

TOTAL COMPENSATION AND SALARY SCHEDULE

All Teachers are required to participate in the Oklahoma Teacher Retirement System. All support have this option. Contributions to the OTRS shall be deducted from the teacher's gross salary and paid by the district on behalf of the employee.

Insurance

Each employee will be given the opportunity to enroll in the state insurance program. This program is funded by the state legislature annually. Each employee may choose this option or may take the state payment as salary "In Lue of" the health insurance

Benefits:

Annually, Gore Teachers' Association enters into negotiations with the local board of education for benefits not mandated by OSDE, state or federal law. All staff receive "free" lunches. A burden of \$2.50 is taxed as compensation. All support are provided free breakfast and lunch. This is subject to annual negotiations.

Contracts:

Contracts will be executed for each staff member. Professional contracts shall consist of:

- A "face value" contract which reflects only the amount the staff member is due based on the District salary schedule or support hourly wage with hours contracted.
- Supplemental contracts specifying any extra duty contract with the amount of the duty

A supplement contract specifying amounts which will be deducted from the gross salary to arrive at the next (taxable) salary. This is known as the "cafeteria Plan"

All full time employees that are exempt from the FLSA

It is the policy of the Gore Board of Education that all teachers shall be paid not later than the 20th of each month.

If the 20th falls on a weekend or a holiday, teachers shall be paid on the last preceding school day.

All full-time employees who are exempt from the hourly wage requirement may be paid on a twelve month basis. Full time employees may elect to receive payroll as 10, 11, or 12 monthly payments.

All OSDE certifications, state required certifications and college hours must be filed with the office of the superintendent by the first day of required reporting for job duties.

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GORE BOARD OF EDUCATION POLICY

DEA

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Certified Salary Scale

Gore Public School

2016-2017 Salary Schedule

Years of Experience	Bachelors				Masters				Doctor
Years of Experience	Bachelors	Bach + 10	Bach + 20	Nat Board	Masters	Plus 10	Plus 20	Nat. Board	DOCTR
0	\$31,600.00	\$31,968.00	\$32,432.00	\$32,600.00	\$32,800.00	\$33,168.00	\$33,536.00	\$33,800.00	\$34,000.00
1	\$31,975.00	\$32,343.00	\$32,807.00	\$32,975.00	\$33,175.00	\$33,543.00	\$33,911.00	\$34,175.00	\$34,375.00
2	\$32,350.00	\$32,718.00	\$33,182.00	\$33,350.00	\$33,550.00	\$33,918.00	\$34,286.00	\$34,550.00	\$34,750.00
3	\$32,725.00	\$33,093.00	\$33,557.00	\$33,752.00	\$33,925.00	\$34,293.00	\$34,661.00	\$34,925.00	\$35,125.00
4	\$33,100.00	\$33,468.00	\$33,932.00	\$34,100.00	\$34,300.00	\$34,668.00	\$35,036.00	\$35,300.00	\$35,500.00
5	\$33,500.00	\$33,868.00	\$34,332.00	\$34,500.00	\$34,700.00	\$35,068.00	\$35,436.00	\$35,700.00	\$35,900.00
6	\$33,900.00	\$34,268.00	\$34,732.00	\$34,900.00	\$35,100.00	\$35,468.00	\$35,836.00	\$36,100.00	\$36,300.00
7	\$34,300.00	\$34,668.00	\$35,132.00	\$35,300.00	\$35,500.00	\$35,868.00	\$36,236.00	\$36,500.00	\$36,700.00
8	\$34,700.00	\$35,068.00	\$35,532.00	\$35,700.00	\$35,900.00	\$36,268.00	\$36,636.00	\$36,900.00	\$37,100.00
9	\$35,100.00	\$35,468.00	\$35,932.00	\$36,100.00	\$36,300.00	\$36,668.00	\$37,036.00	\$37,300.00	\$37,500.00
10	\$35,950.00	\$36,318.00	\$36,782.00	\$36,950.00	\$37,575.00	\$37,943.00	\$38,311.00	\$38,575.00	\$39,625.00
11	\$36,375.00	\$36,743.00	\$37,207.00	\$37,375.00	\$38,000.00	\$38,368.00	\$38,736.00	\$39,000.00	\$40,050.00
12	\$36,800.00	\$37,168.00	\$37,632.00	\$37,800.00	\$38,425.00	\$38,793.00	\$39,161.00	\$39,425.00	\$40,475.00
13	\$37,225.00	\$37,593.00	\$38,057.00	\$38,225.00	\$38,850.00	\$39,218.00	\$39,586.00	\$39,850.00	\$40,900.00
14	\$37,650.00	\$38,018.00	\$38,482.00	\$38,650.00	\$39,275.00	\$39,643.00	\$40,011.00	\$40,275.00	\$41,325.00
15	\$38,075.00	\$38,443.00	\$38,907.00	\$39,075.00	\$39,700.00	\$40,068.00	\$40,436.00	\$40,700.00	\$41,750.00
16	\$38,500.00	\$38,868.00	\$39,332.00	\$39,500.00	\$40,125.00	\$40,493.00	\$40,861.00	\$41,125.00	\$42,175.00
17	\$38,925.00	\$39,293.00	\$39,757.00	\$39,925.00	\$40,550.00	\$40,918.00	\$41,286.00	\$41,550.00	\$42,600.00
18	\$39,350.00	\$39,718.00	\$40,182.00	\$40,350.00	\$40,975.00	\$41,343.00	\$41,711.00	\$41,975.00	\$43,025.00
19	\$39,775.00	\$40,143.00	\$40,607.00	\$40,775.00	\$41,400.00	\$41,768.00	\$42,136.00	\$42,400.00	\$43,450.00
20	\$40,200.00	\$40,568.00	\$41,032.00	\$41,200.00	\$41,825.00	\$42,193.00	\$42,561.00	\$42,825.00	\$43,875.00
21	\$40,625.00	\$40,993.00	\$41,457.00	\$41,625.00	\$42,250.00	\$42,618.00	\$42,986.00	\$43,250.00	\$44,300.00
22	\$41,050.00	\$41,418.00	\$41,882.00	\$42,050.00	\$42,675.00	\$43,043.00	\$43,411.00	\$43,675.00	\$44,725.00
23	\$41,475.00	\$41,843.00	\$42,307.00	\$42,475.00	\$43,100.00	\$43,468.00	\$43,836.00	\$44,100.00	\$45,150.00

GORE BOARD OF EDUCATION POLICY

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24	\$41,900.00	\$42,268.00	\$42,732.00	\$42,900.00	\$43,525.00	\$43,893.00	\$44,261.00	\$44,525.00	\$45,575.00
25	\$42,325.00	\$42,693.00	\$43,157.00	\$43,325.00	\$43,950.00	\$44,318.00	\$44,686.00	\$44,950.00	\$46,000.00
26	\$42,750.00	\$43,118.00	\$43,582.00		\$44,375.00	\$44,743.00	\$45,111.00		\$46,425.00
27	\$43,175.00	\$43,543.00	\$44,007.00		\$44,800.00	\$45,168.00	\$45,536.00		\$46,850.00
28	\$43,600.00	\$43,968.00	\$44,432.00		\$45,225.00	\$45,593.00	\$45,961.00		\$47,275.00
29	\$44,025.00	\$44,393.00	\$44,857.00		\$45,650.00	\$46,018.00	\$46,386.00		\$47,700.00
30	\$44,450.00	\$44,818.00	\$45,282.00		\$46,075.00	\$46,443.00	\$46,811.00		\$48,125.00
31	\$44,875.00	\$45,243.00	\$45,707.00		\$46,500.00	\$46,868.00	\$47,236.00		\$48,550.00
32	\$45,300.00	\$45,668.00	\$46,132.00		\$46,925.00	\$47,293.00	\$47,661.00		\$48,975.00
33	\$45,725.00	\$46,093.00	\$46,557.00		\$47,350.00	\$47,718.00	\$48,086.00		\$49,400.00
34	\$46,150.00	\$46,518.00	\$46,982.00		\$47,775.00	\$48,143.00	\$48,511.00		\$49,825.00
35	\$46,575.00	\$46,943.00	\$47,407.00		\$48,200.00	\$48,568.00	\$48,936.00		\$50,250.00