

**Ada City Schools Certified Staff  
2026 2027**

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## **Assignments**

Each teacher will receive a reasonable assurance letter for the following year by the end of the current school year. In the event any changes are necessary, the affected teachers will be notified as soon as possible, but in any event before notification is made to the general public. In any situation, confidentiality will be stressed by all parties until the affected party is notified to eliminate misinformation.

## **Work Day**

Provided that professional responsibilities related to the proper functioning of the school day do not require otherwise, the teacher work day shall be a minimum of 8 hours including designated time allocated for teacher duty free lunch. All regular building staff meetings will be scheduled on a uniform day of the week in a timely manner with clear notification to staff members. All such staff meetings shall be held following the end of the day once students are dismissed. Building Principals will strive to limit meetings, conferences and other school related duties to only those necessary for efficient functioning of the school. District wide meetings may be called with advance notice by the Superintendent or his designee. District leaders will schedule meetings to regularly communicate with faculty members serving in their area.

## **Planning Time**

All teachers shall have a scheduled preparation time during the school day. Teachers shall not be required to forfeit plan time for more than three (3) consecutive semesters. A good faith effort shall be made by the administration to share the responsibility among other staff members for loss of plan time. Teachers who forfeit their plan time due to scheduling needs will be compensated at a rate of \$2500 per semester. When necessary, circumstances may necessitate teachers foregoing scheduled preparation time to cover the responsibilities of an absent teacher. In such instances, the covering teacher shall have the option to choose "Compensation Time Off" or monetary compensation at the rate of \$15.00 per hour. Release Time shall be given on a "Time for Time" basis with daily records to be maintained and signed by the teacher. This record shall be submitted to the building principal on a weekly basis. The district shall provide a standardized form to be used for this process. The use of compensation time shall be approved in advance by the building principal and must be used by the end of the following month.

Teachers are expected to remain available during planning time; however, if teachers must leave their building, they shall notify the building principal. In the absence of the principal, the principal's designee shall be notified of the need to leave the building. Teachers may use their plan time for situations based on advanced administrative approval of the event. In these situations, if the teacher returns by the end of the allotted time and no cover is needed for classes, the teacher shall not be charged leave. If the teacher is gone for no more than two class periods (including personal planning time), then they shall only be charged leave for one class period. Teachers shall not be compensated for loss of prep time during District/State mandated testing periods, field trips, school-wide or district assemblies, or enrichment. These are viewed as professional responsibilities.

If collaborative team preparation is planned, teachers are required to attend all team planning sessions; however, if teachers must leave their building, they shall notify the building principal. Teachers not attending team will need to claim leave for the time they are absent. Team plan is defined as part of the teaching assignment and is to be viewed as a class period in which instruction is occurring. Leave provisions will be followed according to the same guidelines as a leave during classroom instruction.

## **Duty Schedules**

After receiving input from teachers, the principal will establish duty schedules, assigning teachers on a rotating and equitable basis.

## **Work Year**

The teacher work year shall be 180 contract days which will include:

- 175 Instructional Days
  - 168 Days of instruction with students
  - 5 Professional Development days
  - 2 Parent Teacher Conference days

- 4 Teacher work days and 1 Meet and Greet Day

## **Notice of Vacancies and Site Transfers**

When resignations, terminations, and recommendations for new positions of all certified personnel have been determined to exist, a list of vacancies including position, grade level/subject taught, and school, shall be posted on the school website. A teacher who voluntarily desires a transfer to another position in a different building must first have a meeting with their current principal and notify them of interest in possibly moving to another site. Once notification has been made, the teacher is free to schedule a meeting with the principal from the site with a vacancy.

If it becomes necessary to involuntarily transfer or reassign a teacher, the administration will notify the teacher prior to the first day of school of the following year. Once the school year begins, the administration retains the right to assign any teacher to any position at any site for which he/she is qualified and certified based on what is best for student achievement. If the teacher objects to the transfer or reassignment, the teacher may present his/her written objections to the Superintendent. In the event an involuntary transfer is necessary, the Superintendent shall communicate the need to the teacher face to face. Professionalism and confidentiality are encouraged by all parties involved. Before the first contract day, the site administration further retains the right to assign any teacher to any position within their building which he or she is qualified and certified prior to the first day of class. The teacher may request a conference with the Principal regarding the transfer.

## **Teacher Evaluations**

Evaluations of teachers shall be based upon the **Tulsa Evaluation Model**. All career teachers will be formally evaluated according to Oklahoma State Law and the Tulsa Evaluation Model. All teachers will be evaluated by administrative personnel who have participated in the required training. Each teacher will be notified at the beginning of each school year which administrator(s) has been designated as his/her evaluator. Formal classroom observations for the purpose of evaluation shall be conducted openly with the full knowledge of the teacher. Evaluations will follow the terms of the Tulsa Evaluation Model. All career teachers shall be formally evaluated at least once during each school year by April 30 except for career teachers receiving "superior" or "highly effective" ratings under the TLE, who may be evaluated once every three (3) years. In the event a career teacher is exempt from an evaluation, they will still receive two formal observations during the year for the purpose of providing feedback. All probationary teachers will be formally evaluated once each school year. They must have a minimum of one observation each semester. Their evaluation occurs during the fourth nine weeks. Periodic classroom walkthroughs will be used to supplement formal classroom observations. All formal evaluations will be completed by April 30.

## **Personnel File**

An official file shall be maintained in the office of the Superintendent. Unofficial working files may be maintained in the office of each principal. Material that may adversely affect a teacher's employment status and/or other negative materials may not be placed in the teacher's official file until the teacher has had the opportunity to read the material and to sign and date the actual copy to be filed. The teacher shall receive a copy of said material, at no cost to the teacher, at the time of filing. The teacher shall have the right, within ten (10) working days, to affix a written response to said material which could be conceived as untrue or unfair.

A teacher may review the contents of the teacher's official file during normal business hours of the Superintendent's office, but not during the duty time of the teacher. The teacher is entitled to receive a copy of any documents contained therein with the teacher receiving the first copy at no cost and paying the cost of reproduction for additional copies. Access to a teacher's official file will be limited to: the teacher or the teacher's designee, district employees who have a need to review the file in order to complete a job responsibility, members of the Board of Education, public agencies upon official request, otherwise as required by law.

## **Monthly Pay**

Pay warrants shall be issued on the 28<sup>th</sup> of each month. In the event the 28<sup>th</sup> of the month falls on a school holiday or weekend, the warrants shall be issued the last workday preceding the 28<sup>th</sup> of each month. Teachers will have the option of having their warrants electronically deposited through the district bank to their financial institution through a direct deposit system. Following the last day of school in May, teachers will receive May and June payments at an arranged time. May and June payments may be directly deposited if that method is the normal method of payment for the teacher. July warrants will be distributed as a paper check in May with the Reasonable Assurance Letters.

## **Admission to School Events**

All staff members shall be provided with an identification pass which shall admit the teacher and family members accompanied by the staff member to all school events. These passes are not recognized at OSSAA playoff events that could be held in Ada. These passes are not recognized at OSSAA playoff events that could be held in Ada. Passes also may not be used for fundraisers, banquets or other similar activities.

## **Teacher Protection**

Any incident of assault, battery, or assault and battery upon an employee by a student, patron, or school employee shall be reported to the principal immediately. The principal is authorized to take whatever actions are necessary to protect employees and others from assault, battery, or assault and battery.

## **Certified Staff Resignation**

Resignations must be dated and submitted in writing to the Superintendent stating the effective date of resignation. All resignations should be indicated on the district's official resignation form. The staff member may attach their own narrative to the form if desired. Oklahoma State law requires certified staff to notify the school board of the desire to not be reemployed within fifteen days after the first Monday in June or the teacher will be deemed to be reemployed. Notification of intent by the school district to not enter into a written contract with a regularly employed teacher for the next school year must be made prior to the first Monday in June. A letter of intent to not rehire must be mailed by registered or certified mail.

## **Professional Dress**

Each certified staff member is expected to work with the building administrator to determine what is appropriate within their building for educational and program driven purposes. Exceptions may be made for spirit week and fundraisers. Please remember that your dress and how you present yourself affects how your students, parents and other faculty members see you and respect you.

## **Sick Leave**

The Board shall provide each certified staff member ten (10) days of sick leave each year for use in case of personal accidental injury, illness, or pregnancy, or accidental injury or illness in the immediate family. "Immediate family" shall be defined as a spouse, children, step-children, parents, step-parent, grandparents or grandchildren of the employee. Employees on eleven month contracts shall receive eleven (11) sick leave days, and employees on on twelve (12) month contracts shall receive twelve (12) sick leave days. Employees retiring from the District through the Teacher Retirement System and with a minimum of five years of service in the district shall be eligible to receive compensation for accumulated unused sick leave up to a maximum of sixty (60) days, at a rate of \$50 per day. The employee shall be given consideration of compensation when placement of official notification of retirement is received by the administration. Unused sick leave days used for the purpose of early retirement are not eligible for this compensation. Unused sick leave days may accumulate to a maximum of sixty (60) days. Any employee may be required to submit appropriate evidence concerning the cause of his absence in order to qualify for sick leave benefits.

Appropriate evidence will be submitted when requested by the principal, immediate supervisor, or the superintendent in the following situations:

- A. Sick leave claim on days of unusual or inclement weather
- B. Sick leave claim during the last four weeks of employment
- C. Sick leave claim on days immediately preceding or immediately following holidays or non-work days other than weekends
- D. Reasonable cause exists to believe that sick leave benefits are being abused

If, after exhausting accumulated leave, a staff member is absent due to personal catastrophic illness or injury, the staff member shall be eligible to apply for days from the Sick Leave Sharing Program in accordance with the provisions of the Program. If, after utilizing the Sick Leave Sharing Program, or after exhausting all accumulated leave, a staff member is absent due to personal accidental injury, illness or pregnancy, the staff member shall receive for a period of not to exceed twenty (20) days his/her full contract salary less the amount actually paid a certified substitute if one is hired or normally paid a certified substitute if one is not hired.

### **Sick Leave Sharing Program**

This "Sick Leave Sharing Program" permits district employees to donate sick leave to a fellow district employee who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or to terminate employment.

Definition of Terms Used in this Program:

1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, stepparent, or parent of the employee;
2. "Household members" means those persons who reside in the same house, who provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the same household.
3. "Severe or Extraordinary" means serious, extreme or life threatening, including temporary disability resulting from pregnancy, miscarriage, childbirth, and recovery therefrom as determined by the board of education.
4. "District Employee" means a teacher or any full-time employee of the School District.

A district employee may be eligible to receive shared leave pursuant to the following conditions:

1. Donated sick leave will not be available until all maternity leave or sick leave that is available to the requesting employee is exhausted.
2. The receiving employee shall complete a "Sick Leave Sharing Request Form" to be presented to the Board of Education for approval;
3. The receiving employee has presented a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition;
4. The condition has caused or is likely to cause the receiving employee to go on leave without pay or to terminate employment;
5. The receiving employee has abided by district policies regarding use of sick leave.

### **General Provisions**

1. The district employee desiring to donate sick leave shall complete a "Sick Leave Sharing Donation Form" authorizing the deduction from his/her sick leave accumulation. The donor will also specify how many days are to be donated and the name of the district employee who is to receive said days;
2. District employee may not donate excess leave that the donor would not be able to otherwise take;
3. A donating employee's balance, after donation, must be at least 10 sick days. No employee can donate more than 60 sick days in any year, and no employee may receive more than a total of 60 sick days in any year.
4. Donated sick leave may only be used by the recipient for purposes set forth in this program;

5. Any shared sick leave not used by the recipient during the occurrence for which the leave was donated shall be returned to the donor. The shared sick leave remaining shall be divided among the donors on a prorated basis on the original donated value and reinstated to the sick leave balance of each donor;
6. Shared leave records shall be kept separate from other leave records;
7. Sick leave days may not be shared between school districts;
8. In case of disputes, the decision of the board of education shall be final.

#### **Personal Business Leave/Annual Leave**

Each teacher shall be granted five (5) days of leave each year to conduct personal business; that must be conducted at times that school is in session. Such leave shall be without loss of pay, and a maximum of five (5) days can be accrued as sick leave. Except in emergency situations, and release to observe a family member's participation in a school sanctioned activity, personal business and annual leave may not be used during the five days prior to student arrival, the first five days of each semester and the last five days of each semester unless approved by the superintendent or his designee

Employees who are on a year round continuous employment shall accrue a total of 18 annual leave days throughout the course of the year.

#### **Bereavement**

Each teacher shall be granted up to five (5) days leave for each death in the immediate family (parents, father-in-law, mother-in-law, siblings, brother-in-law, sister-in-law, spouse, children, grandparents, grandparents-in-law, and grandchildren) without loss of pay. If no workdays exist between the date the death occurs and the end of the fifth day, no bereavement leave shall be granted. When additional days are needed or when a death occurs outside the immediate family, the teacher may apply to the Superintendent for additional days.

#### **Leave of Absence**

##### **Non-Chargable, Leave Without Pay, Unauthorized Absences**

If a teacher is granted leave to attend a professional meeting or for a function directly related to the operation of the school or school related activities, there shall be no loss of pay. (School Business Leave will be claimed)

If a teacher believes there is a need to be absent from work for any reason and the appropriate leave within a category has been exhausted, a teacher may request leave without pay from the superintendent. The unpaid leave will result in an amount equal to one (1) day's pay being deducted for each day of such absence. If the leave is not approved, the teacher may not be absent from his/her duties. Teachers who have exhausted all leave and remain absent will be subject to admonishment for excessive absences.

#### **Legal Process Leave**

Teachers shall be granted leave to serve on a jury or as a witness subpoenaed in a criminal, civil, or juvenile proceeding. A teacher serving as a juror or subpoenaed witness shall be paid his/her full contract salary.

#### **Maternity Leave**

All female staff members who have worked full time for the district for one year and worked a minimum of 1,250 hours during the 12 months prior to the maternity leave request shall be entitled to six weeks of paid leave. The leave must be taken immediately after the birth of the child. This leave shall run consecutively without interruption, regardless of breaks in the school calendar. The six weeks of paid maternity leave shall run concurrently with the twelve weeks of unpaid leave in the Family Medical Leave Act.

## 2026 2027 ACS Certified Pay Scale

### ADA CITY SCHOOLS CERTIFIED STAFF SALARY AND BENEFITS SCALE

### Bachelors Degree

| EXP. | BASE        | RETIREMENT | TRS CREDIT | DISABILITY | LIFE INS. | CONTRACT TOTAL | FBA Ins    | Total Compensation |
|------|-------------|------------|------------|------------|-----------|----------------|------------|--------------------|
| 0    | \$41,520.94 | \$3,071.86 | \$60.15    | \$69.60    | \$20.40   | \$44,742.95    | \$8,484.00 | \$53,226.95        |
| 1    | \$41,975.81 | \$3,062.84 | \$103.41   | \$69.60    | \$20.40   | \$45,232.06    | \$8,484.00 | \$53,716.06        |
| 2    | \$42,383.68 | \$3,051.30 | \$145.65   | \$69.60    | \$20.40   | \$45,670.63    | \$8,484.00 | \$54,154.63        |
| 3    | \$42,788.47 | \$3,039.27 | \$188.15   | \$69.60    | \$20.40   | \$46,105.89    | \$8,484.00 | \$54,589.89        |
| 4    | \$43,196.21 | \$3,024.78 | \$233.33   | \$69.60    | \$20.40   | \$46,544.32    | \$8,484.00 | \$55,028.32        |
| 5    | \$44,635.30 | \$3,087.67 | \$278.76   | \$69.60    | \$20.40   | \$48,091.73    | \$8,484.00 | \$56,575.73        |
| 6    | \$45,066.89 | \$3,073.65 | \$325.26   | \$69.60    | \$20.40   | \$48,555.80    | \$8,484.00 | \$57,039.80        |
| 7    | \$45,526.42 | \$3,060.68 | \$372.82   | \$69.60    | \$20.40   | \$49,049.92    | \$8,484.00 | \$57,533.92        |
| 8    | \$45,963.01 | \$3,044.92 | \$421.44   | \$69.60    | \$20.40   | \$49,519.37    | \$8,484.00 | \$58,003.37        |
| 9    | \$46,393.60 | \$3,027.65 | \$471.12   | \$69.60    | \$20.40   | \$49,982.37    | \$8,484.00 | \$58,466.37        |
| 10   | \$48,343.62 | \$3,123.68 | \$521.87   | \$69.60    | \$20.40   | \$52,079.17    | \$8,484.00 | \$60,563.17        |
| 11   | \$48,802.86 | \$3,106.45 | \$573.67   | \$69.60    | \$20.40   | \$52,572.98    | \$8,484.00 | \$61,056.98        |
| 12   | \$49,262.11 | \$3,088.14 | \$626.54   | \$69.60    | \$20.40   | \$53,066.79    | \$8,484.00 | \$61,550.79        |
| 13   | \$49,720.42 | \$3,068.70 | \$680.48   | \$69.60    | \$20.40   | \$53,559.60    | \$8,484.00 | \$62,043.60        |
| 14   | \$50,179.65 | \$3,048.28 | \$735.47   | \$69.60    | \$20.40   | \$54,053.40    | \$8,484.00 | \$62,537.40        |
| 15   | \$51,660.56 | \$3,103.68 | \$791.53   | \$69.60    | \$20.40   | \$55,645.77    | \$8,484.00 | \$64,129.77        |
| 16   | \$52,123.81 | \$3,081.43 | \$848.65   | \$69.60    | \$20.40   | \$56,143.89    | \$8,484.00 | \$64,627.89        |
| 17   | \$52,587.05 | \$3,058.12 | \$906.83   | \$69.60    | \$20.40   | \$56,642.00    | \$8,484.00 | \$65,126.00        |
| 18   | \$53,050.28 | \$3,033.75 | \$966.07   | \$69.60    | \$20.40   | \$57,140.10    | \$8,484.00 | \$65,624.10        |
| 19   | \$53,515.53 | \$3,008.45 | \$1,026.38 | \$69.60    | \$20.40   | \$57,640.36    | \$8,484.00 | \$66,124.36        |
| 20   | \$53,995.36 | \$2,983.20 | \$1,087.75 | \$69.60    | \$20.40   | \$58,156.31    | \$8,484.00 | \$66,640.31        |
| 21   | \$54,455.61 | \$2,955.41 | \$1,150.18 | \$69.60    | \$20.40   | \$58,651.20    | \$8,484.00 | \$67,135.20        |
| 22   | \$54,915.78 | \$2,926.55 | \$1,213.68 | \$69.60    | \$20.40   | \$59,146.01    | \$8,484.00 | \$67,630.01        |
| 23   | \$55,375.02 | \$2,896.57 | \$1,278.23 | \$69.60    | \$20.40   | \$59,639.82    | \$8,484.00 | \$68,123.82        |
| 24   | \$55,834.25 | \$2,865.51 | \$1,343.85 | \$69.60    | \$20.40   | \$60,133.61    | \$8,484.00 | \$68,617.61        |
| 25   | \$57,159.33 | \$2,898.57 | \$1,410.53 | \$69.60    | \$20.40   | \$61,558.43    | \$8,484.00 | \$70,042.43        |
| 26   | \$57,478.33 | \$2,922.58 | \$1,410.53 | \$69.60    | \$20.40   | \$61,901.44    | \$8,484.00 | \$70,385.44        |
| 27   | \$57,878.33 | \$2,952.69 | \$1,410.53 | \$69.60    | \$20.40   | \$62,331.55    | \$8,484.00 | \$70,815.55        |
| 28   | \$58,278.32 | \$2,982.80 | \$1,410.53 | \$69.60    | \$20.40   | \$62,761.65    | \$8,484.00 | \$71,245.65        |
| 29   | \$58,778.32 | \$3,020.43 | \$1,410.53 | \$69.60    | \$20.40   | \$63,299.28    | \$8,484.00 | \$71,783.28        |
| 30   | \$59,278.32 | \$3,058.06 | \$1,410.53 | \$69.60    | \$20.40   | \$63,836.91    | \$8,484.00 | \$72,320.91        |
| 31   | \$59,778.32 | \$3,095.70 | \$1,410.53 | \$69.60    | \$20.40   | \$64,374.55    | \$8,484.00 | \$72,858.55        |
| 32   | \$60,278.32 | \$3,133.33 | \$1,410.53 | \$69.60    | \$20.40   | \$64,912.18    | \$8,484.00 | \$73,396.18        |
| 33   | \$60,778.32 | \$3,170.97 | \$1,410.53 | \$69.60    | \$20.40   | \$65,449.82    | \$8,484.00 | \$73,933.82        |
| 34   | \$61,278.32 | \$3,208.60 | \$1,410.53 | \$69.60    | \$20.40   | \$65,987.45    | \$8,484.00 | \$74,471.45        |
| 35   | \$61,778.32 | \$3,246.24 | \$1,410.53 | \$69.60    | \$20.40   | \$66,525.09    | \$8,484.00 | \$75,009.          |

## 2026 2027 ACS Certified Pay Scale

## ADA CITY SCHOOLS CERTIFIED STAFF SALARY AND BENEFITS SCALE

### Masters Degree

| EXP. | BASE        | RETIREMENT | TRS CREDIT | DISABILITY | LIFE INS. | CONTRACT TOTAL | FBA Ins    | Total Compensation |
|------|-------------|------------|------------|------------|-----------|----------------|------------|--------------------|
| 0    | \$42,897.63 | \$3,175.49 | \$60.15    | \$69.60    | \$20.40   | \$46,223.27    | \$8,484.00 | \$54,707.27        |
| 1    | \$43,304.50 | \$3,162.85 | \$103.41   | \$69.60    | \$20.40   | \$46,660.76    | \$8,484.00 | \$55,144.76        |
| 2    | \$43,708.38 | \$3,151.01 | \$145.65   | \$69.60    | \$20.40   | \$47,095.04    | \$8,484.00 | \$55,579.04        |
| 3    | \$44,115.17 | \$3,139.13 | \$188.15   | \$69.60    | \$20.40   | \$47,532.45    | \$8,484.00 | \$56,016.45        |
| 4    | \$44,519.05 | \$3,124.35 | \$233.33   | \$69.60    | \$20.40   | \$47,966.73    | \$8,484.00 | \$56,450.73        |
| 5    | \$45,962.01 | \$3,187.53 | \$278.76   | \$69.60    | \$20.40   | \$49,518.30    | \$8,484.00 | \$58,002.30        |
| 6    | \$46,393.60 | \$3,173.51 | \$325.26   | \$69.60    | \$20.40   | \$49,982.37    | \$8,484.00 | \$58,466.37        |
| 7    | \$46,825.12 | \$3,158.43 | \$372.82   | \$69.60    | \$20.40   | \$50,446.37    | \$8,484.00 | \$58,930.37        |
| 8    | \$47,255.71 | \$3,142.22 | \$421.44   | \$69.60    | \$20.40   | \$50,909.37    | \$8,484.00 | \$59,393.37        |
| 9    | \$47,687.23 | \$3,125.02 | \$471.12   | \$69.60    | \$20.40   | \$51,373.37    | \$8,484.00 | \$59,857.37        |
| 10   | \$50,095.50 | \$3,255.54 | \$521.87   | \$69.60    | \$20.40   | \$53,962.91    | \$8,484.00 | \$62,446.91        |
| 11   | \$50,556.74 | \$3,238.46 | \$573.67   | \$69.60    | \$20.40   | \$54,458.87    | \$8,484.00 | \$62,942.87        |
| 12   | \$51,019.97 | \$3,220.46 | \$626.54   | \$69.60    | \$20.40   | \$54,956.97    | \$8,484.00 | \$63,440.97        |
| 13   | \$51,483.21 | \$3,201.38 | \$680.48   | \$69.60    | \$20.40   | \$55,455.07    | \$8,484.00 | \$63,939.07        |
| 14   | \$51,945.53 | \$3,181.19 | \$735.47   | \$69.60    | \$20.40   | \$55,952.19    | \$8,484.00 | \$64,436.19        |
| 15   | \$53,427.37 | \$3,236.67 | \$791.53   | \$69.60    | \$20.40   | \$57,545.57    | \$8,484.00 | \$66,029.57        |
| 16   | \$53,890.60 | \$3,214.42 | \$848.65   | \$69.60    | \$20.40   | \$58,043.67    | \$8,484.00 | \$66,527.67        |
| 17   | \$54,353.84 | \$3,191.10 | \$906.83   | \$69.60    | \$20.40   | \$58,541.77    | \$8,484.00 | \$67,025.77        |
| 18   | \$54,817.09 | \$3,166.73 | \$966.07   | \$69.60    | \$20.40   | \$59,039.89    | \$8,484.00 | \$67,523.89        |
| 19   | \$55,280.33 | \$3,141.29 | \$1,026.38 | \$69.60    | \$20.40   | \$59,538.00    | \$8,484.00 | \$68,022.00        |
| 20   | \$55,763.09 | \$3,116.26 | \$1,087.75 | \$69.60    | \$20.40   | \$60,057.10    | \$8,484.00 | \$68,541.10        |
| 21   | \$56,226.33 | \$3,088.69 | \$1,150.18 | \$69.60    | \$20.40   | \$60,555.20    | \$8,484.00 | \$69,039.20        |
| 22   | \$56,689.58 | \$3,060.06 | \$1,213.68 | \$69.60    | \$20.40   | \$61,053.32    | \$8,484.00 | \$69,537.32        |
| 23   | \$57,156.75 | \$3,030.68 | \$1,278.23 | \$69.60    | \$20.40   | \$61,555.66    | \$8,484.00 | \$70,039.66        |
| 24   | \$57,615.99 | \$2,999.62 | \$1,343.85 | \$69.60    | \$20.40   | \$62,049.46    | \$8,484.00 | \$70,533.46        |
| 25   | \$58,975.54 | \$3,035.27 | \$1,410.53 | \$69.60    | \$20.40   | \$63,511.34    | \$8,484.00 | \$71,995.34        |
| 26   | \$59,279.53 | \$3,058.16 | \$1,410.53 | \$69.60    | \$20.40   | \$63,838.22    | \$8,484.00 | \$72,322.22        |
| 27   | \$59,679.54 | \$3,088.26 | \$1,410.53 | \$69.60    | \$20.40   | \$64,268.33    | \$8,484.00 | \$72,752.33        |
| 28   | \$60,079.54 | \$3,118.37 | \$1,410.53 | \$69.60    | \$20.40   | \$64,698.44    | \$8,484.00 | \$73,182.44        |
| 29   | \$60,579.54 | \$3,156.01 | \$1,410.53 | \$69.60    | \$20.40   | \$65,236.08    | \$8,484.00 | \$73,720.08        |
| 30   | \$61,079.54 | \$3,193.64 | \$1,410.53 | \$69.60    | \$20.40   | \$65,773.71    | \$8,484.00 | \$74,257.71        |
| 31   | \$61,579.54 | \$3,231.27 | \$1,410.53 | \$69.60    | \$20.40   | \$66,311.34    | \$8,484.00 | \$74,795.34        |
| 32   | \$62,079.54 | \$3,268.91 | \$1,410.53 | \$69.60    | \$20.40   | \$66,848.98    | \$8,484.00 | \$75,332.98        |
| 33   | \$62,579.54 | \$3,306.54 | \$1,410.53 | \$69.60    | \$20.40   | \$67,386.61    | \$8,484.00 | \$75,870.61        |
| 34   | \$63,079.54 | \$3,344.18 | \$1,410.53 | \$69.60    | \$20.40   | \$67,924.25    | \$8,484.00 | \$76,408.25        |
| 35   | \$63,579.54 | \$3,381.81 | \$1,410.53 | \$69.60    | \$20.40   | \$68,461.88    | \$8,484.00 | \$76,945.          |

ADA CITY SCHOOLS CERTIFIED STAFF SALARY AND BENEFITS SCALE

Doctors Degree

| EXP.                                          | BASE        | RETIREMENT | TRS CREDIT | DISABILITY | LIFE INS. | CONTRACT TOTAL | FBA Ins    | Total Compensation |
|-----------------------------------------------|-------------|------------|------------|------------|-----------|----------------|------------|--------------------|
| 0                                             | \$42,089.34 | \$3,114.65 | \$60.15    | \$69.60    | \$20.40   | \$45,354.14    | \$8,484.00 | \$53,838.14        |
| 1                                             | \$42,494.20 | \$3,101.86 | \$103.41   | \$69.60    | \$20.40   | \$45,789.47    | \$8,484.00 | \$54,273.47        |
| 2                                             | \$42,899.08 | \$3,090.10 | \$145.65   | \$69.60    | \$20.40   | \$46,224.83    | \$8,484.00 | \$54,708.83        |
| 3                                             | \$43,305.00 | \$3,078.15 | \$188.15   | \$69.60    | \$20.40   | \$46,661.30    | \$8,484.00 | \$55,145.30        |
| 4                                             | \$43,709.75 | \$3,063.43 | \$233.33   | \$69.60    | \$20.40   | \$47,096.51    | \$8,484.00 | \$55,580.51        |
| 5                                             | \$45,150.00 | \$3,126.41 | \$278.76   | \$69.60    | \$20.40   | \$48,645.17    | \$8,484.00 | \$57,129.17        |
| 6                                             | \$45,582.00 | \$3,112.43 | \$325.26   | \$69.60    | \$20.40   | \$49,109.69    | \$8,484.00 | \$57,593.69        |
| 7                                             | \$46,013.00 | \$3,097.31 | \$372.82   | \$69.60    | \$20.40   | \$49,573.13    | \$8,484.00 | \$58,057.13        |
| 8                                             | \$46,444.00 | \$3,081.13 | \$421.44   | \$69.60    | \$20.40   | \$50,036.57    | \$8,484.00 | \$58,520.57        |
| 9                                             | \$46,876.00 | \$3,063.96 | \$471.12   | \$69.60    | \$20.40   | \$50,501.08    | \$8,484.00 | \$58,985.08        |
| 10                                            | \$50,202.60 | \$3,263.60 | \$521.87   | \$69.60    | \$20.40   | \$54,078.07    | \$8,484.00 | \$62,562.07        |
| 11                                            | \$50,661.85 | \$3,246.37 | \$573.67   | \$69.60    | \$20.40   | \$54,571.89    | \$8,484.00 | \$63,055.89        |
| 12                                            | \$51,121.00 | \$3,228.06 | \$626.54   | \$69.60    | \$20.40   | \$55,065.60    | \$8,484.00 | \$63,549.60        |
| 13                                            | \$51,580.00 | \$3,208.67 | \$680.48   | \$69.60    | \$20.40   | \$55,559.15    | \$8,484.00 | \$64,043.15        |
| 14                                            | \$52,039.00 | \$3,188.23 | \$735.47   | \$69.60    | \$20.40   | \$56,052.70    | \$8,484.00 | \$64,536.70        |
| 15                                            | \$53,518.00 | \$3,243.49 | \$791.53   | \$69.60    | \$20.40   | \$57,643.02    | \$8,484.00 | \$66,127.02        |
| 16                                            | \$53,976.65 | \$3,220.89 | \$848.65   | \$69.60    | \$20.40   | \$58,136.19    | \$8,484.00 | \$66,620.19        |
| 17                                            | \$54,435.88 | \$3,197.28 | \$906.83   | \$69.60    | \$20.40   | \$58,629.99    | \$8,484.00 | \$67,113.99        |
| 18                                            | \$54,895.13 | \$3,172.61 | \$966.07   | \$69.60    | \$20.40   | \$59,123.81    | \$8,484.00 | \$67,607.81        |
| 19                                            | \$55,354.37 | \$3,146.86 | \$1,026.38 | \$69.60    | \$20.40   | \$59,617.61    | \$8,484.00 | \$68,101.61        |
| 20                                            | \$55,834.06 | \$3,122.35 | \$1,087.00 | \$69.60    | \$20.40   | \$60,133.41    | \$8,484.00 | \$68,617.41        |
| 21                                            | \$56,293.00 | \$3,093.71 | \$1,150.18 | \$69.60    | \$20.40   | \$60,626.89    | \$8,484.00 | \$69,110.89        |
| 22                                            | \$56,752.00 | \$3,064.76 | \$1,213.68 | \$69.60    | \$20.40   | \$61,120.44    | \$8,484.00 | \$69,604.44        |
| 23                                            | \$57,211.72 | \$3,034.81 | \$1,278.23 | \$69.60    | \$20.40   | \$61,614.76    | \$8,484.00 | \$70,098.76        |
| 24                                            | \$57,671.00 | \$3,003.76 | \$1,343.85 | \$69.60    | \$20.40   | \$62,108.61    | \$8,484.00 | \$70,592.61        |
| 25                                            | \$59,071.36 | \$3,042.49 | \$1,410.53 | \$69.60    | \$20.40   | \$63,614.38    | \$8,484.00 | \$72,098.38        |
| 26                                            | \$59,377.35 | \$3,065.52 | \$1,410.53 | \$69.60    | \$20.40   | \$63,943.40    | \$8,484.00 | \$72,427.40        |
| 27                                            | \$59,727.36 | \$3,091.86 | \$1,410.53 | \$69.60    | \$20.40   | \$64,319.75    | \$8,484.00 | \$72,803.75        |
| 28                                            | \$60,077.36 | \$3,118.21 | \$1,410.53 | \$69.60    | \$20.40   | \$64,696.10    | \$8,484.00 | \$73,180.10        |
| 29                                            | \$60,577.36 | \$3,155.84 | \$1,410.53 | \$69.60    | \$20.40   | \$65,233.73    | \$8,484.00 | \$73,717.73        |
| 30                                            | \$61,077.36 | \$3,193.48 | \$1,410.53 | \$69.60    | \$20.40   | \$65,771.37    | \$8,484.00 | \$74,255.37        |
| 31                                            | \$61,577.36 | \$3,231.11 | \$1,410.53 | \$69.60    | \$20.40   | \$66,309.00    | \$8,484.00 | \$74,793.00        |
| 32                                            | \$62,077.36 | \$3,268.75 | \$1,410.53 | \$69.60    | \$20.40   | \$66,846.64    | \$8,484.00 | \$75,330.64        |
| 33                                            | \$62,577.36 | \$3,306.38 | \$1,410.53 | \$69.60    | \$20.40   | \$67,384.27    | \$8,484.00 | \$75,868.27        |
| 34                                            | \$63,077.36 | \$3,344.01 | \$1,410.53 | \$69.60    | \$20.40   | \$67,921.90    | \$8,484.00 | \$76,405.90        |
| 35                                            | \$63,577.36 | \$3,381.65 | \$1,410.53 | \$69.60    | \$20.40   | \$68,459.54    | \$8,484.00 | \$76,943.54        |
| Base + Retirement + TRS Credit = Total Salary |             |            |            |            |           |                |            |                    |
| Approved by Board of Education: July 20, 2026 |             |            |            |            |           |                |            |                    |

### Ada City Schools Extra Duty Assignment Stipends for 2026 2027

|                                   |            |
|-----------------------------------|------------|
| <b>Baseball</b>                   |            |
| Baseball Field Maintenance        | \$1,500.00 |
| Baseball HS Assistant (2)         | \$3,500.00 |
| Baseball HS Head                  | Flexible   |
| Baseball JH                       | \$2,000.00 |
| Baseball JH Head                  | \$2,500.00 |
| <b>Basketball</b>                 |            |
| Basketball 6th Grade Boys         | \$1,000.00 |
| Basketball 6th Grade Girls        | \$1,000.00 |
| Basketball 7th Grade Boys         | \$2,000.00 |
| Basketball 7th Grade Girls        | \$2,000.00 |
| Basketball Freshmen Boys          | \$3,000.00 |
| Basketball Freshmen Girls         | \$3,000.00 |
| Basketball HS Boys Assistant (2)  | \$3,500.00 |
| Basketball HS Boys Head Coach     | Flexible   |
| Basketball HS Girls Assistant (2) | \$3,500.00 |
| Basketball HS Girls Head Coach    | Flexible   |
| Basketball JH 8th Grade Boys      | \$2,000.00 |
| Basketball JH 8th Grade Girls     | \$2,000.00 |
| <b>Cheer</b>                      |            |
| Cheer Head                        | \$8,000.00 |
| Cheer HS Assistant                | \$4,000.00 |
| Cheer JH                          | \$3,000.00 |
| Cougann Assistant (2)             | \$3,750.00 |
| Cougann Head Coach                | \$8,000.00 |
| <b>Football</b>                   |            |
| Football Freshmen                 | \$4,000.00 |
| Football HS Assistant (4)         | \$4,000.00 |
| Football HS Defensive Coordinator | \$5,250.00 |
| Football HS Head Coach            | Flexible   |
| Football HS Offensive Coordinator | \$5,250.00 |
| Football JH 7th Grade             | \$2,500.00 |
| Football JH 8th Grade             | \$2,500.00 |
| Football JH Assistant (4)         | \$2,000.00 |
| <b>Golf</b>                       |            |
| Golf HS Boys Head                 | Flexible   |
| Golf HS Girls Head                | Flexible   |
| Golf JH Boys                      | \$1,500.00 |
| Golf JH Girls                     | \$1,500.00 |
| <b>Soccer</b>                     |            |
| Soccer Girls Head                 | Flexible   |

|                                            |             |
|--------------------------------------------|-------------|
| Soccer HS Assistant Boys                   | \$1,500.00  |
| Soccer HS Assistant Girls                  | \$1,500.00  |
| Soccer HS Boys Head                        | Flexible    |
| <b>Softball</b>                            |             |
| Softball HS Fast Pitch Assistant (2)       | \$3,500.00  |
| Softball HS Fast Pitch Head                | Flexible    |
| Softball JH Fastpitch Assistant            | \$2,000.00  |
| Softball JH Fastpitch Head                 | \$2,500.00  |
| <b>Strength and Conditioning</b>           |             |
| Strength and Conditioning Coordinator Asst | \$4,000.00  |
| Strength and Conditioning Coordinator      | \$12,000.00 |
| Strength and Conditioning Coordinator Asst | \$2,500.00  |
| <b>Tennis</b>                              |             |
| Tennis HS Boys Head                        | Flexible    |
| Tennis HS Girls Head                       | Flexible    |
| Tennis JH Girls                            | \$2,000.00  |
| Tennis JH Boys                             | \$2,000.00  |
| <b>Track</b>                               |             |
| Track 6th Grade                            | \$750.00    |
| Track Cross Country Assistant              | \$1,500.00  |
| Track Cross Country HS Head                | \$3,000.00  |
| Track HS Assistant (4)                     | \$3,000.00  |
| Track HS Head Coach                        | Flexible    |
| Track JH Head                              | \$1,500.00  |
| Track JH Assistant (3)                     | \$1,000.00  |
| <b>Wrestling</b>                           |             |
| Wrestling Head JH                          | \$2,500.00  |
| Wrestling HS Assistant (3)                 | \$3,000.00  |
| Wrestling HS Girls Assistant               | \$3,000.00  |
| Wrestling HS Head                          | Flexible    |
| Wrestling JH Assistant                     | \$2,000.00  |
|                                            |             |
| <b>Technology</b>                          |             |
| <b>Coug Techs</b>                          |             |
| Coug Tech (6)                              | \$1,500.00  |
|                                            |             |
| <b>Academic Team</b>                       |             |
| Willard Academic Team Co Sponsor (2)       | \$1,000.00  |
| JH Academic Team Sponsor                   | \$1,625.00  |
| HS Academic Team Sponsor (2)               | \$1,625.00  |
|                                            |             |
|                                            |             |
| <b>National Honor Society</b>              |             |

|                                          |             |
|------------------------------------------|-------------|
| National Honor Society High School       | \$1,500.00  |
|                                          |             |
| <b>Yearbook</b>                          |             |
| Yearbook High School                     | \$2,000.00  |
| Yearbook Jr High                         | \$1,050.00  |
|                                          |             |
| <b>Vocal Music</b>                       |             |
| Vocal Music HS/JH                        | \$5,000.00  |
|                                          |             |
| <b>Student Council</b>                   |             |
| Student Council Sponsor Jr High          | \$1,500.00  |
| Student Council Sponsor                  | \$2,500.00  |
| Student Council Activities Director      | \$8,000.00  |
|                                          |             |
| <b>Band</b>                              |             |
| Band Director                            | \$12,000.00 |
| Band Assistant Director (2)              | \$6,550.00  |
|                                          |             |
| <b>Performing Arts</b>                   |             |
| Performing Arts Assistant                | \$3,000.00  |
| HS Performing Arts Competitive Drama     | \$8,000.00  |
| JH/Willard Performing Arts               | \$1,500.00  |
|                                          |             |
| <b>Public Relations</b>                  |             |
| Public Relations District                | \$4,000.00  |
|                                          |             |
| <b>Department Heads</b>                  |             |
| HS Department Head (4)                   | \$500.00    |
| JH Department Head (5)                   | \$500.00    |
|                                          |             |
| <b>ESports</b>                           |             |
| ESports Sponsor                          | \$1,500.00  |
|                                          |             |
| <b>Professional Development</b>          |             |
| Professional Development Committee (6)   | \$500.00    |
| Professional Development Committee Chair | \$1,000.00  |
|                                          |             |
| <b>Robotics</b>                          |             |
| Robotics Team Co Sponsor                 | \$1,625.00  |
|                                          |             |
| <b>Counseling</b>                        |             |
| Counseling Elementary (4)                | \$7,000.00  |
| Counseling MTSS                          | \$10,000.00 |

|                            |            |
|----------------------------|------------|
| Counseling Secondary (5)   | \$7,000.00 |
|                            |            |
| <b>Career Tech</b>         |            |
| Career Tech Teacher (9)    | \$2,200.00 |
|                            |            |
| Chickasaw Language Proctor | \$3,000.00 |