**Increasing the Academic Calendar and Teacher Compensation**

Average Teacher Salary (**NEA 2012-13**)

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| --- | --- |
| Colorado | $ 49,844.00 |
| Texas | $ 48,819.00 |
| Kansas | $ 47,464.00 |
| New Mexico | $ 45,453.00 |
| Arkansas | $ 46,631.00 |
| Oklahoma | $ 44,373.00 ($ 246.52 DAILY RATE) |
| Missouri | $ 47,517.00 |
| **Average** | **$ 47,621.33** |

Oklahoma teachers currently make $3,248.33 less per year than teachers from other states in our region. In order to recruit and retain top teaching talent in Oklahoma, we must have a plan to extend our school year while raising teacher pay.

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| **YEAR** | **RAISE** | **AVERAGE TEACHER SALARY** | **AVERAGE DAILY RATE** | **ADDED DAY** | **TOTAL AVERAGE TEACHER COMPENSATION** | **TOTAL COST FOR TEACHER PAY & ADDING DAYS** |
| 2014-15 | $ 0.00 | $ 44,373.00 | $ 246.52 | N/A | $ 44,373.00 | N/A |
| 2015-16  | $ 2,000.00 | $ 46,373.00 | $ 257.63 | Yes 2 days (182) | $ 46,888.26 | $ 150,000,000.00 |
| 2016-17 | $ 500.00 | $ 47,388.26 | $ 260.38 | Yes (183) | $ 47,648.64 | $ 60,000,000.00 |
| 2017-18 | $ 500.00 | $ 48,148.64 | $ 263.11 | Yes (184) | $ 48,411.75 | $ 60,000,000.00 |
| 2018-19 | $ 500.00 | $ 48,911.75 | $ 265.82 | Yes (185) | $ 49,177.57 | $ 60,000,000.00 |
| 2019-20 | $ 500.00 | $ 49,677.57 | $ 268.53 | No (185) | $ 49,677.57 | $ 32,000,000.00 |
| **TOTALS** | $ 4,000.00 | $ 49,677.57 | $ 268.53 | 5 DAYS (185) | $ 5,304.57 INCREASE OVER 2012-13 PAY | $ 362,000,000.00 |

For each fiscal year after the 2020-21 year the OK SDE will evaluate the average salary for teachers in our region. The OK SDE will also evaluate the academic calendar of each state in our region. Oklahoma students must have an academic calendar that provides additional time for meaningful instruction. To ensure that Oklahoma’s students have highly effective teachers, and in order to recruit and retain top teaching talent, Oklahoma teachers must be compensated at or above the regional average for teacher compensation.