month contract**

Other Career/Tech Teacher = Minimum Salary + \$2,200/year – 10 month contract**

Special Ed Teacher* = Minimum Salary + 5% above the prevailing wage paid
teachers of children who are nondisabled in the same district**

**Salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.

***Salary distribution mandated by 70 O.S. § 13-110: Also includes Resource Teachers, Education Diagnosticians, and Speech Pathologists/Therapists.

The State Board of Education shall accept teaching experience from out-of-state school districts that are accredited by the State Board of Education or appropriate state accrediting agency for said districts. For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years active duty in the military service or out-of-state or out-of-country teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on local salary schedules than those allowed for state purposes. The provisions of the above salary schedule shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit. (70 O.S. § 18-114.15)