

**SAND SPRINGS PUBLIC SCHOOLS**

**2021-2022 Teacher's Compensation Schedule**

Years Exper	Bachelor					Bachelor + 15 Hours					Years Exper	Masters					Masters + 15 Hours					Years Exper	Additional Compensation		
	State Minimum Salary	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	State Minimum Salary		Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)		Flexible Benefit Allowance (W/ Health)		
0	36,601	40,001	473.76	40,474.76	3,873.76	40,101	473.76	40,574.76	3,973.76	0	37,991	41,390	473.76	41,863.76	3,872.76	41,490	473.76	41,963.76	3,972.76	0	60.15	836.52	7,138.80		
1	37,035	40,480	473.76	40,953.76	3,918.76	40,580	473.76	41,053.76	4,018.76	1	38,425	41,869	473.76	42,342.76	3,917.76	41,969	473.76	42,442.76	4,017.76	1	103.41	836.52	7,138.80		
2	37,469	40,969	473.76	41,442.76	3,973.76	41,069	473.76	41,542.76	4,073.76	2	38,859	42,363	473.76	42,836.76	3,977.76	42,463	473.76	42,936.76	4,077.76	2	145.65	836.52	7,138.80		
3	37,904	41,529	473.76	42,002.76	4,098.76	41,629	473.76	42,102.76	4,198.76	3	39,294	42,923	473.76	43,396.76	4,102.76	43,023	473.76	43,496.76	4,202.76	3	188.15	836.52	7,138.80		
4	38,338	42,345	473.76	42,818.76	4,480.76	42,445	473.76	42,918.76	4,580.76	4	39,728	43,724	473.76	44,197.76	4,469.76	43,824	473.76	44,297.76	4,569.76	4	233.33	836.52	7,138.80		
5	38,810	43,045	473.76	43,518.76	4,708.76	43,145	473.76	43,618.76	4,808.76	5	40,200	44,434	473.76	44,907.76	4,707.76	44,534	473.76	45,007.76	4,807.76	5	278.76	836.52	7,138.80		
6	39,273	43,568	473.76	44,041.76	4,768.76	43,668	473.76	44,141.76	4,868.76	6	40,663	44,947	473.76	45,420.76	4,757.76	45,047	473.76	45,520.76	4,857.76	6	325.26	836.52	7,138.80		
7	39,737	43,962	473.76	44,435.76	4,698.76	44,062	473.76	44,535.76	4,798.76	7	41,127	45,351	473.76	45,824.76	4,697.76	45,451	473.76	45,924.76	4,797.76	7	372.82	836.52	7,138.80		
8	40,200	44,360	473.76	44,833.76	4,633.76	44,460	473.76	44,933.76	4,733.76	8	41,590	45,754	473.76	46,227.76	4,637.76	45,854	473.76	46,327.76	4,737.76	8	421.44	836.52	7,138.80		
9	40,663	44,753	473.76	45,226.76	4,563.76	44,853	473.76	45,326.76	4,663.76	9	42,054	46,143	473.76	46,616.76	4,562.76	46,243	473.76	46,716.76	4,662.76	9	471.12	836.52	7,138.80		
10	41,684	45,704	473.76	46,177.76	4,493.76	45,804	473.76	46,277.76	4,593.76	10	43,568	47,162	473.76	47,635.76	4,067.76	47,262	473.76	47,335.76	4,167.76	10	521.87	836.52	7,138.80		
11	42,177	45,910	473.76	46,383.76	4,206.76	46,010	473.76	46,483.76	4,306.76	11	44,061	47,368	473.76	47,841.76	3,780.76	47,468	473.76	47,941.76	3,880.76	11	573.67	836.52	7,138.80		
12	42,670	46,406	473.76	46,879.76	4,209.76	46,506	473.76	46,979.76	4,309.76	12	44,554	47,864	473.76	48,337.76	3,783.76	47,964	473.76	48,437.76	3,883.76	12	626.54	836.52	7,138.80		
13	43,162	46,896	473.76	47,369.76	4,207.76	46,996	473.76	47,469.76	4,307.76	13	45,047	48,560	473.76	49,033.76	3,986.76	48,660	473.76	49,133.76	4,086.76	13	680.48	836.52	7,138.80		
14	43,655	47,387	473.76	47,860.76	4,205.76	47,487	473.76	47,960.76	4,305.76	14	45,539	49,245	473.76	49,718.76	4,179.76	49,345	473.76	49,818.76	4,279.76	14	735.47	836.52	7,138.80		
15	44,167	47,902	473.76	48,375.76	4,208.76	48,002	473.76	48,475.76	4,308.76	15	46,052	49,961	473.76	50,434.76	4,382.76	50,061	473.76	50,534.76	4,482.76	15	791.53	836.52	7,138.80		
16	44,660	48,443	473.76	48,916.76	4,256.76	48,543	473.76	49,016.76	4,356.76	16	46,545	50,702	473.76	51,175.76	4,630.76	50,802	473.76	51,275.76	4,730.76	16	848.65	836.52	7,138.80		
17	45,153	48,939	473.76	49,412.76	4,259.76	49,039	473.76	49,512.76	4,359.76	17	47,038	51,398	473.76	51,871.76	4,833.76	51,498	473.76	51,971.76	4,933.76	17	906.83	836.52	7,138.80		
18	45,646	49,430	473.76	49,903.76	4,257.76	49,530	473.76	50,003.76	4,357.76	18	47,531	52,094	473.76	52,567.76	5,036.76	52,194	473.76	52,667.76	5,136.76	18	966.07	836.52	7,138.80		
19	46,139	49,921	473.76	50,394.76	4,255.76	50,021	473.76	50,494.76	4,355.76	19	48,024	52,680	473.76	53,153.76	5,129.76	52,780	473.76	53,253.76	5,229.76	19	1,026.38	836.52	7,138.80		
20	46,652	50,537	473.76	51,010.76	4,258.76	50,637	473.76	51,110.76	4,458.76	20	48,538	53,397	473.76	53,870.76	5,332.76	53,497	473.76	53,970.76	5,432.76	20	1,087.75	836.52	7,138.80		
21	47,145	51,228	473.76	51,701.76	4,556.76	51,328	473.76	51,801.76	4,656.76	21	49,031	54,188	473.76	54,661.76	5,630.76	54,288	473.76	54,761.76	5,730.76	21	1,150.18	836.52	7,138.80		
22	47,639	51,825	473.76	52,298.76	4,659.76	51,925	473.76	52,398.76	4,759.76	22	49,524	54,784	473.76	55,257.76	5,733.76	54,884	473.76	55,357.76	5,833.76	22	1,213.68	836.52	7,138.80		
23	48,132	52,316	473.76	52,789.76	4,657.76	52,416	473.76	52,889.76	4,757.76	23	50,018	55,281	473.76	55,754.76	5,736.76	55,381	473.76	55,854.76	5,836.76	23	1,278.23	836.52	7,138.80		
24	48,625	52,807	473.76	53,280.76	4,655.76	52,907	473.76	53,380.76	4,755.76	24	50,511	55,767	473.76	56,240.76	5,729.76	55,867	473.76	56,340.76	5,829.76	24	1,343.85	836.52	7,138.80		
25	50,049	54,234	473.76	54,707.76	4,658.76	54,334	473.76	54,807.76	4,758.76	25	51,971	57,330	473.76	57,803.76	5,832.76	57,880	473.76	58,353.76	6,382.76	25	1,410.53	836.52	7,138.80		
26	50,049	54,867	473.76	55,340.76	5,291.76	55,167	473.76	55,640.76	5,591.76	26	51,971	58,263	473.76	58,736.76	6,765.76	59,163	473.76	59,636.76	7,665.76	26	1,410.53	836.52	7,138.80		
27	50,049	55,367	473.76	55,840.76	5,791.76	55,667	473.76	56,140.76	6,091.76	27	51,971	58,763	473.76	59,236.76	7,265.76	59,663	473.76	60,136.76	8,165.76	27	1,410.53	836.52	7,138.80		
Career	50,049	57,365	473.76	57,838.76	7,789.76	57,665	473.76	58,138.76	8,089.76	Career	51,971	60,761	473.76	61,234.76	9,263.76	61,161	473.76	61,634.76	9,663.76	Career	1,410.53	836.52	7,138.80		

**Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.**

- The State Flexible Benefit Allowance will pay 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$615.90 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. The In Lieu Benefit amount is \$69.71. The district will continue to pay for the individual dental and group life premiums as a "pure" fringe; these amounts may change in January.
- The Teacher's Retirement contributions are paid by the individual certified employee but are reported by the district as a "before tax" figure. (Meaning taxes - state and federal income tax, and FICA - are deferred until retirement or termination when compensation is received by the employee.)
- OS 70-17-108.2 provides that the State of Oklahoma will pay a portion of the retirement contribution of each "teacher" based on the total experience shown on the State Department of Education's Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A copy of the credit amount schedule in OS 70-17-108.2 is shown above as "State Retirement Credit".
- Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement; dependent care expense reimbursements; eligible insurance premiums and/or any other expenditure categories that may be allowable within Section 125 regulations.
- Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

PAYROLL DATES	NOTE: Salary Supplement Information O.S. 70-26-101 thru 105 - EMPLOYEE FLEXIBLE BENEFIT ALLOWANCE
2021-2022	
September 10, 2021	
October 8, 2021	
November 10, 2021	
December 10, 2021	- Each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) who chooses to take the actual health coverage, shall receive a flexible benefit allowance of 100% of the rate of the OSEEGIB Health Choice High plan. Each certified personnel who chooses not to take the actual health coverage shall be limited to receive only \$69.71 per month.
January 10, 2022	
February 10, 2022	
March 10, 2022	
April 8, 2022	
May 10, 2022	
June 10, 2022	
July 8, 2022	
August 10, 2022	- This Flexible Benefit Allowance will be for the 2021-2022 school year only. This amount will be added to your taxable income but cannot be included as "regular annual compensation" for retirement.

**SAND SPRINGS PUBLIC SCHOOLS**

2021-2022 Teacher's Compensation Schedule

Years Exper	Masters					Masters + 30 Hours					Masters + 45 Hours					Years Exper	Doctorate					Additional Compensation		
	State Minimum Salary	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	State Minimum Salary	Local Base Salary		Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)		
0	37,991	41,640	473.76	42,113.76	4,122.76	41,810	473.76	42,283.76	4,292.76	41,810	473.76	42,283.76	4,292.76	39,381	42,984	473.76	43,457.76	4,076.76	60.15	836.52	7,138.80			
1	38,425	42,119	473.76	42,592.76	4,167.76	42,369	473.76	42,842.76	4,417.76	42,369	473.76	42,842.76	4,417.76	39,815	43,463	473.76	43,936.76	4,121.76	103.41	836.52	7,138.80			
2	38,859	42,613	473.76	43,086.76	4,227.76	42,863	473.76	43,336.76	4,477.76	42,863	473.76	43,336.76	4,477.76	40,249	43,952	473.76	44,425.76	4,176.76	145.65	836.52	7,138.80			
3	39,294	43,173	473.76	43,646.76	4,352.76	43,423	473.76	43,896.76	4,602.76	43,423	473.76	43,896.76	4,602.76	40,684	44,512	473.76	44,985.76	4,301.76	188.15	836.52	7,138.80			
4	39,728	43,974	473.76	44,447.76	4,719.76	44,224	473.76	44,697.76	4,969.76	44,224	473.76	44,697.76	4,969.76	41,118	45,313	473.76	45,786.76	4,668.76	233.33	836.52	7,138.80			
5	40,200	44,684	473.76	45,157.76	4,957.76	44,934	473.76	45,407.76	5,207.76	44,934	473.76	45,407.76	5,207.76	41,590	46,128	473.76	46,601.76	5,011.76	278.76	836.52	7,138.80			
6	40,663	45,197	473.76	45,670.76	5,007.76	45,447	473.76	45,920.76	5,257.76	45,447	473.76	45,920.76	5,257.76	42,054	46,737	473.76	47,210.76	5,156.76	325.26	836.52	7,138.80			
7	41,127	45,601	473.76	46,074.76	4,947.76	45,851	473.76	46,324.76	5,197.76	45,851	473.76	46,324.76	5,197.76	42,517	47,175	473.76	47,648.76	5,131.76	372.82	836.52	7,138.80			
8	41,590	46,004	473.76	46,477.76	4,887.76	46,254	473.76	46,727.76	5,137.76	46,254	473.76	46,727.76	5,137.76	42,980	47,673	473.76	48,146.76	5,166.76	421.44	836.52	7,138.80			
9	42,054	46,393	473.76	46,866.76	4,812.76	46,643	473.76	47,116.76	5,062.76	46,643	473.76	47,116.76	5,062.76	43,444	48,162	473.76	48,635.76	5,191.76	471.12	836.52	7,138.80			
10	43,568	47,412	473.76	47,885.76	4,317.76	47,662	473.76	48,135.76	4,567.76	47,662	473.76	48,135.76	4,567.76	45,945	49,206	473.76	49,679.76	3,734.76	521.87	836.52	7,138.80			
11	44,061	47,618	473.76	48,091.76	4,030.76	47,868	473.76	48,341.76	4,280.76	47,868	473.76	48,341.76	4,280.76	46,438	49,797	473.76	50,270.76	3,832.76	573.67	836.52	7,138.80			
12	44,554	48,114	473.76	48,587.76	4,033.76	48,364	473.76	48,837.76	4,283.76	48,364	473.76	48,837.76	4,283.76	46,931	50,638	473.76	51,111.76	4,180.76	626.54	836.52	7,138.80			
13	45,047	48,810	473.76	49,283.76	4,236.76	49,060	473.76	49,533.76	4,486.76	49,060	473.76	49,533.76	4,486.76	47,424	51,234	473.76	51,707.76	4,283.76	680.48	836.52	7,138.80			
14	45,539	49,495	473.76	49,968.76	4,429.76	49,745	473.76	50,218.76	4,679.76	49,745	473.76	50,218.76	4,679.76	47,916	51,824	473.76	52,297.76	4,381.76	735.47	836.52	7,138.80			
15	46,052	50,211	473.76	50,684.76	4,632.76	50,461	473.76	50,934.76	4,882.76	50,461	473.76	50,934.76	4,882.76	48,430	52,591	473.76	53,064.76	4,634.76	791.53	836.52	7,138.80			
16	46,545	50,952	473.76	51,425.76	4,880.76	51,202	473.76	51,675.76	5,130.76	51,202	473.76	51,675.76	5,130.76	48,923	53,282	473.76	53,755.76	4,832.76	848.65	836.52	7,138.80			
17	47,038	51,648	473.76	52,121.76	5,083.76	51,898	473.76	52,371.76	5,333.76	51,898	473.76	52,371.76	5,333.76	49,416	53,973	473.76	54,446.76	5,030.76	906.83	836.52	7,138.80			
18	47,531	52,344	473.76	52,817.76	5,286.76	52,594	473.76	53,067.76	5,536.76	52,594	473.76	53,067.76	5,536.76	49,909	54,669	473.76	55,142.76	5,233.76	966.07	836.52	7,138.80			
19	48,024	52,930	473.76	53,403.76	5,379.76	53,180	473.76	53,653.76	5,629.76	53,180	473.76	53,653.76	5,629.76	50,402	55,360	473.76	55,833.76	5,431.76	1,026.38	836.52	7,138.80			
20	48,538	53,647	473.76	54,120.76	5,582.76	53,897	473.76	54,370.76	5,832.76	53,897	473.76	54,370.76	5,832.76	50,917	56,278	473.76	56,751.76	5,834.76	1,087.75	836.52	7,138.80			
21	49,031	54,438	473.76	54,911.76	5,880.76	54,688	473.76	55,161.76	6,130.76	54,688	473.76	55,161.76	6,130.76	51,410	57,069	473.76	57,542.76	6,132.76	1,150.18	836.52	7,138.80			
22	49,524	55,034	473.76	55,507.76	5,983.76	55,284	473.76	55,757.76	6,233.76	55,284	473.76	55,757.76	6,233.76	51,903	57,560	473.76	58,033.76	6,130.76	1,213.68	836.52	7,138.80			
23	50,018	55,531	473.76	56,004.76	5,986.76	55,811	473.76	56,284.76	6,266.76	55,811	473.76	56,284.76	6,266.76	52,397	58,307	473.76	58,780.76	6,383.76	1,278.23	836.52	7,138.80			
24	50,511	56,197	473.76	56,670.76	6,159.76	56,797	473.76	57,270.76	6,759.76	56,797	473.76	57,270.76	6,759.76	52,890	59,033	473.76	59,506.76	6,616.76	1,343.85	836.52	7,138.80			
25	51,971	58,330	473.76	58,803.76	6,832.76	58,980	473.76	59,453.76	7,482.76	58,980	473.76	59,453.76	7,482.76	54,395	62,736	473.76	63,209.76	8,814.76	1,410.53	836.52	7,138.80			
26	51,971	59,363	473.76	59,836.76	7,865.76	60,163	473.76	60,636.76	8,665.76	60,163	473.76	60,636.76	8,665.76	54,395	63,884	473.76	64,357.76	9,962.76	1,410.53	836.52	7,138.80			
27	51,971	59,863	473.76	60,336.76	8,365.76	60,663	473.76	61,136.76	9,165.76	60,663	473.76	61,136.76	9,165.76	54,395	64,384	473.76	64,857.76	10,462.76	1,410.53	836.52	7,138.80			
Career	51,971	61,861	473.76	62,334.76	10,363.76	62,661	473.76	63,134.76	11,163.76	62,661	473.76	63,134.76	11,163.76	54,395	65,334	473.76	65,807.76	11,412.76	1,410.53	836.52	7,138.80			

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- Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

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October 8, 2021	
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**SAND SPRINGS PUBLIC SCHOOLS**

2021-2022 Teacher's Compensation Schedule

Years Exper	Bachelors' with National Board Certification						Years Exper	Masters with National Board Certification						Additional Compensation			
	State Minimum Salary	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum			State Minimum Salary	Local Base Salary	Dental Life Insurance	Total Compensation	Tot. Comp. Beyond Minimum		Years Exper	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)
0	37,759	41,001	393.36	41,394.36	3,635.36		0	39,149	42,390	393.36	42,783.36	3,634.36		0	60.15	836.52	7,138.80
1	38,193	41,480	393.36	41,873.36	3,680.36		1	39,583	42,869	393.36	43,262.36	3,679.36		1	103.41	836.52	7,138.80
2	38,628	41,969	393.36	42,362.36	3,734.36		2	40,018	43,363	393.36	43,756.36	3,738.36		2	145.65	836.52	7,138.80
3	39,062	42,529	393.36	42,922.36	3,860.36		3	40,452	43,923	393.36	44,316.36	3,864.36		3	188.15	836.52	7,138.80
4	39,496	43,345	393.36	43,738.36	4,242.36		4	40,886	44,724	393.36	45,117.36	4,231.36		4	233.33	836.52	7,138.80
5	39,968	44,045	393.36	44,438.36	4,470.36		5	41,358	45,434	393.36	45,827.36	4,469.36		5	278.76	836.52	7,138.80
6	40,432	44,568	393.36	44,961.36	4,529.36		6	41,822	45,947	393.36	46,340.36	4,518.36		6	325.26	836.52	7,138.80
7	40,895	44,962	393.36	45,355.36	4,460.36		7	42,285	46,351	393.36	46,744.36	4,459.36		7	372.82	836.52	7,138.80
8	41,358	45,360	393.36	45,753.36	4,395.36		8	42,749	46,754	393.36	47,147.36	4,398.36		8	421.44	836.52	7,138.80
9	41,822	45,753	393.36	46,146.36	4,324.36		9	43,212	47,143	393.36	47,536.36	4,324.36		9	471.12	836.52	7,138.80
10	42,811	46,704	393.36	47,097.36	4,286.36		10	44,728	48,162	393.36	48,555.36	3,827.36		10	521.87	836.52	7,138.80
11	43,336	46,910	393.36	47,303.36	3,967.36		11	45,221	48,368	393.36	48,761.36	3,540.36		11	573.67	836.52	7,138.80
12	43,829	47,406	393.36	47,799.36	3,970.36		12	45,719	48,864	393.36	49,257.36	3,538.36		12	626.54	836.52	7,138.80
13	44,322	47,896	393.36	48,289.36	3,967.36		13	46,206	49,560	393.36	49,953.36	3,747.36		13	680.48	836.52	7,138.80
14	44,815	48,387	393.36	48,780.36	3,965.36		14	46,699	50,245	393.36	50,638.36	3,939.36		14	735.47	836.52	7,138.80
15	45,327	48,902	393.36	49,295.36	3,968.36		15	47,212	50,961	393.36	51,354.36	4,142.36		15	791.53	836.52	7,138.80
16	45,820	49,443	393.36	49,836.36	4,016.36		16	47,705	51,702	393.36	52,095.36	4,390.36		16	848.65	836.52	7,138.80
17	46,313	49,939	393.36	50,332.36	4,019.36		17	48,198	52,398	393.36	52,791.36	4,593.36		17	906.83	836.52	7,138.80
18	46,806	50,430	393.36	50,823.36	4,017.36		18	48,691	53,094	393.36	53,487.36	4,796.36		18	966.07	836.52	7,138.80
19	47,299	50,921	393.36	51,314.36	4,015.36		19	49,184	53,680	393.36	54,073.36	4,889.36		19	1,026.38	836.52	7,138.80
20	47,813	51,537	393.36	51,930.36	4,117.36		20	49,698	54,397	393.36	54,790.36	5,092.36		20	1,087.75	836.52	7,138.80
21	48,306	52,228	393.36	52,621.36	4,315.36		21	50,192	55,188	393.36	55,581.36	5,389.36		21	1,150.18	836.52	7,138.80
22	48,799	52,825	393.36	53,218.36	4,419.36		22	50,685	55,784	393.36	56,177.36	5,492.36		22	1,213.68	836.52	7,138.80
23	49,292	53,316	393.36	53,709.36	4,417.36		23	51,178	56,281	393.36	56,674.36	5,496.36		23	1,278.23	836.52	7,138.80
24	49,782	53,807	393.36	54,200.36	4,418.36		24	51,671	56,767	393.36	57,160.36	5,489.36		24	1,343.85	836.52	7,138.80
25	51,232	55,234	393.36	55,627.36	4,395.36		25	53,153	58,330	393.36	58,723.36	5,570.36		25	1,410.53	836.52	7,138.80
26	51,232	55,867	393.36	56,260.36	5,028.36		26	53,153	59,263	393.36	59,656.36	6,503.36		26	1,410.53	836.52	7,138.80
27	51,232	56,367	393.36	56,760.36	5,528.36		27	53,653	59,763	393.36	60,156.36	6,503.36		27	1,410.53	836.52	7,138.80
Career	51,232	58,865	393.36	59,258.36	8,026.36		Career	53,653	61,761	393.36	62,154.36	8,501.36		Career	1,410.53	836.52	7,138.80

Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.

- The State Flexible Benefit Allowance will pay 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$615.90 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. The In Lieu Benefit amount is
- The Teachers' Retirement contributions are paid by the individual certified employee but are reported by the district as a "before tax" figure. (Meaning taxes - state and federal income tax, and FICA - are deferred until retirement or termination when compensation is received by the employee.)
- OS 70-17-108.2 provides that the State of Oklahoma will pay a portion of the retirement contribution of each "teacher" based on the total experience shown on the State Department of Education's Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible
- Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement, dependent care expense reimbursements, eligible insurance premiums and/or any other expenditure categories that may
- Teachers eligible to receive the National Board Certification bonus shall not be eligible to receive the additional salary increment set forth in this salary schedule.
- National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013.
- Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

PAYROLL DATES	NOTE: Salary Supplement Information O.S. 70-26-101 thru 105 - EMPLOYEE FLEXIBLE BENEFIT ALLOWANCE
2020-2021	
September 10, 2020	
October 9, 2020	- Each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) who chooses to take the actual health coverage, shall receive a flexible benefit allowance of 100% of the rate of the OSEEGIB Health Choice High plan.
November 10, 2020	
December 10, 2020	Each certified personnel who chooses not to take the actual health coverage shall be limited to receive only \$69.71 per month.
January 8, 2021	
February 10, 2021	
March 10, 2021	- This Flexible Benefit Allowance will be for the 2020-2021 school year only. This amount will be added to your taxable income but cannot be included as "regular annual compensation" for retirement.
April 9, 2021	
May 10, 2021	
June 10, 2021	
July 9, 2021	
August 10, 2021	